



2022

NALC Health Benefit Plan for Employees and Staff

<https://staff.nalchbp.org>

888-636-6252

A Plan for employees of the National Association of Letter Carriers, the NALC Health Benefit Plan and the United States Letter Carriers Mutual Benefit Association.

Type of Enrollment	Enrollment Code
Self Only	321
Self and Family.....	322

Table of Contents

Table of Contents	1
Introduction.....	3
Summary Plan Description	3
Plain Language.....	3
Discrimination is Against the Law.....	4
Identification Information.....	6
Stop Healthcare Fraud!.....	8
Preventing medical mistakes.....	8
Section 1. How This Plan Works	11
General features of our Plan.....	11
We have a Preferred Provider Organization (PPO).....	11
How we pay providers.....	11
Reservation of rights.....	12
Your medical and claims records are confidential	12
Notice of the NALC Health Benefit Plan for Employees and Staff’s Privacy Practices	13
Section 2. How we change for 2022	18
Changes to this Plan.....	18
Section 3. How you get care.....	19
Identification cards.....	19
Where you get covered care	19
• Covered providers.....	19
• Covered facilities.....	19
What you must do to get covered care.....	20
What if I have a serious illness and my provider leaves the Plan?.....	20
You need prior Plan approval for certain services.....	20
• Inpatient hospital admission	20
• Precertification of radiology/imaging services	22
• Other services	23
Section 4. Your costs for covered services	25
Copayments.....	25
Cost-sharing	25
Deductible	25
Coinsurance.....	25
If your provider routinely waives your cost	25
Waivers	25
Differences between our allowance and the bill.....	26
Your catastrophic protection out-of-pocket maximum for deductible, coinsurance, and copayments	26
If we overpay you.....	27
When Government facilities bill us.....	27
Important Notice About Surprise Billing – Know your rights	27
When you have the Original Medicare Plan (Part A, Part B, or both)	28

Section 5. Benefits – OVERVIEW	29
Section 5(a). Medical services and supplies provided by physicians and other healthcare professionals	31
Section 5(b). Surgical and anesthesia services provided by physicians and other healthcare professionals.....	51
Section 5(c). Services provided by a hospital or other facility, and ambulance services	62
Section 5(d). Emergency services/accidents	68
Section 5(e). Mental health and substance use disorder benefits.....	71
Section 5(f). Prescription drug benefits.....	77
Section 5(g). Dental benefits.....	85
Section 5(h). Wellness and Other Special Features	87
Section 6. General exclusions – things we don’t cover.....	93
Section 7. Filing a claim for covered services.....	95
Section 8. Claim and appeal procedures	98
Section 9. Coordinating benefits with other coverage.....	110
When you have other health coverage.....	110
What is Medicare?	110
• Should I enroll in Medicare?.....	111
• The Original Medicare Plan (Part A or Part B).....	111
• Tell us about your Medicare coverage.....	112
• Private contract with your physician	112
• Medicare Advantage (Part C).....	112
• Medicare prescription drug coverage (Part D).....	112
TRICARE and CHAMPVA	113
Workers’ Compensation	113
Medicaid.....	114
When other Government agencies are responsible for your care	114
When others are responsible for injuries.....	114
Clinical Trials	115
Section 10. Eligibility	116
Section 11. COBRA Continuation Coverage	120
Section 12. Definitions of terms we use in this brochure	126
Section 13. ERISA rights.....	131
Assistance with Your Questions.....	132
Section 14. Discretion to Interpret the Plan.....	133
Index.....	134
Summary of benefits for the NALC Health Benefit Plan for Employees and Staff – 2022.....	135

Introduction

NALC Health Benefit Plan for Employees and Staff
P.O. Box 678
Ashburn, VA 20146
703-729-4677 or 888-636-NALC (6252) (TTY: 711)

We are pleased to present this brochure describing the program of health benefits for covered employees, retirees, and their families under the NALC Health Benefit Plan for Employees and Staff.

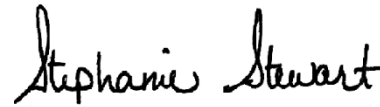
This brochure is the official statement of benefits on which you can rely. A person enrolled in this Plan is entitled to the benefits described in this brochure. If you are enrolled in Self and Family coverage, each eligible enrolled family member is also entitled to these benefits.

This brochure describes the benefits, exclusions, limitations, and maximums effective January 1, 2022 for calendar year 2022 only. A participant in the Staff Plan does not have a vested right to receive the benefits in this brochure in 2018 or in later years and does not have a right to benefits available prior to 2022 unless those benefits are also contained in this brochure. Oral statements cannot modify the benefits described in this brochure. Changes to the benefits described in this brochure will be reflected in a Summary of Benefit Changes or other summary of material modifications and distributed to participants.

We urge you to become familiar with the benefit program and to keep this brochure available for reference.



Fredric V. Rolando
President, NALC
Administrator
NALC Health Benefit Plan
for Employees and Staff



Stephanie M. Stewart
Director of Health Benefits, NALC
Assistant Administrator
NALC Health Benefit Plan for
Employees and Staff

Board of Trustees

Mack I. Julion

Lawrence D. Brown, Jr., Chairperson

Sandra D Laemmel

Summary Plan Description

This brochure is the Summary Plan Description and the official Plan document of the NALC Health Benefit Plan for Employees and Staff. You will also receive a Summary of Benefits and Coverage annually that provides a very general overview of your benefits under this Plan.

Plain Language

This brochure is written in plain language to make it more responsive, accessible, and understandable to the public. For instance;

- Except for necessary technical terms, we use common words. For instance, “you” means the enrollee or family member; “we” means NALC Health Benefit Plan for Employees and Staff.
- When we use acronyms, we will tell you what they mean first.

Discrimination is Against the Law

The NALC Health Benefit Plan for Employees and Staff (the “Staff Plan”) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The Staff Plan does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

The Staff Plan:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - Qualified sign language interpreters
 - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services, contact Beth Morris.

If you believe that the Staff Plan has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with: Beth Morris, Compliance Officer, NALC Health Benefit Plan for Employees and Staff, P.O. Box 678, Ashburn, VA 20146, 703-729-4677 or 888-636-6252, Fax: 703-729-8137, email: amorris@nalchbp.org. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Beth Morris, Compliance Officer is available to help you. You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at: U.S. Department of Health and Human Services, 200 Independence Avenue SW., Room 509F, HHH Building, Washington, DC 20201, 800-368-1019, 800-537-7697 (TDD).

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 888-636-6252.

注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 888-636-6252

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 888-636-6252.

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 888-636-6252 번으로 전화해 주십시오.

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 888-636-6252.

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 888-636-6252.

ملحوظة: إذا كنت تتحدث أكثر اللغة، فإن خدمات المساعدة الـلغوية متوفرة لك بالمجان. اتصل برقم 1-888-636-6252. رقم هاتف الصم والبكم: 888-636-6252

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou.

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 888-636-6252.

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 888-636-6252.

ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 888-636-6252.

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 888-636-6252.

注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。
888-636-6252 まで、お電話にてご連絡ください。

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung.
Rufnummer: -888-636-6252.

تماس بکویڈ. 888-636-6252 نوج: اکر به زبان نارسى گندگو می کزید، ترحالت زبانی بمرورت رایگان برای شما فراهم می باشد. با

Identification Information

Name of the Plan NALC Health Benefit Plan for Employees and Staff

Names and address of Employers* National Association of Letter Carriers
100 Indiana Avenue, NW
Washington, DC 20001

NALC Health Benefit Plan
20547 Waverly Court
Ashburn, VA 20149

United States Letter Carriers Mutual Benefit Association
100 Indiana Avenue, NW
Washington, DC 20001

*A complete list of contributing employers may be obtained by covered persons upon written request to the Plan Administrator and is available for examination at the Plan's office.

Employer ID number 54-1875242

Plan number 501

Type of plan Employee Welfare Benefit Plan providing for hospitalization, surgical, major medical, prescription drug, and related benefits

Type of administration All benefits are self-insured and self-administered, except for mental health and substance use disorder benefits and Applied Behavioral Analysis benefits, which are administered by OptumHealth Behavioral Solutions but are self-funded by the Staff Plan.

Plan Administrator Fredric V. Rolando, President
National Association of Letter Carriers
100 Indiana Avenue, NW
Washington, DC 20001

Trustees Lawrence D. Brown, Jr., Chairperson
c/o NALC Health Benefit Plan for Employees and Staff
PO Box 678
Ashburn, VA 20146

Mack I. Julion
c/o NALC Health Benefit Plan for Employees and Staff
PO Box 678
Ashburn, VA 20146

Sandra D Laemmel
c/o NALC Health Benefit Plan for Employees and Staff
PO Box 678
Ashburn, VA 20146

Agent for service of legal process Stephanie M. Stewart, Assistant Administrator
NALC Health Benefit Plan for Employees and Staff
PO Box 678
Ashburn, VA 20146

Service of legal process may also be made upon the Plan Administrator or any Trustee

Collective bargaining agreements

The Plan is maintained pursuant to collective bargaining agreements between the NALC, the NALC HBP, and the USLC MBA and the Office of Professional Employees International Union, AFL-CIO, the International Union of Operating Engineers and the Service Employees' International Union in that some participants in the Plan are employees who are covered by collective bargaining agreements. Copies of the agreements may be obtained upon written request to the Plan Administrator and are available for examination at the Employers' offices.

Fiscal year

For purposes of maintaining the Plan's fiscal record, the year end date is December 31.

Sources of contributions and funding

The Plan is funded through contributions made by the Employers and by participants. The assets of the Plan are held in trust.

Stop Healthcare Fraud!

Fraud increases the cost of healthcare for everyone.

Protect Yourself From Fraud – Here are some things you can do to prevent fraud:

Do not give your plan identification (ID) number over the telephone or to people you do not know, except for your healthcare provider or plan.

- Let only the appropriate medical professionals review your medical record or recommend services.
- Avoid using healthcare providers who say that an item or service is not usually covered, but they know how to bill us to get it paid.
- Carefully review explanations of benefits (EOBs) statements that you receive from us.
- Do not ask your physician to make false entries on certificates, bills, or records in order to get us to pay for an item or service.
- If you suspect that a provider has charged you for services you did not receive, billed you twice for the same service, or misrepresented any information, do the following:
 - Call the provider and ask for an explanation. There may be an error.
 - If the provider does not resolve the matter, call us at 703-729-4677 or 888-636-NALC (6252) (TTY: 711) and explain the situation.
- Do not maintain as a family member on your policy:
 - Your former spouse after a divorce decree or annulment is final (even if a court order stipulates otherwise); or
 - Your child age 26 or older (unless he/she became disabled and incapable of self-support prior to age 26 and the Staff Plan has approved their continued enrollment). If you have any questions about the eligibility of a dependent, check with the Nongroup Department at 703-729-4677 or 888-636-NALC (6252) (TTY: 711).

You can be prosecuted for fraud and the Plan may take action against you if you falsify a claim to obtain benefits or try to obtain benefits for someone who is not an eligible family member or who is no longer eligible with the Plan.

Preventing medical mistakes

Medical mistakes continue to be a significant cause of preventable deaths within the United States. While death is the most tragic outcome, medical mistakes cause other problems such as permanent disabilities, extended hospital stays, longer recoveries, and even additional treatments. By asking questions, learning more, and understanding your risks, you can improve the safety of your own healthcare, and that of your family members. Take these simple steps:

1. Ask questions if you have doubts or concerns.

- Ask questions and make sure you understand the answers.
- Choose a doctor with whom you feel comfortable talking.
- Take a relative or friend with you to help you ask questions and understand answers.

2. Keep and bring a list of all the medicines you take.

- Bring the actual medicines or give your doctor and pharmacist a list of all the medicines that you take, including non-prescription (over-the-counter) medicines.
- Tell your doctor and pharmacist about any drug, food, and other allergies you have, such as latex.

- Ask about any risks or side effects of the medication and what to avoid while taking it. Be sure to write down what your doctor or pharmacist says.
- Make sure your medicine is what the doctor ordered. Ask the pharmacist about your medicine if it looks different than you expected.
- Read the label and patient package insert when you get your medicine, including all warnings and instructions.
- Know how to use your medicine. Especially note the times and conditions when your medicine should and should not be taken.
- Contact your doctor or pharmacist if you have any questions.
- Understand both the generic and brand names of your medication. This helps ensure you don't receive double dosing from taking both a generic and a brand. It also helps prevent you from taking a medication to which you are allergic.

3. Get the results of any test or procedure.

- Ask when and how you will get the results of tests or procedures. Confirm whether the results will be provided in person, by phone, mail, through the Plan or provider's portal.
- Don't assume the results are fine if you do not get them when expected. Contact your healthcare provider and ask for your results..
- Ask what the results mean for your care.

4. Talk to your doctor about which hospital or clinic is best for your health needs.

- Ask your doctor about which hospital or clinic has the best care and results for your condition if you have more than one hospital to choose from to get the healthcare you need.
- Be sure you understand the instructions you get about follow-up care when you leave the hospital or clinic.

5. Make sure you understand what will happen if you need surgery.

- Make sure you, your doctor, and your surgeon all agree on exactly what will be done during the operation.
- Ask your doctor, "Who will manage my care when I am in the hospital?"
- Ask your surgeon:
 - "Exactly what will you be doing?"
 - "About how long will it take?"
 - "What will happen after surgery?"
 - "How can I expect to feel during recovery?"
- Tell the surgeon, anesthesiologist, and nurses about any allergies, bad reactions to anesthesia, and any medications or nutritional supplements you are taking.

Patient Safety Links

For more information on patient safety, please visit:

- www.ahrq.gov. The Agency for Healthcare Research and Quality makes available a wide-ranging list of topics not only to inform consumers about patient safety but to help choose quality healthcare providers and improve the quality of care you receive.
- www.leapfroggroup.org. The Leapfrog Group is active in promoting safe practices in hospital care.
- www.ahqa.org. The American Health Quality Association represents organizations and healthcare professionals working to improve patient safety.
- www.bemedwise.org. The National Council on Patient Information and Education is dedicated to improving communication about the safe, appropriate use of medications.
- www.jointcommission.org/topics/patient_safety.aspx. The Joint Commission helps healthcare organizations to improve the quality and safety of the care they deliver.
- www.jointcommission.org/speakup.aspx. The Joint Commission's Speak Up™ patient safety program..

Preventable Healthcare Acquired Conditions (“Never Events”)

When you enter the hospital for treatment of one medical problem, you don't expect to leave with additional injuries, infections, or other serious conditions that occur during the course of your stay. Although some of these complications may not be avoidable, patients do suffer from injuries or illnesses that could have been prevented if doctors or the hospital had taken proper precautions. Errors in medical care that are clearly identifiable, preventable and serious in their consequences for patients can indicate a significant problem in the safety and credibility of a healthcare facility. These conditions and errors are sometimes called “Never Events” or “Serious Reportable Events.”

We have a benefit payment policy that encourages hospitals to reduce the likelihood of hospital-acquired conditions such as certain infections, severe bedsores, and fractures, and to reduce medical errors that should never happen. When such an event occurs, neither you nor the Plan will incur costs to correct the medical error.

You will not be billed for inpatient services related to treatment of specific hospital-acquired conditions or for inpatient services needed to correct Never Events, if you use (Cigna HealthCare Shared Administration OAP Network) preferred providers. This policy helps to protect you from preventable medical errors and improve the quality of care you receive.

Section 1. How This Plan Works

This Plan is a fee-for-service (FFS) plan. You can choose your own physicians, hospitals, and other healthcare providers. We reimburse you or your provider for your covered services, usually based on a percentage of the amount we allow.

All Employees as defined on page 126 are automatically eligible for coverage under the Plan effective on the first day in pay and duty status. Employees with eligible dependents are eligible for Self and Family coverage.

All coverage is subject to timely payment of required premiums. See Section 10. *Eligibility* for additional information. For information about premiums, please contact the Nongroup Department at 703-729-4677 or 888-636-NALC (6252) (TTY: 711).

General features of our Plan

We have a Preferred Provider Organization (PPO):

Our fee-for-service plan offers services through a PPO. This means that certain hospitals and other healthcare providers are “preferred providers.” When you use our PPO providers, you will receive covered services at reduced cost. Cigna HealthCare is solely responsible for the selection of PPO providers in your area. You can find the PPO directory on our website at <https://staff.nalchbp.org> or call 877-220-NALC (6252) for the names of PPO providers in your area.

We recommend that you call the PPO provider you select before each visit and verify they continue to participate in the Cigna HealthCare Shared Administration Open Access Plus (OAP) Network.

The non-PPO benefits are the standard benefits of this Plan. PPO benefits apply only when you use a PPO provider. Provider networks may be more extensive in some areas than others. We cannot guarantee the availability of PPO providers in every specialty in all areas. If no PPO provider is available, or you do not use a PPO provider, the standard non-PPO benefits apply. In emergent and urgent clinical settings, you may visit a facility that is in the PPO network, however, you may receive multiple bills from ancillary providers involved in your care who are not a part of the network, such as radiologists, anesthesiologists, pathologists, and emergency room physicians. We will process charges for radiology, laboratory, electrocardiogram (ECG/ EKG), electroencephalogram (EEG), the administration of anesthesia, the emergency room visit, and inpatient or outpatient observation physician visits billed by non-PPO providers at the PPO benefit level, based on Plan allowance or other amount required by law, if the services are rendered at a PPO hospital or PPO ambulatory surgical center. We will process charges for a non-PPO assistant surgeon at the PPO benefit level, based on Plan allowance or other amount required by law, if services are performed at a PPO hospital or PPO ambulatory surgical center and the primary surgeon is a PPO provider. In addition, we will pay medical emergencies specifically listed in Section 5(d). *Medical emergency* at the PPO benefit level. For members in the Commonwealth of Puerto Rico, all non-PPO physicians, hospitals, and facilities contracted through Zelis will be paid at the PPO benefit level.

How we pay providers

When you use a PPO provider or facility, our Plan allowance is the negotiated rate for the service. You are not responsible for charges above the negotiated amount.

Non-PPO facilities and providers do not have special agreements with us. Our payment is based on our allowance for covered services, unless a different amount is required by law. In some situations, you may be responsible for amounts over the allowance. We also obtain discounts from some non-PPO providers. When we obtain discounts through negotiation with non-PPO providers we share the savings with you.

Some non-PPO providers or facilities may be contracted with our non-directed networks, MultiPlan or Zelis (formerly Stratose). Non-PPO benefits may apply to charges received from these providers, but you may also get a discount on their services. Please visit our website for more information
Reservation of rights

It is anticipated that the Plan will remain in effect indefinitely. However, the Administrator and the Board of Trustees reserve the right to amend, modify, or terminate the Plan at any time, in accordance with the Agreement and Declaration of Trust governing the Plan. The Administrator and the Trustees specifically reserve the right to change, eliminate, or add to the benefits provided to participants and beneficiaries and the rules concerning eligibility for such benefits. They also reserve the right to adopt new rules and regulations, to modify the rules and regulations, and to terminate the existing Plan. No benefits or rules of the Plan are guaranteed (vested) for any participant or eligible dependent. All benefits and rules may be changed, reduced, or eliminated at any time by the Administrator and the Board of Trustees, in their sole discretion. Material modifications to the plan of benefits or the rules adopted by the Administrator and the Board of Trustees will be communicated in writing and distributed to participants, as required by law, so that the participants may have current information concerning their rights and benefits. If the Plan is terminated, any Plan assets will be used to pay for eligible expenses incurred prior to the Plan's termination and will be paid as provided under the terms of the Plan prior to its termination.

Your medical and claims records are confidential

We will keep your medical and claims records confidential. Please note that we may disclose your medical and claims information (including your prescription drug utilization) to any of your treating physicians or dispensing pharmacies. See our Notice of Privacy Practices on pages 11-14 for additional information.

You have a right to the following information

Our Plan meets the requirements under the Women's Health and Cancer Rights Act of 1998 (WHCRA) by providing benefits to individuals who have had or are going to have a mastectomy for:

- All stages of reconstruction of the breast on which the mastectomy was performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prosthesis; and
- Treatment of physical complication of the mastectomy, including lymphedema.

Coverage will be provided in a manner determined in consultation with the attending physician and the patient, as may be necessary, and will be subject to the same deductibles and coinsurance applicable to other medical and surgical benefits provided under this Plan.

Please contact the Nongroup Department at 703-729-4677 or 888-636-NALC (6252) (TTY: 711) with any questions concerning mastectomy-related benefits.

What type of benefits are provided?

Each year, Staff Plan benefits conform to the medical/surgical/hospital benefits provided to Federal employees who enroll in the NALC Health Benefit Plan under U.S. Office of Personnel Management Contract CS 1067, with any additional benefits that the Staff Plan may be separately required to provide under applicable law. The benefits described in this brochure are in effect as of January 1, 2022. Changes in benefits to be effective at a future date are communicated in writing during the Plan's annual Open Season.

Notice of the NALC Health Benefit Plan for Employees and Staff's Privacy Practices

**THIS NOTICE DESCRIBES HOW MEDICAL INFORMATION ABOUT YOU MAY
BE USED AND DISCLOSED AND HOW YOU CAN GET ACCESS TO THIS
INFORMATION. PLEASE REVIEW IT CAREFULLY.**

Understanding Your Health Record/Information

Each time you visit a physician, hospital, or other healthcare provider, the details of your visit are recorded, and the record becomes part of your individually identifiable health information. This information—your symptoms, examination and test results, diagnosis, and treatment—is protected health information, and we refer to it as "PHI." Healthcare providers may share PHI as they plan and coordinate treatment, and health plans use PHI to determine benefits and process claims.

Our Privacy Practices

Your protected health information allows us to provide prompt and accurate consideration of your health claims. We store PHI through a combination of paper and electronic means and limit its access to individuals trained in the handling of protected health information.

This Notice describes how medical information about you may be used and disclosed and how you can get access to this information. Please review it carefully. This Notice also applies to your spouse and other qualified dependents. Please share it with them.

The Plan is committed to maintaining the confidentiality of your private information. This Notice describes our efforts to safeguard your protected health information (PHI) from impermissible use or disclosure. In accordance with the requirements of the Privacy Rule of the Health Insurance Portability and Accountability Act of 1996 (HIPAA), we safeguard any information you or your healthcare provider shares with us.

Uses and Disclosures of Protected Health Information

Except for the purposes of treatment, payment, and healthcare operations, or as otherwise described in this notice, we will disclose your PHI only to you or your personal representative (someone who has the legal right or authority to act for you).

We can use and disclose your PHI without individual authorization when our use and disclosure is to carry out treatment, payment, and healthcare operations.

- **Example (treatment):** Means the provision, coordination or management of your healthcare. As a health plan, while we do not provide treatment, we may use or disclose your PHI to support the provision, coordination or management of your care. For example, we may disclose your PHI to an individual responsible for coordinating your healthcare, such as your spouse or your adult child. Based upon the PHI in your file, we may contact your physician and discuss possible drug interactions or duplicative therapy.
- **Example (payment):** Means activities in connection with processing claims for your healthcare. We may need to use or disclose your PHI to determine qualification for coverage, medical necessity and for utilization review activities. We disclose PHI when we ask your physician to clarify information or to provide additional information if your claim form is incomplete.
- **Examples (healthcare operations):** Generally, means general administrative and business functions that the Plan must perform in order to function as a health plan. We disclose PHI as part of our routine healthcare operations when we submit individual claims or files for audits. We may use and disclose your protected health information as part of our efforts to uncover instances of provider abuse and fraud. Or, we may combine the protected health information of many participants to help us decide on services for which we should provide coverage.

We also are permitted or required to disclose PHI without your written permission (authorization) for other purposes:

- **Personal Representatives:** We may disclose your PHI to your Personal Representative in accordance with applicable state law or the HIPAA Privacy Rule. A Personal Representative is someone authorized by court order, power of attorney, or a parent of a child, in most cases. In addition, a Personal Representative can exercise your personal rights with respect to PHI. While generally a parent is the Personal Representative of an unemancipated minor, we will not disclose PHI, other than payment information, to a parent of a child age 18 or older, unless we receive a written request for such information from that child's parent.
- **To Business Associates:** We contract with business associates to provide some services. Examples include, but are not limited to, our Preferred Provider Organization and Pharmacy Benefit Manager. When these services are contracted, we may disclose your PHI to our business associates so that they can perform the job we've asked them to do in the consideration of your health claim. To protect your protected health information, however, we require our business associates to appropriately safeguard your information.
- **To Workers' Compensation Offices:** We may disclose your PHI to the extent authorized by, and to the extent necessary to comply with, laws relating to workers' compensation or other similar programs established by law.
- **To Public Health Offices:** As required by law, we may disclose your PHI to public health or legal authorities charged with preventing or controlling disease, injury, or disability.
- **To Health Oversight Agencies:** We may disclose your PHI to a health oversight agency for activities authorized by law, such as audits, investigations, inspections, and legal actions. Oversight agencies seeking this information include government agencies that oversee the healthcare system, government benefit programs, other government regulatory programs, and civil rights laws.
- **For Health-Related Benefits and Services:** We—or our business associates—may contact you or your healthcare provider to provide information about treatment alternatives or other health-related benefits and services that may be of interest to you.
- **For Food and Drug Administration Activities:** We may disclose your PHI to a person or organization required by the Food and Drug Administration to track products or to report adverse effects, product defects or problems, or biological product deviations. Your protected health information may be used to enable product recalls, to make repairs or replacements, or to conduct post-marketing surveillance.
- **For Research Studies:** We may disclose your PHI to researchers when an institutional review board that has established protocols to ensure the privacy of your protected health information, has approved their research.
- **For Military Activity and National Security:** When the appropriate conditions apply, we may use or disclose protected health information of individuals who are Armed Forces personnel for activities deemed necessary by military command authorities; or to a foreign military authority if you are a member of that foreign military service. We may also disclose your protected health information to authorized federal officials conducting national security and intelligence activities, including protection of the President.
- **For Legal Proceedings:** We may disclose your PHI in the course of a judicial or administrative proceeding; in response to an order of a court or administrative tribunal; or in response to a subpoena, discovery request, or other lawful process. Before we release PHI in response to a subpoena, discovery request, or other legal process not accompanied by a court order, we will require certain written assurances from the party seeking the PHI, consistent with the requirements of the HIPAA Privacy Regulations.
- **For Law Enforcement:** We may disclose your PHI to a law enforcement official as part of certain law enforcement activities.
- **Regarding Inmates:** If you are an inmate of a correctional institution or under the custody of a law enforcement official, we may release your PHI to the institution or law enforcement official, if the protected health information is necessary

for the institution to provide you with healthcare, to protect the health and safety of you or others, or for the security of the correctional institution.

- For Compliance Verification: We may disclose your PHI to the Secretary of the United States Department of Health and Human Services to investigate or determine our compliance with the federal regulations regarding privacy.
- For Disaster Relief Purposes: We may disclose your protected health information to any authorized public or private entities assisting in disaster relief efforts.
- Regarding Criminal Activity: Consistent with applicable federal and state laws, we may disclose your PHI if we believe that the use or disclosure is necessary to prevent or lessen a serious or imminent threat to the health or safety of a person or the public. We may also disclose PHI if it is necessary for law enforcement authorities to identify or apprehend an individual.
- Disclosures to Plan Administrator and Trustees: We may disclose PHI to the Plan Administrator, Assistant Administrator or Trustees of the Plan in connection with appeals that you file following the denial or partial payment of a benefit claim. In addition, the Plan Administrator or any Trustee can receive PHI if you request the Administrator or Trustee to assist you in your filing or perfecting a claim for benefits from the Plan. The Plan Administrator and Trustees may also receive PHI as necessary for them to fulfill their duties with respect to the Plan. Such disclosures will be the minimum necessary to achieve the purpose of the use or disclosure. The Administrator and Trustees agree not to use or disclose PHI other than as permitted or required by law, and not to use or disclose the PHI with respect to employment-related decisions or actions or with respect to any other benefit plan they maintain.
- Disclosures Required by Law: We may use or disclose your PHI to the extent we are required to do so by federal, state, or local law. You will be notified, if required by law, of any such uses or disclosures.
- Persons Involved in Your Healthcare: Unless, we agree to your request that we not do so, HIPAA permits us to disclose to your immediate family member, close personal friend or any other person whom you identify to us PHI that is directly relevant to that person's involvement in your healthcare or payment of your healthcare.

Whether we use or disclose protected health information for treatment, payment, or healthcare operations, or for another purpose, we limit our use and disclosure to the minimum necessary information in accordance with the HIPAA privacy law and regulations.

We must have your authorization to use or disclose your PHI for a purpose other than to carry out treatment, payment, or healthcare operations, or the permitted uses and disclosures set forth above, unless you cannot give an authorization because you are incapacitated or there is an emergency situation. Most uses and disclosures of psychotherapy notes relating to you, uses and disclosures of your PHI for marketing purposes, and disclosures that constitute sales of your PHI require your authorization. Other uses and disclosures of your PHI not described in this Notice will be made only with your written authorization, unless otherwise permitted by law. You may revoke your authorization by writing to us, but your revocation will not apply to actions we took before we received the revocation. We will not use or disclose protected health information covered by an authorization once we receive your revocation of the authorization. Contact the Privacy Officer at the phone number or address listed at the end of this Notice to obtain a copy of the appropriate form to authorize or revoke authorization for the people who may receive this information or download the form from our website at <http://staff.nalchbp.org>.

The Plan will not use or disclose your PHI that is "genetic information" for "underwriting" purposes, as defined by the Genetic Information Nondiscrimination Act of 2008.

If a use or disclosure for any purpose is prohibited or materially limited by a federal law other than HIPAA that applies to this Plan, we will meet the standards of the more stringent law.

Your Health Information Rights

Although documents provided to or otherwise held by the NALC Health Benefit Plan for Employees and Staff are our property, the protected health information contained in those documents belongs to you. With respect to protected health information, you have these rights:

- The right to see and get a copy of your PHI. To request access to inspect and/or obtain a copy of your PHI, you must submit your request in writing to our Privacy Officer, indicating the specific information you want. If you request a copy, we will impose a fee to cover the costs of copying and postage. We may decide to deny access to your protected health information. Depending on the circumstances, that decision to deny access may be reviewable by a licensed health professional that was not involved in the initial denial of access.
- The right to request restrictions on certain uses and disclosures of your PHI. To request a restriction, write to our Privacy Officer, indicating what information you want to limit; whether you want to limit use, disclosure, or both; and to whom you want the limits to apply. We are not required to agree to a restriction, but if we do, we will abide by our agreement, unless the restricted information is needed for emergency treatment.
- The right to receive confidential communications of PHI. We will mail our explanation of benefits (EOB) statements and other payment-related materials to the enrollee. However, if you believe disclosure of your protected health information could result in harm to yourself or others, you have the right to request to receive confidential communications of PHI at an alternative address. Send your written request to our Privacy Officer at the address listed at the end of this Notice. In the request, you must tell us (1) the address to which we should mail your PHI, and (2) that the disclosure of all or part of your PHI to an address other than the one you provided could endanger you or others. We will advise you if we will accommodate your request.
- The right to receive an accounting of disclosures of PHI. You may request an accounting of the disclosures made by the Plan or its business associates including the names of persons and organizations that received your PHI within six years (or less) of the date on which the accounting is requested, but not prior to April 14, 2003. Submit your request in writing to our Privacy Officer.
- The listing will not cover disclosures made to carry out treatment, payment or healthcare operations; disclosures made to you or your personal representative regarding your own PHI; disclosures made to correctional institutions or for law enforcement purposes; or any information that you authorized us to release. The first request within a 12-month period will be free. For additional requests within the 12-month period, we will charge you for the costs of providing the accounting. We will notify you of the cost involved, and you may choose to withdraw or modify your request at that time, before any costs are incurred.
- The right to amend the protected health information we have created, if you believe information is wrong or missing, and we agree. You have this right as long as the Plan maintains your PHI in a designated record set. If you believe our information about you is incorrect, notify us in writing and we will investigate. Provide us the reason that supports your request. We will correct any errors we find. We will make an amendment to PHI we created or if you demonstrate that the person or entity that created the PHI is no longer available to make the amendment. However, we cannot amend PHI that we determine is accurate and complete.
- We may deny your request for an amendment if it does not include a reason to support your request. Additionally, we may deny your request if you ask us to amend information that 1) was not created by us, unless the person or entity that created the information is no longer available to make the amendment; 2) is not part of the health information kept by us; 3) is not part of the information which you would be permitted to inspect and copy; or 4) is accurate and complete.
- If we do not agree to the amendment, you may file a statement of disagreement with us, or you may request that we include your request for amendment along with the information, if and when we disclose your protected health information in the future. We may prepare a written rebuttal to your statement and will provide you with a copy of such rebuttal.
- Right to Receive Notice of Certain Breaches of PHI: If your “unsecured” PHI is accessed, acquired, used or disclosed in a manner that is considered a breach and not permitted under the HIPAA privacy rules we will notify you. Unsecured PHI is PHI that is not rendered unusable, unreadable, or indecipherable to unauthorized persons through certain specified technologies and methodologies.

If you have any questions about the right to access, or request correction of, information in your file, contact us.

- The right to obtain a paper copy of our notice of privacy practices (Notice), upon request.

Our Responsibilities to You

We at the NALC Health Benefit Plan for Employees and Staff are concerned about protecting the privacy of each of our member's protected health information. We apply the same privacy rules for all members – current and former.

- We are required by law to maintain the privacy of protected health information and to provide notice of our legal duties and privacy practices with respect to protected health information.
- We are required to abide by the terms of our Notice.
- We reserve the right to change the terms of our Notice and to make the new Notice provisions effective for all protected health information we maintain.
- If we make a material revision to the content of this Notice, we will post the new Notice on our website, and distribute a new Notice to you. Additionally, you may contact the Plan directly at any time to obtain a copy of the most recent Notice or visit our website at <http://staff.nalchbp.org> to view or download the current Notice.

To File a Complaint

If you believe we have violated your privacy rights, you may file a complaint with us or with the Secretary of the United States Department of Health and Human Services. To file a complaint with us, write to our Privacy Officer at the address listed at the end of this Notice. There will be no retaliation for your filing a complaint.

How to Contact Us

If you have questions, you may call our Nongroup Department at 703-729-4677 or 888-636-NALC (6252), or you may write to our Privacy Officer. If you write to us, please provide a copy of your Member identification card. The address for our Privacy Officer is:

Privacy Officer
NALC Health Benefit Plan for Employees and Staff
P.O. Box 678
Ashburn, VA 20146

Effective Date

The terms of this Notice are in effect as of January 1, 2022.

Section 2. How we change for 2022

This brochure explains the benefits available under the Plan effective January 1, 2022. Note that since the last brochure was issued effective January 1, 2017, there were various modifications and clarifications which were set forth in notices sent out annually after January 1, 2017. Those changes are reflected in this brochure, as well as the changes since January 1, 2021 noted below. For the official statement of these and other benefits please refer to Section 5. *Benefits*. Also, we edited and clarified language throughout the brochure; any language change not shown here is a clarification that does not change benefits.

Changes to this Plan since January 1, 2021

- We now offer the NALC Health Benefit Plan Mobile App. See pages 90.
- We now require prior authorization for all non-emergency air ambulance transport. See pages 24, 67.
- We now require prior authorization for certain procedures related to musculoskeletal disorders. See pages 24, 51.
- We no longer cover one chest X-ray annually as a preventive screening per USPSTF guidelines.
- We no longer cover one electrocardiogram annually as a preventive screening per USPSTF guidelines.
- We now cover lung cancer screenings for eligible adults beginning at age 50 per USPSTF guidelines. See our website for details.
- We now cover the prostate specific antigen (PSA) screening for eligible adults age 40 to 69 per USPSTF guidelines. See our website for details.
- We now cover cervical cancer screenings once every 3 years or once every 5 years per USPSTF guidelines. See our website for details.
- We no longer cover cervical cancer screenings for individuals over age 65 per USPSTF guidelines. See our website for details.¹
- We now cover colorectal cancer screening for eligible adults age 45 to 85 per USPSTF guidelines. See our website for details.
- We now cover genetic counseling when related to covered genetic testing. See pages 33.
- We now cover limited travel associated with gene therapy treatment. See pages 41.
- We now cover fertility preservation for individuals with iatrogenic infertility. See pages 39.
- We removed the calendar year dollar maximum limit to diagnose and treat infertility. See pages 39.
- We now cover medical foods for individuals diagnosed with Inborn Errors of Metabolism. See pages 81.
- We now offer an online therapy program to address musculoskeletal issues. See pages 90.
- We now cover in and out-of-network telehealth (virtual) visits. See pages 72.
- We now cover one pair of diabetic shoes per calendar year. See pages 44.
- We now cover up to 21-days of skilled nursing facility care after a qualified hospital stay. See page 66.

Section 3. How you get care

Identification cards

We will send you an identification (ID) card when you become eligible for coverage. You should carry your ID card with you at all times. You must show it whenever you receive services from a provider or fill a prescription at an NALC CareSelect retail pharmacy. If you want to obtain a prescription at an NALC CareSelect retail pharmacy and have not received your identification card, call us at 703-729-4677 or 888-636-NALC (6252) (TTY: 711).

If you do not receive your ID card within 30 days after the effective date of your eligibility, or if you need replacement cards, call us at 703-729-4677 or 888-636-NALC (6252) (TTY: 711), or write to us at PO Box 678, Ashburn, VA 20146.

Where you get covered care

You can get care from any “covered provider” or “covered facility.” How much we pay-and you pay-depends on the type of covered provider or facility you use. If you use our preferred providers, you will pay less.

• Covered providers

We provide benefits for the services of covered professional providers, as required by Section 2706(a) of the Public Health Service Act (PHSA). Coverage of practitioners is not determined by your state's designation as a medically underserved area (MUA).

Covered professional providers are medical practitioners who perform covered services when acting within the scope of their license or certification under applicable state law and who furnish, bill, or are paid for their healthcare services in the normal course of business. Covered services must be provided in the state in which the practitioner is licensed or certified.

• Covered facilities

Covered facilities include:

- **Birth center:** A freestanding facility that provides comprehensive maternity care in a home-like atmosphere and is licensed or certified by the jurisdiction.
- **Freestanding ambulatory facility:** An outpatient facility accredited by the Joint Commission, Accreditation Association of Ambulatory Health Care (AAAHC), American Association for the Accreditation of Ambulatory Surgery Facilities (AAAASF), Health Facilities Accreditation Program (HFAP), or that has Medicare certification.
- **Hospice:** A facility that 1) provides care to the terminally ill; 2) is licensed or certified by the jurisdiction in which it operates; 3) is supervised by a staff of physicians (M.D. or D.O.) with at least one such physician on call 24 hours a day; 4) provides 24 hours a day nursing services under the direction of a registered nurse (R.N.) and has a full-time administrator; and 5) provides an ongoing quality assurance program.
- **Hospital:** An institution that 1) is accredited as a hospital under the hospital accreditation program of the Joint Commission; or 2) any other institution licensed as a hospital, operating under the supervision of a staff of physicians with 24 hours a day registered nursing service, and is primarily engaged in providing general inpatient acute care and treatment of sick and injured persons through medical, diagnostic, and major surgical facilities. All these facilities must be provided on its premises or under its control.

The term “hospital” does not include a convalescent home or extended care facility, or any institution or part thereof which a) is used principally as a

convalescent facility, nursing home, or facility for the aged; b) furnishes primarily domiciliary or custodial care, including training in the routines of daily living; or c) is operated as a school or residential treatment facility (except as listed in Section 5(e). *Mental Health and Substance Use Disorder- In Network Benefits*).

- **Residential Treatment Center:** Residential treatment centers (RTCs) are accredited by a nationally recognized organization and licensed by the state, district, or territory to provide residential treatment for medical conditions, mental health conditions, and/or substance use. Accredited healthcare facilities (excluding hospitals, skilled nursing facilities, group homes, halfway houses, schools, and similar types of facilities) provide 24-hour residential evaluation, treatment and comprehensive specialized services relating to the individual's medical, physical, mental health, and/or substance use therapy needs. RTCs offer programs for persons who need short-term transitional services designed to achieve predicted outcomes focused on fostering improvement or stability in functional, physical and/or mental health, recognizing the individuality, strengths, and needs of the persons served. Benefits are available for services performed and billed by RTCs, as described on pages 74. If you have questions about treatment at an RTC, please contact OptumHealth Behavioral Solutions at 877-468-1016.
- **Skilled nursing facility (SNF):** A facility eligible for Medicare payment, or a government facility not covered by Medicare, that provides continuous non-custodial inpatient skilled nursing care by a medical staff for post-hospital patients.
- **Treatment facility:** A freestanding facility accredited by the Joint Commission for treatment of substance use disorders.

What you must do to get covered care

It depends on the kind of care you want to receive. You can go to any provider you want, but we must approve some care in advance. See *You need prior Plan approval for certain services*, in this Section.

What if I have a serious illness and my provider leaves the Plan?

Please contact the Nongroup department if you believe your condition is chronic or disabling. If it is, you may be able to continue seeing your provider for up to 90 days after you receive notice that the provider will no longer be in the PPO network (unless the termination is for cause). If you are in the second or third trimester of pregnancy, you may continue to see your OB/GYN until the end of your postpartum care.

You need prior Plan approval for certain services

The pre-service claim approval processes for inpatient hospital admissions (called precertification) and for other services, are detailed in this Section. A **pre-service claim** is any claim, in whole or in part, that requires approval in advance of obtaining medical care or services. In other words, a pre-service claim for benefits (1) requires precertification, preauthorization, or prior approval and (2) will result in a reduction of benefits if you do not obtain precertification, preauthorization, or prior approval.

Inpatient hospital admission

Precertification is the process by which prior to your inpatient hospital admission - we evaluate the medical necessity of your proposed stay and the number of days required to treat your condition. Unless we are misled by the information given to us, we won't change our decision on medical necessity.

In most cases, your physician or hospital will take care of requesting precertification. Because you are still responsible for ensuring that your care is precertified, you should always ask your physician or hospital whether they have contacted us.

Note: To determine if your inpatient surgical procedure requires prior authorization, see *Other services* in this section.

- **Warning** We will reduce our benefits for the inpatient hospital stay by \$500 if no one contacts us for precertification. If the stay is not medically necessary, we will pay for any covered medical services and supplies that are otherwise payable on an outpatient basis.
- **How to precertify an admission**

 - You, your representative, your physician, or your hospital must call 877-220-NALC (6252) prior to admission, unless your admission is related to a mental health and substance use disorder condition. In that case, call 877-468-1016.
 - If you have an emergency admission due to a condition that you reasonably believe puts your life in danger or could cause serious damage to bodily function, you, your representative, the physician, or the hospital must telephone us within two business days following the day of the emergency admission, even if you have been discharged from the hospital.
 - Provide the following information:
 - Enrollee’s name and Member identification number;
 - Patient’s name, birth date, and phone number;
 - Reason for hospitalization, and proposed treatment, or surgery;
 - Name and phone number of admitting physician;
 - Name of hospital or facility; and
 - Number of planned days of confinement.
 - We will then tell the physician and/or hospital the number of approved inpatient days and send written confirmation of our decision to you, your physician, and the hospital.
- **Emergency inpatient admission** If you have an emergency admission due to a condition that you reasonably believe puts your life in danger or could cause serious damage to bodily function, you, your representative, the physician, or the hospital must telephone us within two business days following the day of the emergency admission, even if you have been discharged from the hospital. If you do not telephone the Plan within two business days, penalties may apply when allowed under law – see *Warning* under *Inpatient hospital admissions* earlier in this Section and *If your hospital stay needs to be extended* below.
- **Maternity care** You do not need to precertify a maternity admission for a routine delivery. However, if your medical condition requires you to stay more than 48 hours after a vaginal delivery or 96 hours after a cesarean section, then your physician or the hospital must contact us for precertification of additional days. Further, if your baby stays after you are discharged, then your physician or the hospital must contact us within two business days for precertification of additional days for your baby.

Note: When a newborn requires definitive treatment during or after the mother’s confinement, the newborn is considered a patient in their own right. If the newborn is eligible for coverage, regular medical or surgical benefits apply rather than maternity benefits.
- **If your hospital stay needs to be extended** If your hospital stay-including for maternity care-needs to be extended, you, your representative, your physician, or the hospital must ask us to approve the additional days.

- **What happens when you do not follow the precertification rules**

If no one contacts us, we will decide whether the hospital/facility stay was medically necessary.

- If we determine that the stay was medically necessary, we will pay the inpatient charges less the \$500 penalty when permitted by law.
- If we determine that it was not medically necessary for you to be inpatient, we will not pay inpatient hospital benefits. We will pay only for covered medical supplies and services that are otherwise payable on an outpatient basis.

If we denied the precertification request, we will not pay inpatient hospital benefits. We will only pay for any covered medical supplies and services that are otherwise payable on an outpatient basis.

If we precertified the admission, but you remained in the hospital beyond the number of days we approved, and you did not get the additional days precertified then:

- For the part of the admission that was medically necessary, we will pay inpatient benefits, but
- For the part of the admission that was not medically necessary, we will pay only medical services and supplies otherwise payable on an outpatient basis and will not pay inpatient benefits.

- **Exceptions**

You do not need precertification of inpatient admissions in these cases:

- You are admitted to a hospital outside the United States, with the exception of surgeries which require prior approval in this section.
- You have another group health insurance policy that is the primary payer for the hospital stay with the exception of surgeries which require prior approval in this section.
- Medicare Part A is the primary payer for the hospital stay. Note: If you exhaust your Medicare hospital benefits and do not want to use your Medicare lifetime reserve days, then we will become the primary payer and you do need precertification, including surgeries which require prior approval in this section.

- **Precertification of radiology/imaging services**

The following outpatient radiology/imaging services need to be precertified:

- CT/CAT – Computerized Axial Tomography;
- MRI – Magnetic Resonance Imaging;
- MRA – Magnetic Resonance Angiography;
- NC – Nuclear Cardiac Imaging Studies; and
- PET – Positron Emission Tomography.

- **How to precertify radiology/ imaging services**

For outpatient CT/CAT, MRI, MRA, NC, or PET scans, your provider, or facility must call 877-220-NALC (6252) before scheduling the procedure.

- **Exceptions** You do not need precertification of radiology/imaging services in these cases:
 - You have another health insurance that is the primary payer including Medicare Part A & B or Part B only;
 - The procedure is performed outside the United States;
 - You are admitted to a hospital; or
 - The procedure is performed as an emergency.

- **Warning** We may deny benefits if you fail to precertify these radiology procedures.

Precertification, prior authorization, or prior approval for other services

- **Other services** Other non-routine services require precertification, preauthorization, or prior approval.
 - All specialty drugs, including biotech, biological, biopharmaceutical, and oral chemotherapy drugs. Call CVS Specialty™ at 800-237-2767 for prior approval. See Section 5(a). Treatment therapies and Section 5(f). Prescription drug benefits.
 - Anti-narcolepsy, ADD/ADHD, certain analgesics, certain opioids, 510K dermatological products and artificial saliva require prior authorization. Call CVS Caremark® at 800-294-5979 to obtain a list of medications or to obtain prior authorization. See Section 5(f). *Prescription Drug Benefits*. All compound drugs. Call CVS Caremark® at 800-933-NALC (6252) for prior approval. See Section 5(f). Prescription drug benefits.
 - Anti-narcolepsy and certain analgesic/opioid medications require prior authorization. Call CVS Caremark® at 800-933-NALC (6252) to obtain a list of medications or for prior authorization. See Section 5(f). Prescription drug benefits.
 - Spinal surgeries performed in an inpatient or outpatient setting. Call Cigna at 877-220-NALC (6252) to obtain prior approval. See Section 5(b). Surgical procedures.
 - Gender reassignment surgeries. Call Cigna at 877-220-NALC (6252) to obtain prior approval. See Section 5(b). Surgical procedures.
 - Organ/tissue transplants and donor expenses. Call Cigna at 800-668-9682 for prior approval. See Section 5(b). Organ/tissue transplants.
 - Mental health and substance use disorder. Call Optum Behavioral Solutions at 877-468-1016 for prior approval. See Section 5(e). Mental health and substance use disorder benefits.
 - Applied Behavioral Analysis (ABA) therapy. Call OptumHealth Behavioral Solutions at 877-468-1016 for prior approval. See Section 5(a) Medical services and supplies provided by physicians and other healthcare professionals.

- Durable medical equipment (DME). Call us at 888-636-NALC (6252) for prior approval. See Section 5(a). Durable medical equipment.
- All inpatient surgeries related to bariatric procedures, experimental and investigational procedures, or cosmetic procedures will be reviewed for medical necessity at the time of the inpatient hospital precertification review.
- Genetic testing. Call 833-801-9264 for prior approval. See Section 5(a). *Medical Services and Supplies Provided by Physicians and Other Healthcare Professionals*
- Gene therapy. Call 703-729-4677 for preauthorization. See Section 5(a). *Medical Services and Supplies Provided by Physicians and Other Healthcare Professionals*
- Air Ambulance Transport (non-emergency). Air ambulance transport not related to a medical emergency or accidental injury requires prior approval. Call the Nongroup Department to obtain prior approval at 888-636-6252. See Section 5(c). *Services Provided by a Hospital or Other Facility and Ambulance Services.*
- Inpatient skilled nursing facility care. Call 877-220-NALC (6252). See section 5(c). *Services Provided by a Hospital or Other Facility, and Ambulance Services.*
- Certain musculoskeletal procedures such as orthopedic surgeries and injections. Call Cigna at 877-220-NALC (6252).
- Residential Treatment Center. Call OptumHealth Behavioral Solutions at 877-468-1016 for pre-certification. Failure to pre-certify a Residential Treatment Center admission will result in a denial of charges and a \$500 reduction in benefits if later approved upon review. See Section 5(e). *Mental Health and Substance Use Disorder Benefits*

- **Exceptions** You do not need precertification, preauthorization, or prior approval if you have another group health insurance – including Medicare – that is your primary payer.
- **Warning** We may deny benefits if you fail to precertify the above non-routine services.
- **Balance Billing Protection** The Plan must have clauses in the in-network (participating) providers agreements. These clauses provide that, for a service that is a covered benefit in the plan brochure or for services determined not medically necessary, the in-network provider agrees to hold the covered individual harmless (and may not bill) for the difference between the billed charge and the in-network contracted amount. If an in-network provider bills you for covered services over your normal cost share (deductible, copay, co-insurance) contact the Plan to enforce the terms of its provider contract.

Section 4. Your costs for covered services

This is what you will pay out-of-pocket for covered care:

Copayments

A copayment is a fixed amount of money you pay to the provider, facility, pharmacy, etc., when you receive certain services. Copayments are not the same for all services. See Section 5. *Benefits*.

Example: When you see your PPO physician, you pay a \$20 copayment per office visit, and when you are admitted to a non-PPO hospital, you pay \$450 per admission.

Note: If the billed amount or the Plan allowance that a PPO provider agrees to accept as payment in full is less than your copayment, you pay the lower amount.

Cost-sharing

Cost-sharing is the general term used to refer to your out-of-pocket costs (e.g., deductible, coinsurance, and copayments) for the covered care you receive.

Deductible

The calendar year deductible is \$300 per person and \$600 per family. Under a self only enrollment, the deductible is considered satisfied and benefits are payable for you when your covered expenses applied to the calendar year deductible for your enrollment reach \$300. Under a self and family enrollment, the deductible is considered satisfied and benefits are payable for all family members when the combined covered expenses applied to the calendar year deductible for family members reaches \$600.

If the billed amount or the Plan allowance that a PPO provider agrees to accept as payment in full is less than your copayment, or less than the remaining portion of your deductible, you pay the lower amount.

Example: If the billed amount is \$100, the provider has an agreement with us to accept \$80, and you have not paid any amount toward meeting your calendar year deductible, you must pay \$80. We will apply \$80 to your deductible. We will begin paying benefits once the remaining portion of your calendar year deductible (\$300) has been satisfied.

Coinsurance

Coinsurance is the percentage of our allowance that you must pay for your care. Coinsurance doesn't begin until you meet your deductible.

Example: When you see a non-PPO physician, your coinsurance is 30% of our allowance for office visits.

If your provider routinely waives your cost

If your provider routinely waives (does not require you to pay) your copayments, deductibles, or coinsurance, the provider is misstating the fee and may be violating the law. In this case, when we calculate our share, we will reduce the provider's fee by the amount waived.

For example, if your physician ordinarily charges \$100 for a service but routinely waives your 30% coinsurance, the actual charge is \$70. We will pay \$49.00 (70% of the actual charge of \$70).

Waivers

In some instances, a provider may ask you to sign a "waiver" prior to receiving care. This waiver may state that you accept responsibility for the total charge for any care that is not covered by your health plan. If you sign such a waiver, whether you are responsible for the total charge depends on the contracts that Cigna HealthCare or Optum Health Behavioral Solutions has with its providers. If you are asked to sign this type of waiver, please be aware that, if benefits are denied for the services, you could be legally liable for the related expenses. If you would like more information about waivers, please contact us at 888-636-NALC (6252) (TTY: 711).

Differences between our allowance and the bill

Our “Plan allowance” is the amount we use to calculate our payment for covered services. Fee-for-service plans arrive at their allowances in different ways, so their allowances vary. For more information about how we determine our Plan allowance, see the definition of Plan allowance in Section 12.

Often, the provider’s bill is more than a fee-for-service plan’s allowance. Whether or not you have to pay the difference between our allowance and the bill will depend on the provider you use.

- **PPO providers** agree to limit what they will bill you. Because of that, when you use a preferred provider, your share of covered charges consists only of your copayment, deductible, and coinsurance. Here is an example about coinsurance: You see a PPO physician who charges \$150, but our allowance is \$100. If you have met your deductible, you are only responsible for your coinsurance. That is, you pay just 15% of our \$100 allowance (\$15). Because of the agreement, your PPO physician will not bill you for the \$50 difference between our allowance and the bill.
- **Non-PPO providers**, on the other hand, have no agreement to limit what they will bill you. When you use a non-PPO provider, you will pay your copayment, deductible, and coinsurance, **plus** any difference between our allowance and charges on the bill. Here is an example: You see a non-PPO physician who charges \$150 and our allowance is again \$100. Because you’ve met your deductible, you are responsible for your coinsurance, so you pay 30% of our \$100 allowance (\$30). Plus, because there is no agreement between the non-PPO physician and us, the physician can bill you for the \$50 difference between our allowance and the bill.

The following table illustrates the examples of how much you have to pay out-of-pocket for services from a PPO physician vs. a non-PPO physician. The table uses our example of a service for which the physician charges \$150 and our allowance is \$100. The table shows the amount you pay if you have met your calendar year deductible.

EXAMPLE	PPO physician	Non-PPO physician
Physician’s charge	\$150	\$150
Our allowance	We set it at: \$100	We set it at: \$100
We pay	85% of our allowance: \$85	70% of our allowance: \$70
You owe: Coinsurance	15% of our allowance: \$15	30% of our allowance: \$30
+Difference up to charge	No: \$0	Yes: \$50
TOTAL YOU PAY	\$15	\$80

You should also see section Important Notice About Surprise Billing – Know Your Rights below that describes your protections against surprise billing under the No Surprises Act.

Your catastrophic protection out-of-pocket maximum for deductible, coinsurance and copayments

For those services subject to a deductible, coinsurance and copayment including mental health and substance use disorder care), we pay 100% of the Plan allowance for the remainder of the calendar year after your cost-sharing totals:

- \$3,500 per person and \$5,000 per family for services of PPO providers/facilities.
- \$7,000 per person or family for services of PPO and non-PPO providers/facilities, combined.
- Coinsurance amounts for prescription drugs dispensed by an NALC CareSelect Network pharmacy and mail order copayment amounts for specialty drugs (see Section 5(f). *Prescription drug benefits*) count toward a \$3,100 per person or \$4,000 family annual retail prescription out-of-pocket maximum excluding the following amounts:

- The 50% coinsurance for prescriptions purchased at a non-network pharmacy or for additional fills at an NALC CareSelect pharmacy.
- Any associated costs when you purchase medications in excess of the Plan's dispensing limitations.
- The difference in cost between a brand name and a generic drug when you elect to purchase the brand name, and a generic drug is available, and your physician has not specified "Dispense as Written".

Note: The following cannot be counted toward out-of-pocket expenses:

- Expenses in excess of the Plan allowance or maximum benefit limitations
- Amounts you pay for non-compliance with this Plan's cost containment requirements.

You are responsible for these amounts even after the catastrophic protection out-of-pocket maximum has been met.

Note: If you are not responsible for the balance after our payment for charges incurred at a government facility (such as a facility of the Department of Veterans Affairs), the balance cannot be counted toward out-of-pocket expenses.

If we overpay you

We will make diligent efforts to recover benefit payments we made in error but in good faith. We may reduce subsequent benefit payments to offset overpayments.

When Government facilities bill us

Facilities of the Department of Veterans Affairs, the Department of Defense, and the Indian Health Service are entitled to seek reimbursement from us for certain services and supplies they provide to you or a family member. They may not seek more than their governing laws allow. You may be responsible to pay for certain services and charges. Contact the government facility directly for more information.

Important Notice About Surprise Billing – Know Your Rights

The No Surprises Act (NSA) is a federal law that provides you with protections against "surprise billing" and "balance billing" under certain circumstances. A surprise bill is an unexpected bill you receive from a nonparticipating healthcare provider, facility, or air ambulance service for healthcare. Surprise bills can happen when you receive emergency care – when you have little or no say in the facility or provider from whom you receive care. They can also happen when you receive non-emergency services at participating facilities, but you receive some care from nonparticipating providers.

Balance billing happens when you receive a bill from the nonparticipating provider, facility, or air ambulance service for the difference between the nonparticipating provider's charge and the amount payable by your health plan.

Your health plan must comply with the NSA protections that hold you harmless from unexpected bills.

For specific information on surprise billing, the rights and protections you have, and your responsibilities go to <https://staff.nalchbp.org/> or contact the health plan at 888-636-NALC(6252).

When you have the Original Medicare Plan (Part A, Part B, or both)

We limit our payment to an amount that supplements the benefits that Medicare would pay under Medicare Part A (Hospital insurance) and Medicare Part B (Medical insurance), regardless of whether Medicare pays.

We use the Department of Veterans Affairs (VA) Medicare-equivalent Remittance Advice (MRA) when the statement is submitted to determine our payment for covered services provided to you if Medicare is primary since Medicare does not pay the VA facility.

Note: We pay our regular benefits for emergency services to an institutional provider, such as a hospital, that does not participate with Medicare and is not reimbursed by Medicare. A Medicare non-participating provider is a provider who has not enrolled in Medicare and does not accept Medicare payments. You are responsible for applicable deductibles, coinsurance, or copayments for charges billed by Medicare non-participating providers. A Medicare opt-out provider is a provider who has elected to leave the Medicare program and is not eligible to receive Medicare benefits. We require a signed copy of the provider opt-out contract with Medicare. Charges are processed by estimating the amount Medicare would have paid if billed by a Medicare participating provider.

When you are covered by Medicare Part A and it is primary, you pay no out-of-pocket expenses for services Medicare Part A covers.

When you are covered by Medicare Part B and it is primary, you pay no out-of-pocket expenses for services Medicare Part B covers.

- If your physician **accepts** Medicare assignment, then you pay nothing.
- If your physician **does not accept** Medicare assignment, then you pay nothing because we supplement Medicare's payment up to the limiting charge.

It's important to know that a physician who does not accept Medicare assignment may not bill you for more than 115% of the amount Medicare bases its payment on, called the "limiting charge." The Medicare Summary Notice (MSN) that Medicare will send you will have more information about the limiting charge. If your physician tries to collect more than allowed by law, ask the physician to reduce the charges. If the physician does not, report the physician to the Medicare carrier that sent you the MSN form. Call us if you need further assistance.

Please see Section 9. Coordinating benefits with other coverage for more information about how we coordinate benefits with Medicare.

Note: When Medicare benefits are exhausted, or services are not covered by Medicare, our benefits are subject to the definitions, limitations, and exclusions in this brochure. In these instances, our payment will be based on our non-PPO Plan allowance.

When you have Medicare prescription drug coverage (Part D)

When Medicare Part D is primary payer and covers the drug, we will coordinate benefits with the Medicare Prescription Drug Plan. When we are the secondary payer, we will pay the balance after Medicare Part D pays, up to our regular benefit.

When the drug is not covered by Medicare Part D, our benefits are subject to the definitions, limitation, and exclusions in this brochure.

Please see Section 9. Coordinating benefits with other coverage for more information about how we coordinate benefits with Medicare.

Section 5. Benefits—OVERVIEW

(See page 18 for how our benefits changed this year and page 135 for a benefits summary.)

Section 5(a). Medical services and supplies provided by physicians and other healthcare professionals.....	31
Diagnostic and treatment services.....	31
Lab, x-ray and other diagnostic tests.....	32
Preventive care, adult.....	33
Preventive care, children.....	35
Maternity care.....	37
Family planning.....	39
Infertility services.....	39
Allergy care.....	40
Gene Therapy.....	41
Treatment therapies.....	41
Physical, occupational, cognitive, and speech therapies.....	42
Hearing services (testing, treatment, and supplies).....	43
Vision services (testing, treatment, and supplies).....	44
Foot care.....	44
Orthopedic and prosthetic devices.....	45
Durable medical equipment (DME).....	46
Home health services.....	48
Chiropractic.....	48
Alternative treatments.....	49
Educational classes and programs.....	49
Section 5(b). Surgical and anesthesia services provided by physicians and other healthcare professionals.....	51
Surgical procedures.....	52
Reconstructive surgery.....	55
Oral and maxillofacial surgery.....	56
Organ/tissue transplants.....	56
Anesthesia.....	61
Section 5(c). Services provided by a hospital or other facility, and ambulance services.....	62
Inpatient hospital.....	62
Outpatient hospital or ambulatory surgical center.....	64
Extended care benefits/Skilled nursing care facility benefits.....	66
Hospice care.....	66
Ambulance.....	67
Section 5(d). Emergency services/accidents.....	68
Accidental injury.....	69
Medical emergency.....	69
Ambulance.....	70
Section 5(e). Mental health and substance use disorder benefits.....	71
Section 5(f). Prescription drug benefits.....	77
Covered medications and supplies.....	80
Preventive care medications.....	82

Section 5(g). Dental benefits.....	85
Accidental Dental injury benefit	85
Section 5(h). Wellness and Other Special Features	87
24-hour help line for mental health and substance use disorder.....	87
24- hour Nurse Line.....	87
Childhood Weight Management Resource Center.....	87
Complex and Chronic Disease management programs.....	87
Diabetes care management program – Transform Care.....	88
Disease management programs – Gaps in Care	88
Disease management program – Your Health First	88
Enhanced CaremarkDirect Retail Program	88
Health Assessment.....	89
Healthy Pregnancies, Healthy Babies® Program.....	89
Healthy Rewards Program.....	90
Musculoskeletal (MSK) Program	90
NALC Health Benefit Plan mobile application.....	90
Personal Health Record	90
Services for deaf and hearing impaired.....	90
Solutions for Caregivers	90
Specialty Connect.....	91
Substance Use Disorder (SUD) Program.....	91
Substance Use Disorder (SUD) Care Management Program	91
Telehealth services.....	91
Weight Management Program.....	92
Wellness Incentive Programs.....	92
World wide coverage.....	92
Summary of benefits for the NALC Health Benefit Plan for Employees and Staff – 2022	135

Section 5(a). Medical Services and Supplies Provided by Physicians and Other Healthcare Professionals

Important things you should keep in mind about these benefits:

- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- The calendar year deductible is \$300 per person (\$600 per family). The calendar year deductible applies to almost all benefits in this Section. We say “(No deductible)” to show when the calendar year deductible does not apply.
- The non-PPO benefits are the standard benefits of this Plan. PPO benefits apply only when you use a PPO provider. When no PPO provider is available, non-PPO benefits apply.
- Please keep in mind that when you use a PPO hospital or a PPO physician, some of the professionals that provide related services may **not** all be preferred providers. If they are not, they will be paid as non-PPO providers. However, we will process charges for radiology, laboratory, electrocardiogram (ECG/EKG), electroencephalogram (EEG), the administration of anesthesia and the emergency room visit, and inpatient or outpatient observation physician visits billed by non-PPO providers at the PPO benefit level, based on Plan allowance or other amount required by law, if the services are rendered at a PPO hospital or PPO ambulatory surgical center. We will process charges for a non-PPO assistant surgeon at the PPO benefit level, based on Plan allowance or other amount required by law, if services are performed at a PPO hospital or PPO ambulatory surgical center and the primary surgeon is a PPO provider.
- Be sure to read Section 4. *Your costs for covered services*, for valuable information about cost-sharing. Also, read Section 9 for information about how we pay if you have other coverage, or if you are age 65 or over.
- **YOU MUST GET PRECERTIFICATION FOR CERTAIN OUTPATIENT RADIOLOGY/IMAGING PROCEDURES. FAILURE TO DO SO MAY RESULT IN A DENIAL OF BENEFITS.** Please refer to precertification information in Section 3 to be sure which procedures require precertification.
- **YOU MUST GET PRIOR AUTHORIZATION FOR APPLIED BEHAVIORAL ANALYSIS (ABA) THERAPY. FAILURE TO DO SO WILL RESULT IN A DENIAL OF BENEFITS.** Please refer to prior authorization information in Section 3.
- **YOU MUST GET PRIOR APPROVAL FOR GENETIC TESTING. FAILURE TO DO SO WILL RESULT IN A DENIAL OF BENEFITS.** Please refer to prior authorization information in Section 3.

Benefit Description	You pay After calendar year deductible
Note: The calendar year deductible applies to almost all benefits in this Section. We say “(No deductible)” when it does not apply.	
Diagnostic and treatment services	
Professional services of physicians (including specialists) or urgent care centers <ul style="list-style-type: none"> • Office or outpatient visits • Office or outpatient consultations • Office or outpatient virtual visits • Second surgical opinions 	PPO: \$20 copayment per visit (No deductible) Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount
Telehealth professional services through NALCHBP Telehealth for: Minor acute conditions (See Section 12, page 128 for definition) Note: For more information on NALCHBP Telehealth benefits, see Section 5(h). <i>Wellness and Other Special Features</i> .	PPO: \$10 copayment per visit (No deductible) Non-PPO: All charges

Benefit Description	You pay After calendar year deductible
Diagnostic and treatment services (cont.)	
<p>Note: For telemental or mental health and substance use disorder benefits, see Section 5(e). <i>Mental Health and Substance Use Disorder Benefits</i>.</p>	
<p>Professional services of physicians</p> <ul style="list-style-type: none"> • Hospital care • Skilled nursing facility care • Inpatient medical consultations • Home visits • Emergency room physician care (non-accidental injury) <p>Note: For initial examination of a newborn child covered under a family enrollment, see <i>Preventive care, children</i> in this section. Note: For routine post-operative surgical care, see Section 5(b). <i>Surgical procedures</i>.</p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Routine eye and hearing examinations (except as listed in Preventive care, children and Hearing services... in this section)</i> • <i>Nonsurgical treatment for weight reduction or obesity (except as listed in Educational classes and programs in this section)</i> 	<p><i>All charges</i></p>
Lab, x-ray and other diagnostic tests	
<p>Tests and their interpretation, such as:</p> <ul style="list-style-type: none"> • Blood tests • Urinalysis • Non-routine pap test • Pathology • X-ray • Non-routine mammogram • Ultrasound • Non-routine sonogram • Electrocardiogram (EKG) • Electroencephalogram (EEG) • Bone density study • CT/CAT Scan/MRI/MRA/NC/PET (Outpatient requires precertification – see Section 3) • Genetic testing - requires prior approval. See Section 3. <i>How You Get Care</i> 	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>

Benefit Description	You pay After calendar year deductible
Lab, x-ray and other diagnostic tests (cont.)	
<ul style="list-style-type: none"> • Urine drug testing/screening for non-cancerous chronic pain and substance use disorder is limited to: <ul style="list-style-type: none"> • 16 definitive (quantitative) drug tests per calendar year • 32 presumptive (qualitative) drug tests per calendar year <p>Note: When tests are performed during an inpatient confinement, no deductible applies.</p> <p>Note: For definitions of definitive and presumptive drug tests, see Section 10. <i>Definitions of Terms We Use in This Brochure</i></p> <p>Note: Benefits are available for diagnostic genetic testing, including genetic counseling, when it is medically necessary to diagnose and/or manage a patient's medical condition. Genetic counseling is only covered when the genetic testing is authorized. Genetic testing requires prior authorization. See Section 3. <i>How you get care.</i></p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p>If LabCorp or Quest Diagnostics performs your covered lab services, you will have no out-of-pocket expense and you will not have to file a claim. Ask your doctor to use LabCorp or Quest Diagnostics for lab processing. To find a location near you, call 877-220-NALC (6252) or visit our website at https://staff.nalchbp.org/.</p>	<p>Nothing (No deductible)</p>
<p><i>Not covered: Routine tests, except listed under Preventive care, adult in this section.</i></p>	<p><i>All charges</i></p>
Preventive care, adult	
<ul style="list-style-type: none"> • Routine examinations, limited to: <ul style="list-style-type: none"> - Routine physical exam—one annually, age 22 or older - Initial office visit associated with a covered routine sigmoidoscopy or colonoscopy screening test • The following preventive services are covered at the time interval recommended at each of the links below. <ul style="list-style-type: none"> - Immunizations such as Pneumococcal, influenza, shingles, tetanus/DTaP, and human papillomavirus (HPV). For a complete list of immunizations go to the Centers for Disease Control (CDC) website at https://www.cdc.gov/vaccines/schedules/ - Screenings such as cancer, osteoporosis, depression, diabetes, high blood pressure, total blood cholesterol, HIV, and colorectal cancer screening. For a complete list of screenings go to the U.S. Preventive Services Task Force (USPSTF) website at https://www.uspreventiveservicestaskforce.org/ - Individual counseling on prevention and reducing health risks - Well woman care such as Pap smears, gonorrhea prophylactic medication to protect newborns, annual counseling for sexually transmitted infections, contraceptive methods, and screening for interpersonal and domestic violence. For a complete list of Well Women preventive care services go to the Health and Human Services (HHS) website at https://www.hhs.gov/guidance/document/womens-preventive-services-guidelines 	<p>PPO: Nothing (No deductible)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>

Benefit Description	You pay After calendar year deductible
Preventive care, adult (cont.)	
<ul style="list-style-type: none"> • Routine mammogram for women—age 35 and older, as follows: <ul style="list-style-type: none"> - Age 35 through 39—one during this five year period - Age 40 and older—one every calendar year <p>Note: The Plan covers breast tomosynthesis (3-D mammogram) as a preventive care screening test when performed in conjunction with a routine screening mammography.</p> <ul style="list-style-type: none"> • To build your personalized list of preventive services go to https://health.gov/myhealthfinder • One preventive medicine counseling visit associated with a low-dose Computerized Tomography (LDCT) scan, annually • Screening for postpartum diabetes mellitus after pregnancy, for women with a history of gestational diabetes mellitus • Screening for urinary incontinence under well-woman care <p>Note: Any procedure, injection, diagnostic service, laboratory, or X-ray service done in conjunction with a routine examination and is not included in the preventive recommended listing of services will be subject to the applicable member copayments, coinsurance, and deductible.</p> <ul style="list-style-type: none"> • Biometric screening- one annually; including: <ul style="list-style-type: none"> - calculation of body mass index (BMI) - waist circumference measurement - total blood cholesterol - blood pressure check - fasting blood sugar <p>Note: You can receive \$50 in health savings rewards for having an annual biometric screening. Please see Section 5(h). <i>Wellness Incentive Programs</i> for details.</p> <p>Note: When the NALC Health Benefit Plan for Employees and Staff is the primary payer for medical expenses, the herpes Zoster (shingles) vaccine, the seasonal flu vaccine and adult pneumococcal vaccine will be paid in full when administered by a pharmacy that participates in the NALC Flu and Pneumococcal Vaccine Administration Network. Call CVS Caremark® Customer Service at 800-933-NALC (6252) to locate a local participating pharmacy. Other recommended immunizations are not covered through the NALC Flu and Pneumococcal Vaccine Administration Network; however, those immunizations are covered when administered by a covered provider.</p> <p>Note: You can receive \$10 in health savings rewards for having an annual flu vaccine and \$10 in health savings rewards for having an annual pneumococcal vaccine. Please see Section 5 (h). <i>Wellness Incentive Programs</i> for details.</p>	<p>PPO: Nothing (No deductible)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • Routine lab tests, except listed under Preventive care, adult in this section. • Immunizations, boosters, and medications for travel or work-related exposure. • Physical exams required for obtaining or continuing employment or insurance, attending schools or camp, athletic exams, or travel. 	<p><i>All charges</i></p>

Benefit Description	You pay After calendar year deductible
<p>Preventive care, children</p> <ul style="list-style-type: none"> • Well-child visits, examinations, and immunizations as described in the Bright Futures Guidelines provided by the American Academy of Pediatrics (Bright Futures/AAP). For a complete list of the American Academy of Pediatrics Bright Futures Guidelines go to https://brightfutures.aap.org. • Examinations, limited to: <ul style="list-style-type: none"> - Initial examination of a newborn child covered under a family enrollment - Well-child care—routine examinations through age 2 - Routine physical exam (including camp, school, and sports physicals)—one annually, age 3 through 21 - Examinations done on the day of covered immunizations, age 3 through 21 - Obesity screening for adolescents and children 6 years of age and older - Skin cancer prevention counseling for children age 6 months through 21 years - Vision screening for amblyopia or its risk factors (limited to: strabismus, astigmatism, anisometropia, and hyperopia) as recommended by the U.S. Preventive Services Task Force (USPSTF) and Bright Futures/AAP— one annually age 3 through 5 - Vision screening as recommended by Bright Futures/AAP, age 6 through 18 - Syphilis screening for children age 11 and older as recommended by the USPSTF - Sexually transmitted infection screening for children age 11 and older as recommended by Bright Futures/AAP - One oral health assessment for children ages 12 months and 18 months, then one annually thereafter through age 6 as recommended by Bright Futures/AAP • Immunizations such as DTaP, Polio, Measles, Mumps, and Rubella (MMR), and Varicella. For a complete list of immunizations go to the Centers for Disease Control (CDC) website at https://www.cdc.gov/vaccines/schedules/index.html • You may also find a complete list of preventive care services recommended under the U.S. Preventive Services Task Force (USPSTF) online at https://www.uspreventiveservicestaskforce.org To build your personalized list of preventive services go to https://health.gov/myhealthfinder <p>Note: Any procedure, injection, diagnostic service, laboratory, or X-ray service done in conjunction with a routine examination and is not included in the preventive recommended listing of services will be subject to the applicable member copayments, coinsurance, and deductible.</p>	<p>PPO: Nothing (No deductible)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>

Benefit Description	You pay After calendar year deductible
Preventive care, children (cont.)	
<p>Note: When the NALC Health Benefit Plan is the primary payer for medical expenses, the seasonal flu vaccine and pediatric pneumococcal vaccine will be paid in full when administered by a pharmacy that participates in the NALC Flu and Pneumococcal Vaccine Administration Network. A full list of participating pharmacies is available at www.nalchbp.org or call CVS Caremark® Customer Service at 800-933-NALC (6252) to locate a local participating pharmacy. Other recommended immunizations are not covered through the NALC Flu and Pneumococcal Vaccine Administration Network; however, those immunizations are covered when administered by a covered provider.</p> <p>Note: You can receive \$10 in health savings rewards for having an annual flu vaccine. Please see Section 5(h). <i>Wellness Incentive Programs for details.</i></p>	
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Routine hearing testing, except as listed in Preventive care, children and Hearing services in this section</i> • <i>Hearing aid and examination, except as listed in Hearing services in this section</i> • <i>Routine lab tests, except as listed in Preventive care, children in this section</i> 	<i>All charges</i>

Benefit Description	You pay After calendar year deductible
<p>Maternity care</p> <p>Complete maternity (obstetrical) care, limited to:</p> <ul style="list-style-type: none"> • Routine prenatal visits • Delivery • Routine postnatal visits • Amniocentesis • Anesthesia related to delivery or amniocentesis • Group B streptococcus infection screening • Routine Sonograms • Fetal monitoring • Tetanus-diphtheria, pertussis (Tdap) – one dose during each pregnancy • Rental of breastfeeding equipment • Breast feeding support and counseling • Preeclampsia screening <p>Note: We cover services related to pregnancy that result in a miscarriage under the Maternity care benefit.</p> <p>Note: We cover up to four (4) outpatient visits at 100% to treat postpartum depression or depression during pregnancy when you use an In -Network mental health provider. See Section 5(e). <i>Mental Health and Substance Use Disorder Benefits</i>.</p> <p>Screening tests as recommended by the USPSTF for pregnant women, limited to:</p> <ul style="list-style-type: none"> • Depression screening • Gestational diabetes • Hepatitis B • Human Immunodeficiency Virus (HIV) • Iron deficiency anemia • Rh screening • Syphilis • Urine culture for bacteria • Urine culture for bacteriuria <p>Preventive medicine counseling as recommended by the U.S. Preventive Services Task Force (USPSTF) for pregnant women, limited to:</p> <ul style="list-style-type: none"> • Lactation support and counseling for breastfeeding • Tobacco use counseling 	<p>PPO: Nothing (No deductible)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>

Benefit Description	You pay After calendar year deductible
<p>Maternity care (cont.)</p> <ul style="list-style-type: none"> • Other tests medically indicated for the unborn child or as part of the maternity care <p>Note: Here are some things to keep in mind:</p> <ul style="list-style-type: none"> • You do not need to precertify your normal delivery; see Section 3. <i>How to get approval for...</i> for other circumstances, such as extended stays for you or your baby. • Genetic tests performed as part of a routine pregnancy require prior authorization. • You may remain in the hospital up to 48 hours after a regular delivery and 96 hours after a cesarean delivery. We will cover an extended stay if medically necessary, but your provider needs to contact us for preauthorization for the additional days of stay. • We cover routine nursery care of the newborn child during the covered portion of the mother's maternity stay. We will cover other care of an infant who requires non-routine treatment if we cover the infant under a Self and Family enrollment. • The circumcision charge for an infant covered under a Self and Family enrollment is payable under surgical benefits. See Section 5(b). <i>Surgical procedures.</i> • We pay hospitalization, anesthesia, and surgeon services for non-maternity care the same as for illness and injury. • To reduce your out-of-pocket costs for laboratory services use LabCorp or Quest Diagnostics, see <i>Lab, x-ray, and other diagnostic tests</i> in this section. • Hospital services are covered under Section 5(c) and Surgical benefits Section 5(b) • Non-routine sonograms are payable under diagnostic testing. See <i>Lab, X-ray, and other diagnostic tests</i> in this section <p>Note: When a newborn requires definitive treatment during or after the mother's confinement, the newborn is considered a patient in their own right. If the newborn is eligible for coverage, regular medical or surgical benefits apply rather than maternity benefits.</p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>

Benefit Description	You pay After calendar year deductible
Family planning	
<p>Voluntary family planning services, limited to:</p> <ul style="list-style-type: none"> • Voluntary female sterilization • Vasectomy • Surgical placement of Implanted contraceptives • Insertion of intrauterine devices (IUDs) • Administration of an injectable contraceptive drugs (such as Depo-Provera) • Removal of a birth control device • Management of side effects of birth control • Services related to follow up of services listed above • Office visit associated with a covered family planning service <p>Note: Outpatient facility related to voluntary female sterilization is payable under outpatient hospital benefit. See Section 5(c). <i>Outpatient hospital</i>. For anesthesia related to voluntary female sterilization, see Section 5(b). <i>Anesthesia</i>.</p>	<p>PPO: Nothing (No deductible)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Reversal of voluntary surgical sterilization</i> • <i>Genetic testing and counseling except as listed in this section.</i> 	<p><i>All charges</i></p>
Infertility services	
<p>Diagnosis and treatment of infertility, except as shown in <i>Not covered</i>.</p> <p>Benefits are available for fertility preservation for medical reasons that cause irreversible infertility such as chemotherapy or radiation treatment. Services include the following procedures, when provided by or under the care of supervision of a Physician:</p> <ul style="list-style-type: none"> • Cryopreservation of sperm • Embryo cryopreservation • Cryopreservation of reproductive tissue, testicular or ovarian • Mature oocyte cryopreservation • Storage costs up to one year <p>Note: These services are only covered while you are enrolled in the Plan</p> <p>See Section 10. <i>Definitions of Terms We Use in This Brochure</i></p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>

Benefit Description	You pay After calendar year deductible
Infertility services (cont.)	
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Infertility services after voluntary sterilization</i> • <i>Assisted reproductive technology (ART) procedures such as:</i> <ul style="list-style-type: none"> - <i>Artificial insemination (AI)</i> - <i>In vitro fertilization (IVF)</i> - <i>Embryo transfer and gamete intrafallopian transfer (GIFT) and zygote intra-fallopian transfer (ZIFT)</i> - <i>Intravaginal insemination (IVI)</i> - <i>Intracervical insemination (ICI)</i> - <i>Intrauterine insemination (IUI)</i> • <i>Services and supplies related to ART procedures</i> • <i>Cost of donor sperm</i> • <i>Cost of donor egg</i> • <i>Prescription drugs for infertility</i> • <i>Cryopreservation, sperm banking, or thawing procedures, except as listed above</i> • <i>Preimplantation diagnosis, testing, and/or screening of eggs, sperm, or embryos</i> • <i>Elective preservation for reasons other than listed above</i> • <i>Long-term storage costs</i> 	<p><i>All charges</i></p>
Allergy care	
<ul style="list-style-type: none"> • Testing • Treatment, except for allergy injections • Allergy serum 	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<ul style="list-style-type: none"> • Allergy injections 	<p>PPO: \$5 copayment each (No deductible)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Provocative food testing and sublingual allergy desensitization, including drops placed under the tongue</i> • <i>Environmental control units, such as air conditioners, purifiers, humidifiers, and dehumidifiers</i> 	<p><i>All charges</i></p>

Benefit Description	You pay After calendar year deductible
<p>Gene therapy</p> <ul style="list-style-type: none"> Gene therapy products and services directly related to their administration are covered when medically necessary. Gene therapy is a category of pharmaceutical products approved by the U.S. Food and Drug Administration (FDA) to treat or cure a disease by: <ul style="list-style-type: none"> Replacing a disease-causing gene with a healthy copy of the gene Inactivating a disease-causing gene that may not be functioning properly Introducing a new or modified gene into the body to help treat a disease <p>Coverage includes the cost of the gene therapy product, the medical, surgical, and facility services directly related to administration of the gene therapy product, and the professional services. Gene therapy products and their administration are covered when preauthorized to be received at participating PPO facilities specifically contracted for the specific gene therapy service. When approved, the Gene Therapy Travel Program will help cover the cost of travel and lodging to a gene therapy network provider, up to \$10,000 per gene therapy. Gene therapy products and their administration received at other facilities are not covered.</p> <p>Call 703-729-4677 for more information and for preauthorization.</p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: All charges</p>
<p>Treatment therapies</p> <ul style="list-style-type: none"> Intravenous (IV)/Infusion Therapy—Home IV and antibiotic therapy Respiratory and inhalation therapies Growth hormone therapy (GHT) Cardiac rehabilitation therapy - Phases I and II only Pulmonary rehabilitation therapy <p>Note: Phase I begins in the hospital after a major heart event and includes visits by the cardiac rehabilitation team, education, and nutritional counseling, along with rehabilitation. Phase II begins after leaving the hospital and is a comprehensive program consisting of medical evaluation, prescribed exercise, behavior modification, heart monitoring, education, and counseling, typically performed in an outpatient setting. Phases III and IV are supervised safe exercise (performed in the home or gym) and are not covered by the Plan.</p> <p>Note: Specialty drugs, including biotech, biological, biopharmaceutical, and oral chemotherapy drugs, available through CVS Specialty™ Pharmacy Services are covered only under the Prescription drug benefit. See Section 5(f). <i>Prescription drug benefits</i>.</p> <p>Note: Prior approval is required for all specialty drugs used to treat chronic medical conditions. See instructions for approval in Section 5(f). <i>Prescription drug benefits—These are the dispensing limitations</i>.</p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>

Benefit Description	You pay After calendar year deductible
Treatment therapies (cont.)	
<ul style="list-style-type: none"> • Dialysis—hemodialysis and peritoneal dialysis • Chemotherapy and radiation therapy <p>Note: High dose chemotherapy in association with autologous bone marrow transplants is limited to those transplants listed in Section 5(b). <i>Organ/tissue transplants.</i></p> <p>Note: Oral chemotherapy drugs available through CVS Caremark® are covered only under the Prescription drug benefit. Section 5(f). <i>Prescription drug benefits— These are the dispensing limitations.</i></p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<ul style="list-style-type: none"> • Applied Behavioral Analysis (ABA) therapy for children through age 18 for autism spectrum disorder rendered by a PPO provider: <p>Note: Prior authorization is required for ABA therapy. Call 877-468-1016 to find a covered provider and to obtain prior authorization</p>	<p>PPO: 15% of Plan allowance</p> <p>Non-PPO: All charges</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Chelation therapy, except as treatment for acute arsenic, gold, lead, or mercury poisoning</i> • <i>Prolotherapy</i> • <i>School-based ABA therapy</i> • <i>ABA therapy covered by Medicaid under the individuals with Disabilities Education Act (IDEA)</i> • <i>ABA therapy not prior authorized</i> 	<p><i>All charges</i></p>
Physical, occupational, cognitive, and speech therapies	
<ul style="list-style-type: none"> • A combined total of 75 rehabilitative and habilitative visits per calendar year for treatment provided by a licensed registered therapist or physician for the following: <ul style="list-style-type: none"> - Physical therapy - Occupational therapy - Cognitive rehabilitation therapy following a traumatic brain injury - Speech therapy <p>Therapy is covered when the attending physician:</p> <ul style="list-style-type: none"> • Orders the care; • Identifies the specific professional skills the patient requires and the medical necessity for skilled services; and • Indicates the length of time the services are needed <p>Note: For accidental injuries, see Section 5(d). <i>Emergency services/accidents.</i></p> <p>Note: For therapies performed on the same day as outpatient surgery, see Section 5(c). <i>Outpatient hospital or ambulatory surgical center.</i></p> <p>Note: Physical therapy by a chiropractor is covered when the service performed is within the scope of their license.</p>	<p>PPO: \$20 copayment per visit (No deductible) and all charges after 75 visit limit</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount and all charges after 75 visit limit</p> <p>Note: When physical, occupational, cognitive, and/or speech therapy are performed on the same day, a separate \$20 copayment applies to each type of therapy billed.</p>

Benefit Description	You pay After calendar year deductible
Physical, occupational, cognitive, and speech therapies (cont.)	
<ul style="list-style-type: none"> Physical therapy to prevent falls for community-dwelling adults age 65 and older as recommended by the U.S. Preventive Services Task Force(USPSTF) <p>Therapy is covered when the attending physician:</p> <ul style="list-style-type: none"> Orders the care; Identifies the specific professional skills the patient requires; and Indicates the length of time the services are needed 	<p>PPO: Nothing (No deductible)</p> <p>Non-PPO: 30% of the Plan allowance and difference, if any, between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <i>Exercise programs</i> <i>Dry Needling</i> <i>Maintenance rehabilitative therapy that maintains a functional status or prevents decline in function</i> 	<p><i>All charges</i></p>
Hearing services (testing, treatment, and supplies)	
<ul style="list-style-type: none"> For treatment (excluding hearing aids) related to illness or injury, including evaluation and diagnostic hearing tests performed by an M.D., D.O., or audiologist Implanted hearing-related devices, such as bone anchored hearing aids (BAHA) and cochlear implants, including batteries First hearing aid and examination, limited to services necessitated by accidental injury 	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<ul style="list-style-type: none"> Hearing aid and related examination, limited to a maximum Plan payment of \$1,000 per ear with replacements covered every 3 years 	<p>PPO: Nothing up to the Plan limit and all charges after we pay \$1,000 per ear (No deductible)</p> <p>Non-PPO: Nothing up to the Plan limit and all charges after we pay \$1,000 per ear (No deductible)</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <i>Routine hearing testing (such as testing for routine hearing loss as a result of aging), except as listed in Preventive care, children and Hearing services... in this section</i> <i>Hearing aid and examination, except as described above</i> <i>Auditory device except as described above</i> <i>Hearing aid batteries, except as described above</i> 	<p><i>All charges</i></p>

Benefit Description	You pay After calendar year deductible
Vision services (testing, treatment, and supplies)	
<ul style="list-style-type: none"> Office visit for eye examinations for covered diagnoses, such as cataract, diabetic retinopathy and glaucoma 	<p>PPO: \$20 copayment per visit (No deductible)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<ul style="list-style-type: none"> One pair of eyeglasses or contact lenses to correct an impairment directly caused by accidental ocular injury or intraocular surgery (such as for cataracts) when purchased within one year Tests and their interpretations for covered diagnoses, such as: <ul style="list-style-type: none"> Fundus photography Visual field Corneal pachymetry <p>Note: We only cover the standard intraocular lens prosthesis, such as for cataract surgery.</p> <p>Note: For childhood preventive vision screenings see <i>Preventive care, children</i> in this section.</p> <p>Note: See Section 5(h). <i>Healthy Rewards Program</i> for discounts available for vision care.</p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <i>Eyeglasses or contact lenses and examinations for them, except as described above</i> <i>Eye exercises and orthoptics</i> <i>Radial keratotomy and other refractive surgery</i> <i>Refractions</i> <i>Polarization</i> <i>Scratch-resistant coating</i> 	<p><i>All charges</i></p>
Foot care	
<ul style="list-style-type: none"> Nonsurgical routine foot care when you are under active treatment for a metabolic or peripheral vascular disease, such as diabetes One pair of diabetic shoes every calendar year 	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<ul style="list-style-type: none"> Surgical procedures for routine foot care when you are under active treatment for a metabolic or peripheral vascular disease, such as diabetes Open cutting, such as the removal of bunions or bone spurs 	<p>PPO: 15% of the Plan allowance (No deductible)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>

Benefit Description	You pay After calendar year deductible
Foot care (cont.)	
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • Cutting, trimming, or removal of corns, calluses, or the free edge of toenails, and similar routine treatment of conditions of the foot, except as stated above • Treatment of weak, strained, or flat feet; bunions or spurs; and of any instability, imbalance or subluxation of the foot (unless the treatment is by open cutting surgery) • Foot orthotics (shoe inserts) except as listed under Orthopedic and prosthetic devices in this section • Arch supports, heel pads, and heel cups • Orthopedic and corrective shoes • Repair to custom functional foot orthotics • Extracorporeal shock wave treatment 	<p><i>All charges</i></p>
Orthopedic and prosthetic devices	
<ul style="list-style-type: none"> • Artificial limbs and eyes • Prosthetic sleeve or sock Custom-made durable braces covered every 3 years for legs, arms, neck, and back • Externally worn breast prostheses and surgical bras, including necessary replacements following a mastectomy • Implanted hearing-related devices, such as bone anchored hearing aids (BAHA) and cochlear implants, including batteries • Internal prosthetic devices covered every 3 years, such as artificial joints, pacemakers, and surgically implanted breast implant following mastectomy. <p>Note: For information on the professional charges for the surgery to insert an implant, see Section 5(b). <i>Surgical procedures</i>. For information on the hospital and/or ambulatory surgery center benefits, see Section 5(c). <i>Services provided by a hospital or other facility, and ambulance services</i>.</p> <p>Note: Internal prosthetic devices billed by the hospital are paid as hospital benefits. See Section 5(c). <i>Services provided by a hospital or other facility, and ambulance services</i>.</p> <p>Note: We only cover the standard intraocular lens prosthesis, such as for cataract surgery.</p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<ul style="list-style-type: none"> • One pair of custom functional foot orthotics every 2 years when prescribed by a physician (with a maximum Plan payment of \$500). 	<p>PPO: 15% of the Plan allowance and all charges after we pay \$500</p> <p>Non-PPO: 30% of the Plan allowance and all charges after we pay \$500</p>

Benefit Description	You pay After calendar year deductible
Orthopedic and prosthetic devices (cont.)	
<ul style="list-style-type: none"> • Wigs for hair loss due to the treatment of cancer (with a maximum Plan payment of \$200 per lifetime). 	<p>PPO: 15% of the Plan allowance and all charges after we pay \$200 per lifetime (No deductible)</p> <p>Non-PPO: 30% of the Plan allowance and all charges after we pay \$200 per lifetime (No deductible)</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Wigs (cranial prosthetics) except as listed in this section</i> • <i>Orthopedic and corrective shoes</i> • <i>Arch supports, heel pads, and heel cups</i> • <i>Foot orthotics (shoe inserts) except as listed under Orthopedic and prosthetic devices in this section</i> • <i>Lumbosacral supports</i> • <i>Corsets, trusses, elastic stockings, support hose, and other supportive devices</i> • <i>Bionic prosthetics (including microprocessor-controlled prosthetics)</i> • <i>Hearing aid batteries, except as described above</i> 	<p><i>All charges</i></p>
Durable medical equipment (DME)	
<p>Durable medical equipment (DME) is equipment and supplies that:</p> <ol style="list-style-type: none"> 1. Are prescribed by your attending physician (i.e., the physician who is treating your illness or injury). 2. Are medically necessary; 3. Are primarily and customarily used only for a medical purpose; 4. Are generally useful only to a person with an illness or injury; 5. Are designed for prolonged use; and 6. Serve a specific therapeutic purpose in the treatment of an illness or injury. <p>Note: Call us at 703-729-4677 or 888-636-NALC (6252) as soon as your physician prescribes equipment or supplies. The Plan requires a letter of medical necessity, or a copy of the prescription, from the prescribing physician which details the medical necessity to consider charges for the purchase or rental of DME.</p> <p>We cover rental or purchase (at our option) including repair and adjustment of durable medical equipment, such as:</p> <ul style="list-style-type: none"> • Oxygen and oxygen apparatus • Dialysis equipment • Continuous glucose Monitors • Manual and semi-electric hospital beds • Wheelchairs • Crutches, canes, and walkers 	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>

Benefit Description	You pay After calendar year deductible
Durable medical equipment (DME) (cont.)	
<p>Note: We limit the Plan allowance for our DME rental benefit to an amount no greater than what we would have considered if the equipment had been purchased.</p> <p>We also cover supplies, such as:</p> <ul style="list-style-type: none"> • Insulin and diabetic supplies • One pair of diabetic shoes every calendar year • Needles and syringes for covered injectables • Ostomy and catheter supplies 	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p>Speech generating devices, limited to \$1,250 per calendar year</p> <p>Note: Covered devices include digitized speech devices using pre-recorded messages and synthesized speech devices requiring multiple methods of message formulation and device access. Also included are software programs, mounting systems, and accessories.</p>	<p>PPO: 15% of the Plan allowance and all charges after we pay \$1,250 in a calendar year</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount and all charges after we pay \$1,250 in a calendar year</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>DME replacements (including rental) provided less than 3 years after the last one we covered</i> • <i>Sun or heat lamps, whirlpool baths, saunas, shower chairs, commode chairs, shower commode chairs, and similar household equipment</i> • <i>Safety, convenience, and exercise equipment such as treadmills, exercise bicycles, stair climbers, and free weights</i> • <i>Functional electrical stimulation equipment</i> • <i>Total electric hospital beds</i> • <i>Furniture, such as adjustable mattresses and recliners, even when prescribed by a physician</i> • <i>Enhanced vision systems, computer switch boards, or environmental control units</i> • <i>Heating pads, air conditioners, purifiers, and humidifiers</i> • <i>Stair climbing equipment, stair glides, ramps, and elevators</i> • <i>Modifications or alterations to vehicles or households</i> • <i>Equipment or devices, such as iBOT Mobility System that allow increased mobility, beyond what is provided by standard features of DME</i> • <i>Other items that do not meet the criteria 1 thru 6 on page xxx</i> 	<p><i>All charges</i></p>

Benefit Description	You pay After calendar year deductible
Home health services	
<p>Home nursing care for 2 hours per day up to 50 days per calendar year when:</p> <ul style="list-style-type: none"> • A registered nurse (R.N.), licensed practical nurse (L.P.N.), or licensed vocational nurse (L.V.N.) provides the services; • The attending physician orders the care; • The physician identifies the specific professional skills required by the patient and the medical necessity for skilled services; and • The physician indicates the length of time the services are needed 	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Nursing care requested by, or for the convenience of, the patient or the patient's family</i> • <i>Home care primarily for personal assistance that does not include a medical component and is not diagnostic, therapeutic, or rehabilitative</i> • <i>Private duty nursing</i> 	<p><i>All charges</i></p>
Chiropractic	
<p>Limited to:</p> <ul style="list-style-type: none"> • One set of spinal x-rays annually <p>Note: When spinal and extraspinal manipulations are performed on the same day, each manipulation applies to the calendar year maximum.</p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p>Limited to:</p> <ul style="list-style-type: none"> • 24 spinal or extraspinal manipulations per calendar year <p>Note: When spinal and extraspinal manipulations are performed on the same day, each manipulation applies to the calendar year maximum.</p>	<p>PPO: \$20 copayment per visit (No deductible)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p> <p>Note: When spinal and extraspinal manipulations are performed on the same day, a separate \$20 copayment applies to each type of manipulation billed.</p>
<p>Limited to:</p> <ul style="list-style-type: none"> • Initial office visit or consultation • 24 office visits per calendar year when rendered on the same day as a covered spinal or extraspinal manipulation 	<p>PPO: \$20 copayment per visit (No deductible)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p><i>Not covered: Any treatment not specifically listed as covered</i></p>	<p><i>All charges</i></p>

Benefit Description	You pay After calendar year deductible
Alternative treatments	
<p>Limited to:</p> <ul style="list-style-type: none"> Initial office visit or consultation to access patient for a acupuncture treatment 	<p>PPO: \$20 copayment per visit (No deductible)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p>Limited to:</p> <ul style="list-style-type: none"> Acupuncture, by a doctor of medicine or osteopathy, or a state licensed or certified acupuncturist. Benefits are limited to 25 acupuncture visits per person per calendar year. 25 office visits per calendar year when rendered on the same day as a covered acupuncture treatment 	<p>PPO: \$20 copayment per visit (No deductible) and all charges after 25 visit limit</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount and all charges after 25 visit limit</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <i>Services performed by an acupuncturist who is not licensed or certified, even if the state where services are performed does not require acupuncturists to be licensed or certified</i> <i>Naturopathic services</i> <i>Cosmetic acupuncture</i> 	<p><i>All charges</i></p>
Educational classes and programs	
<p>Services must be obtained through the tobacco cessation program offered by the Plan. Coverage includes:</p> <ul style="list-style-type: none"> A voluntary tobacco cessation program offered by the Plan which includes: <ul style="list-style-type: none"> Five professional 30 minute telephonic counseling sessions per quit attempt, limited to two quit attempts per year Five coaching interactions to guide participants through the quit process <ul style="list-style-type: none"> One-on-one coaching interactions (telephonic, chat and text are available) Group video sessions Online tools Over-the-counter nicotine replacement therapy Toll-free phone access to Tobacco Coaches for one year <p>For more information on the program or to join, visit www.quitnow.net/nalc or call 866-QUIT-4-LIFE (866-784-8454).</p> <p>Note: For group and individual counseling for tobacco cessation, see <i>Preventive care, adult</i> in this section.</p> <p>Note: FDA-approved prescription medications and over-the-counter medications (when purchased with a prescription) for tobacco cessation are covered only under the Prescription drug benefit. See Section 5(f). <i>Prescription drug benefits</i></p>	<p>Nothing for services obtained through the tobacco cessation program offered by the Plan (No deductible)</p>

Benefit Description	You pay After calendar year deductible
Educational classes and programs (cont.)	
<p>You can earn \$50 in health savings rewards for participation in this program. Eligibility will be determined by your Quit for Life Coach and you must have at least 5 coaching interactions. See Section 5(h). <i>Wellness and Other Special Features</i> for more details.</p>	<p>Nothing for services obtained through the tobacco cessation program offered by the Plan (No deductible)</p>
<ul style="list-style-type: none"> • Educational classes and nutritional therapy for diabetes, eating disorders, obesity, and overweight individuals with risk factors for cardiovascular disease (such as: abnormal fasting glucose levels, hyperlipidemia, hypertension, and metabolic syndrome) when: <ul style="list-style-type: none"> - Prescribed by the attending physician, and - Administered by a covered provider, such as a registered nurse or a licensed or registered dietician/nutritionist. <p>Note: To join our Weight Management Program, see Section 5(h). <i>Wellness and Other Special features.</i></p>	<p>PPO: Nothing (No deductible)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p>The Real Appeal® Program through Optum® is an online weight loss program that offers groups and one on one personalized coaching through an online and mobile platform. The program focuses on weight loss through proper nutrition, exercise, sleep and stress management. Members will have access to a Transformation Coach and a suite of online tools to help track food and activity. Members will also receive a Success Kit to support their weight loss journey including a food and weight scale, resistance band, workout DVDs and more!</p> <p>Coaching sessions are scheduled online at the members' convenience and educational content is provided throughout the year. Coaches will be able to see the participants' progress throughout the course of the program and be able to offer personalized support. Real Appeal® encourages members to make small changes toward larger long-term health results with sustained support throughout the duration of the program.</p> <p>Members can enroll in the Real Appeal® Program online at www.staff.nalchbp.org.</p>	<p>Nothing for services obtained through the Real Appeal® Program offered by the Plan (No deductible)</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Over-the-counter medications or dietary supplements prescribed for weight loss</i> • <i>Prescription medications prescribed for weight loss</i> 	<p><i>All charges</i></p>

Section 5(b). Surgical and Anesthesia Services Provided by Physicians and Other Healthcare Professionals

Important things you should keep in mind about these benefits:

- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- In this Section, unlike Sections 5(a) and (d), the calendar year deductible applies to only a few benefits. In that case, we say “(calendar year deductible applies).” The calendar year deductible is \$300 per person (\$600 per family).
- The non-PPO benefits are the standard benefits of this Plan. PPO benefits apply only when you use a PPO provider. When no PPO provider is available, non-PPO benefits apply.
- Please keep in mind that when you use a PPO hospital or a PPO physician, some of the professionals that provide related services may **not** all be preferred providers. If they are not, they will be paid as non-PPO providers. However, we will process charges for radiology, laboratory, electrocardiogram (ECG/EKG), electroencephalogram (EEG), the administration of anesthesia, the emergency room visit, and inpatient or outpatient observation physician visits billed by non-PPO providers at the PPO benefit level, based on Plan allowance or other amount required by law, if the services are rendered at a PPO hospital or PPO ambulatory surgical center. We will process charges for a non-PPO assistant surgeon at the PPO benefit level, based on Plan allowance or other amount required by law, if services are performed at a PPO hospital or PPO ambulatory surgical center and the primary surgeon is a PPO provider.
- Be sure to read Section 4. *Your costs for covered services*, for valuable information about cost-sharing. Also, read Section 9 for information about how we pay if you have other coverage, or if you are age 65 or over.
- The amounts listed below are for the charges billed by a physician or other healthcare professional for your surgical care. See Section 5(c). *Services provided by a hospital or other facility, and ambulance services*, for charges associated with the facility (i.e., hospital, surgical center, etc.).
- **YOU MUST GET PRIOR APPROVAL FOR ORGAN/TISSUE TRANSPLANTS.** See Section 5(b). *Organ/tissue transplants*. Call 800-668-9682 to obtain prior approval.
- **YOU MUST GET PRIOR APPROVAL FOR SPINAL SURGERIES PERFORMED IN AN INPATIENT OR OUTPATIENT SETTING.** Call 877-220-6252 to obtain prior approval.
- **YOU MUST GET PRIOR APPROVAL FOR GENDER REASSIGNMENT SURGERY. FAILURE TO DO SO WILL RESULT IN A DENIAL OF BENEFITS.** See Section 3. *How You Get Care*.
- **YOU MUST GET PRIOR AUTHORIZATION FOR CERTAIN MUSCULOSKELETAL PROCEDURES.** FAILURE TO DO SO MAY RESULT IN A DENIAL OF BENEFITS. Please refer to prior authorization information in Section 3.
- **Not all surgical procedures require prior approval.** You may contact the Plan at 888-636-NALC (6252) to determine coverage for the surgical procedure prior to the service being rendered.

Benefit Description	You pay
<p>Note: The calendar year deductible applies ONLY when we say, “(calendar year deductible applies).”</p>	
<p>Surgical procedures</p>	
<p>A comprehensive range of services, such as:</p> <ul style="list-style-type: none"> • Operative procedures • Treatment of fractures, including casting • Normal pre- and post-operative care • Correction of amblyopia and strabismus • Endoscopy procedures • Biopsy procedures • Removal of tumors and cysts • Correction of congenital anomalies • Insertion of internal prosthetic devices. See Section 5(a). <i>Orthopedic and prosthetic devices</i>, for device coverage information. • Vasectomy • Debridement of burns • Surgical treatment of morbid obesity (bariatric surgery) is covered when: <ol style="list-style-type: none"> 1. Clinical records support a body mass index (BMI) of 40 or greater, or 35 or greater with at least one clinically significant obesity-related co-morbidity including but not limited to type 2 diabetes, cardiovascular disease hypertension, obstructive sleep apnea, hyperlipidemia, or debilitating arthritis. 2. Diagnosis of morbid obesity for a period of one year prior to surgery. 3. The patient has participated in a supervised weight-loss program, of at least six months duration, that includes dietary therapy, physical activity and behavior modification. Evidence in the medical record that attempts at weight loss in the one year period prior to surgery have been ineffective. 4. The patient is age 18 or older. 5. Medical and psychological evaluations have been completed and the patient has been recommended for bariatric surgery. 6. A repeat or revised bariatric surgical procedure is covered only when determined to be medically necessary or a complication has occurred. <p>Note: A revisional surgery not related to a complication and performed more than 2 years from the date of the original surgery will require medical documentation as listed in requirements 1-5.</p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>

Benefit Description	You pay
Surgical procedures (cont.)	
<p>Gender reassignment surgical benefits are limited to the following:</p> <ul style="list-style-type: none"> - For female to male surgery: mastectomy, hysterectomy, vaginectomy, salpingo-oophorectomy, metoidioplasty, phalloplasty, urethroplasty, and placement of an erectile prosthesis - For male to female surgery: penectomy, orchiectomy, vaginoplasty, clitoroplasty, and labiaplasty <p>Note: Prior approval is required for gender reassignment surgery. For more information about prior approval, please refer to Section 3. <i>How You Get Care</i>.</p> <p>Note: Your provider must submit a treatment plan including all surgeries planned and the estimated date each will be performed. A new prior approval must be obtained if the treatment plan is approved and your provider later modifies the plan.</p> <p>Note: Benefits for gender reassignment surgery are limited to once per covered procedure, per lifetime. Benefits are not available for repeat or revision procedures when benefits were provided for the initial procedure. Benefits are not available for gender reassignment surgery for any condition other than gender dysphoria.</p> <ul style="list-style-type: none"> • Gender reassignment surgery on an inpatient or outpatient basis is subject to the pre-surgical requirements listed below. The patient must meet all requirements. <ul style="list-style-type: none"> - Prior approval is obtained - Patient must be at least 18 years of age at the time prior approval is requested and the treatment plan is submitted - Diagnosis of gender dysphoria by a qualified healthcare professional <ul style="list-style-type: none"> • Patient's gender dysphoria is not a symptom of another mental disorder • Gender dysphoria causes clinical distress or impairment in social, occupational, or other important areas of functioning - Patient must meet the following criteria: <ul style="list-style-type: none"> • Documentation the individual has lived for at least 12 continuous months in a gender role that is congruent with their gender identity (including place of employment, family, social and community activities) • 12 months of continuous hormone therapy appropriate to the patient's gender identity • Two referral letters from mental health professionals (Master's level or more advanced degree from an accredited institution) to include a letter of recommendation for the procedure • If medical or mental health concerns are present, they are being optimally managed and are reasonably well-controlled 	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>

Benefit Description	You pay
<p>Surgical procedures (cont.)</p> <p>- Reversal of a gender reassignment surgery is covered only when determined to be medically necessary or a complication occurs.</p> <p>Note: When multiple or bilateral surgical procedures add complexity to an operative session, the Plan allowance for the second or less expensive procedure is one-half of what the Plan allowance would have been if that procedure had been performed independently.</p> <p>Note: The Plan allowance for an assistant surgeon will not exceed 25% of our allowance for the surgeon.</p> <p>Note: When a surgery requires two primary surgeons (co-surgeons), the Plan allowance for each surgeon will not exceed 62.5% of our allowance for a single surgeon to perform the same procedure(s).</p> <p>Note: Simple repair of a laceration (stitches) and immobilization by casting, splinting, or strapping of a sprain, strain, or fracture, will be considered under this benefit when services are rendered after 72 hours of the accident.</p> <p>Note: We only cover the standard intraocular lens prosthesis for cataract surgery.</p> <p>Note: Initial inpatient (non-elective) surgery rendered by a non-PPO surgeon for the surgical treatment of appendicitis, brain aneurysms, burns, or gunshot wounds will be paid at the PPO benefit level.</p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>
<ul style="list-style-type: none"> • Voluntary female sterilization • Vasectomy • Surgical placement of implanted contraceptives • Insertion of intrauterine devices (IUDs) • Removal of birth control device <p>Note: We cover intrauterine devices and implanted contraceptives, (such as Implanon) only under the Prescription drug benefit. See Section 5(f). Prescription drug benefits.</p>	<p>PPO: Nothing</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Oral implants and transplants</i> • <i>Procedures that involve the teeth or their supporting structures (such as the periodontal membrane, gingival and alveolar bone), except as listed in Section 5(g). Dental benefits</i> • <i>Cosmetic surgery, except for repair of accidental injury if repair is initiated within six months after an accident; correction of a congenital anomaly, or breast reconstruction following a mastectomy</i> • <i>Radial keratotomy and other refractive surgery</i> • <i>Procedures performed through the same incision deemed incidental to the total surgery, such as appendectomy, lysis of adhesion, puncture of ovarian cyst</i> 	<p><i>All charges</i></p>

Benefit Description	You pay
Surgical procedures (cont.)	
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Services of a standby surgeon, except during angioplasty or other high-risk procedures when we determine standby surgeons are medically necessary</i> • <i>Cutting, trimming, or removal of corns, calluses, or the free edge of toenails; and similar routine treatment of conditions of the foot, except as listed under Section 5(a). Foot care</i> • <i>Reversal of voluntary sterilization</i> • <i>Weight loss surgery for implantable devices such as Maestro Rechargeable System</i> 	<p><i>All charges</i></p>
Reconstructive surgery	
<ul style="list-style-type: none"> • Surgery to correct a functional defect • Surgery to correct a condition caused by injury or illness if: <ul style="list-style-type: none"> - The condition produced a major effect on the member's appearance; and - The condition can reasonably be expected to be corrected by such surgery • Surgery to correct a congenital anomaly (condition that existed at or from birth and is a significant deviation from the common form or norm). Examples of congenital anomalies are protruding ear deformities; cleft lip; cleft palate; birthmarks; and webbed fingers and toes. • All stages of breast reconstruction surgery following a mastectomy, such as: <ul style="list-style-type: none"> - Surgery to produce a symmetrical appearance of breasts - Treatment of any physical complications, such as lymphedemas <p>Note: Congenital anomaly does not include conditions related to teeth or intra-oral structures supporting the teeth.</p> <p>Note: We cover internal and external breast prostheses, surgical bras and replacements. See Section 5(a). <i>Orthopedic and prosthetic devices</i>, and Section 5(c). <i>Inpatient hospital</i>.</p> <p>Note: If you need a mastectomy, you may choose to have the procedure performed on an inpatient basis and remain in the hospital up to 48 hours after the procedure.</p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Cosmetic surgery—any surgical procedure (or any portion of a procedure) performed primarily to improve physical appearance through change in bodily form, except repair of accidental injury if repair is initiated within six months</i> • <i>Injections of silicone, collagens, and similar substances</i> • <i>Surgery related to sexual dysfunction (except gender reassignment surgeries specifically listed as covered)</i> 	<p><i>All charges</i></p>

Benefit Description	You pay
Oral and maxillofacial surgery	
<p>Oral surgical procedures, limited to:</p> <ul style="list-style-type: none"> • Reduction of fractures of the jaws or facial bones • Surgical correction of cleft lip, cleft palate or severe functional malocclusion • Removal of stones from salivary ducts • Excision of leukoplakia or malignancies • Excision of cysts and incision of abscesses when done as independent procedures • Other surgical procedures that do not involve the teeth or their supporting structures • Removal of impacted teeth that are not completely erupted (bony, partial bony and soft tissue impaction) 	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Oral implants and transplants</i> • <i>Procedures that involve the teeth or their supporting structures (such as the periodontal membrane, gingiva, and alveolar bone), except as listed in Section 5(g). Dental benefits and Oral and maxillofacial surgery in this section</i> 	<p><i>All charges</i></p>
Organ/tissue transplants	
<p>Cigna <i>LifeSOURCE</i> Transplant Network®—The Plan participates in the Cigna <i>LifeSOURCE</i> Transplant Network®. Before your initial evaluation as a potential candidate for a transplant procedure, you or your physician must contact Cigna HealthCare at 800-668-9682 and speak to a referral specialist in the Comprehensive Transplant Case Management Unit. You will be given information about this program including a list of participating providers. Charges for services performed by a Cigna <i>LifeSOURCE</i> Transplant Network® provider, whether incurred by the recipient or donor are paid at 85% including inpatient hospital, surgical and any other medical expenses. Participants in the program must obtain prior approval from the Plan to receive limited travel and lodging benefits.</p>	<p>15% of the Plan allowance for services obtained through the Cigna <i>LifeSOURCE</i> Transplant Network®</p>
<p>Limited Benefits—If you do not obtain prior approval or do not use a designated facility, or if we are not the primary payer, we pay a maximum of \$100,000 for each listed transplant (kidney limit, \$50,000), for these combined expenses: pre-transplant evaluation; organ procurement; and inpatient hospital, surgical and medical expenses. We pay benefits according to the appropriate benefit section, such as Section 5(c). <i>Inpatient hospital</i>, and <i>Surgical procedures</i> in this section. The limitation applies to expenses incurred by either the recipient or donor.</p> <p>Note: Some transplants listed may not be covered through the Cigna <i>LifeSOURCE</i> Transplant Network®.</p> <p>Note: We cover related medical and hospital expenses of the donor only when we cover the recipient.</p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>

Benefit Description	You pay
<p>Organ/tissue transplants (cont.)</p> <p>These solid organ transplants are subject to medical necessity and experimental/investigational review by the Plan. See <i>Other services</i> in Section 3 for prior authorization procedures. Solid organ transplants are limited to:</p> <ul style="list-style-type: none"> • Autologous pancreas islet cell transplant (as an adjunct to total or near total pancreatectomy) only for patients with chronic pancreatitis • Cornea • Heart • Heart/lung • Intestinal transplants <ul style="list-style-type: none"> – Isolated Small intestine – Small intestine with the liver – Small intestine with multiple organs, such as the liver, stomach, and pancreas • Kidney • Kidney/pancreas • Liver • Lung single/bilateral • Pancreas 	<p>15% of the Plan allowance for services obtained through the Cigna <i>LifeSOURCE</i> Transplant Network®</p> <p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>
<p>These tandem blood or marrow stem cell transplants for covered transplants are subject to medical necessity review by the Plan. See <i>Other services</i> in Section 3 for prior authorization procedures.</p> <ul style="list-style-type: none"> • Autologous tandem transplants for: <ul style="list-style-type: none"> - AL Amyloidosis - Multiple myeloma (de novo and treated) <p>Recurrent germ cell tumors (including testicular cancer)</p>	<p>15% of the Plan allowance for services obtained through the Cigna <i>LifeSOURCE</i> Transplant Network®</p> <p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>

Benefit Description	You pay
Organ/tissue transplants (cont.)	
<p>Blood or marrow stem cell transplants limited to the stages of the following diagnoses. For the diagnoses listed below, the medical necessity limitation is considered satisfied if the patient meets the staging description.</p> <p>Physicians consider many features to determine how diseases will respond to different types of treatment. Some of the features measured are the presence or absence of normal and abnormal chromosomes, the extension of the disease throughout the body, and how fast the tumor cells grow. By analyzing these and other characteristics, physicians can determine which diseases may respond to treatment without transplant and which diseases may respond to transplant.</p> <ul style="list-style-type: none"> • Allogeneic transplants for: <ul style="list-style-type: none"> - Acute lymphocytic or non-lymphocytic (i.e., myelogenous) leukemia - Advanced Hodgkin's lymphoma with reoccurrence (relapsed) - Advanced non-Hodgkin's lymphoma with reoccurrence (relapsed) - Acute myeloid leukemia - Advanced Myeloproliferative Disorders (MPDs) - Advanced neuroblastoma - Amyloidosis - Chronic lymphocytic leukemia/small lymphocytic lymphoma (CLL/SLL) - Hemoglobinopathy - Infantile malignant osteopetrosis - Leukocyte adhesion deficiencies - Marrow failure and related disorders (i.e., Fanconi's, PNH, Pure Red Cell Aplasia) - Mucopolysaccharidosis (e.g., Gaucher's disease, metachromatic leukodystrophy, adrenoleukodystrophy) - Mucopolysaccharidosis (e.g., Hunter's syndrome, Hurler's syndrome, Sanfilippo's syndrome, Maroteaux-Lamy syndrome variants) - Myelodysplasia/Myelodysplastic syndromes - Paroxysmal Nocturnal Hemoglobinuria - Phagocytic/Hemophagocytic deficiency diseases (e.g., Wiskott-Aldrich syndrome) - Severe combined immunodeficiency - Severe or very severe aplastic anemia - Sickle cell anemia - X-linked lymphoproliferative syndrome 	<p>15% of the Plan allowance for services obtained through the Cigna <i>LifeSOURCE</i> Transplant Network®</p> <p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>

Benefit Description	You pay
Organ/tissue transplants (cont.)	
<ul style="list-style-type: none"> • Autologous transplants for: <ul style="list-style-type: none"> - Acute lymphocytic or nonlymphocytic (i.e., myelogenous) leukemia - Advanced Hodgkin’s lymphoma with reoccurrence (relapsed) - Advanced non-Hodgkin’s lymphoma with reoccurrence (relapsed) - Amyloidosis - Breast cancer - Epithelial ovarian cancer - Multiple myeloma - Neuroblastoma - Testicular, Mediastinal, Retroperitoneal, and Ovarian germ cell tumors 	<p>15% of the Plan allowance for services obtained through the Cigna <i>LifeSOURCE</i> Transplant Network®</p> <p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>
<p>Blood or marrow stem cell transplants covered only in a National Cancer Institute (NCI) or National Institutes of Health (NIH) approved clinical trial at a Plan-designated center of excellence and if approved by the Plan’s medical director in accordance with the Plan’s protocols limited to:</p> <ul style="list-style-type: none"> • Autologous transplants for: <ul style="list-style-type: none"> - Aggressive non-Hodgkin’s lymphomas (Mantle Cell lymphoma, adult T-cell leukemia/lymphoma, peripheral T-cell lymphomas and aggressive Dendritic Cell neoplasms) - Breast cancer - Epithelial ovarian cancer - Childhood rhabdomyosarcoma - Advanced Ewing sarcoma - Advanced childhood kidney cancers - Mantle Cell (non-Hodgkin’s lymphoma) <p>Note: If you are a participant in a clinical trial, the Plan will provide benefits for related routine care that is medically necessary (such as doctor visits, lab tests, x-rays and scans, and hospitalization related to treating the patient’s condition) if it is not provided by the clinical trial. Section 9 has additional information on costs related to clinical trials. We encourage you to contact the Plan to discuss specific services if you participate in a clinical trial.</p>	<p>15% of the Plan allowance for services obtained through the Cigna <i>LifeSOURCE</i> Transplant Network®</p>

Benefit Description	You pay
Organ/tissue transplants (cont.)	
<p>Mini-transplants performed in a clinical trial setting (non-myeloablative, reduced intensity conditioning or RIC) for members with a diagnosis listed below are subject to medical necessity review by the Plan.</p> <p>See <i>Other services</i> in Section 3 for prior authorization procedures.</p> <ul style="list-style-type: none"> • Allogeneic transplants for: <ul style="list-style-type: none"> - Acute lymphocytic or non-lymphocytic (i.e., myelogenous) leukemia - Advanced Hodgkin’s lymphoma with reoccurrence (relapsed) - Advanced non-Hodgkin’s lymphoma with reoccurrence (relapsed) - Acute myeloid leukemia - Advanced Myeloproliferative Disorders (MPDs) - Amyloidosis - Chronic lymphocytic leukemia/small lymphocytic lymphoma (CLL/SLL) - Hemoglobinopathy - Marrow failure and related disorders (i.e., Fanconi’s, PNH, Pure Red Cell Aplasia) - Myelodysplasia/Myelodysplastic syndromes - Paroxysmal Nocturnal Hemoglobinuria - Severe combined immunodeficiency - Severe or very severe aplastic anemia • Autologous transplants for: <ul style="list-style-type: none"> - Acute lymphocytic or nonlymphocytic (i.e., myelogenous) leukemia - Advanced Hodgkin’s lymphoma with reoccurrence (relapsed) - Advanced non-Hodgkin’s lymphoma with reoccurrence (relapsed) - Amyloidosis - Neuroblastoma <p>Note: If you are a participant in a clinical trial, the Plan will provide benefits for related routine care that is medically necessary (such as doctor visits, lab tests, x-rays and scans, and hospitalization related to treating the patient’s condition) if it is not provided by the clinical trial. Section 9 has additional information on costs related to clinical trials. We encourage you to contact the Plan to discuss specific services if you participate in a clinical trial.</p>	<p>15% of the Plan allowance for services obtained through the Cigna <i>LifeSOURCE</i> Transplant Network®</p> <p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>

Benefit Description	You pay
Organ/tissue transplants (cont.)	
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • Donor screening tests and donor search expenses, except those performed for the actual donor • Travel and lodging expenses, except when approved by the Plan • Implants of artificial organs • Transplants and related services and supplies not listed as covered 	<p><i>All charges</i></p>
Anesthesia	
<p>Professional services provided in:</p> <ul style="list-style-type: none"> • Hospital (inpatient) <p>Note: If surgical services (including maternity) are rendered at a PPO hospital, we will pay up to the Plan allowance for services of non-PPO anesthesiologists at the PPO benefit level.</p> <p>Note: When a CRNA is medically directed by an anesthesiologist, then the applicable Plan allowance will be split 50/50 between the CRNA and the anesthesiologist.</p>	<p>PPO: Nothing when services are related to the delivery of a newborn. 15% of the Plan allowance for anesthesia services for all other conditions.</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p>Professional services provided in:</p> <ul style="list-style-type: none"> • Hospital outpatient department • Ambulatory surgical center • Office • Other outpatient facility <p>Note: If surgical services are rendered at a PPO hospital or ambulatory surgical center, we will pay up to the Plan allowance for services of non-PPO anesthesiologists at the PPO benefit level.</p> <p>Note: When a CRNA is medically directed by an anesthesiologist, then the applicable Plan allowance will be split 50/50 between the CRNA and the anesthesiologist.</p>	<p>PPO: Nothing when services are related to the delivery of a newborn. 15% of the Plan allowance (calendar year deductible applies)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>
<p>Professional services provided for:</p> <ul style="list-style-type: none"> • Voluntary female sterilization • Vasectomy <p>Note: When a CRNA is medically directed by an anesthesiologist, then the applicable Plan allowance will be split 50/50 between the CRNA and the anesthesiologist.</p>	<p>PPO: Nothing</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>

Section 5(c). Services Provided by a Hospital or Other Facility, and Ambulance Services

Important things you should keep in mind about these benefits:

- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- In this Section, unlike Sections 5(a) and (b), the calendar year deductible applies to only a few benefits. In that case, we say “(calendar year deductible applies).” The calendar year deductible is \$300 per person (\$600 per family).
- The non-PPO benefits are the standard benefits of this Plan. PPO benefits apply only when you use a PPO provider. When no PPO provider is available, non-PPO benefits apply.
- Please keep in mind that when you use a PPO hospital or a PPO physician, some of the professionals that provide related services may **not** all be preferred providers. If they are not, they will be paid as non-PPO providers. However, we will process charges for radiology, laboratory, electrocardiogram (ECG/EKG), electroencephalogram (EEG), the administration of anesthesia, the emergency room visit, and inpatient or outpatient observation physician visits billed by non-PPO providers at the PPO benefit level, based on Plan allowance or other amount required by law, if the services are rendered at a PPO hospital or PPO ambulatory surgical center. We will process charges for a non-PPO assistant surgeon at the PPO benefit level, based on Plan allowance or other amount required by law, if services are performed at a PPO hospital or PPO ambulatory surgical center and the primary surgeon is a PPO provider.
- Be sure to read Section 4. *Your costs for covered services*, for valuable information about cost-sharing. Also, read Section 9 for information about how we pay if you have other coverage, or if you are age 65 or over.
- Charges billed by a facility for implantable devices, surgical hardware, etc., are subject to the Plan allowance which is based on the provider's cost plus a reasonable handling fee. The manufacturer's invoice that includes a description and cost of the implantable device or hardware may be required in order to determine benefits payable.
- The amounts listed below are for charges billed by the facility (i.e., hospital or surgical center) or ambulance service for your surgery or care. See Sections 5(a) or (b) for costs associated with the professional charge (i.e., physicians, etc.).
- **YOU MUST GET PRECERTIFICATION FOR HOSPITAL STAYS; FAILURE TO DO SO WILL RESULT IN A \$500 PENALTY.** Please refer to the precertification information shown in Section 3 to be sure which services require precertification.

Benefit Description	You pay
<p>Note: The calendar year deductible applies ONLY when we say, “(calendar year deductible applies).”</p>	
<p>Inpatient hospital</p>	
<p>Room and board, such as:</p> <ul style="list-style-type: none"> • Ward, semiprivate, or intensive care accommodations • Birthing room • General nursing care • Meals and special diets <p>Note: We cover a private room only when you must be isolated to prevent contagion. Otherwise, we pay the hospital's average charge for semiprivate accommodations. If the hospital has private rooms only, we base our payment on the average semiprivate rate of the most comparable hospital in the area.</p> <p>Note: When the non-PPO hospital bills a flat rate, we will exclude all charges and request an itemized bill.</p>	<p>PPO: Nothing when services are related to the delivery of a newborn. \$350 copayment per admission for all other admissions.</p> <p>Non-PPO: \$450 copayment per admission and 30% of the Plan allowance</p> <p>15% of the Plan allowance for services obtained through the Cigna <i>LifeSOURCE</i> Transplant Network®</p>

Benefit Description	You pay
Inpatient hospital (cont.)	
<p>Note: When room and board charges are billed by a hospital, inpatient benefits apply. For Observation room charges billed, see <i>Outpatient hospital or ambulatory surgical center</i> in this section.</p>	<p>PPO: Nothing when services are related to the delivery of a newborn. \$350 copayment per admission for all other admissions.</p> <p>Non-PPO: \$450 copayment per admission and 30% of the Plan allowance</p> <p>15% of the Plan allowance for services obtained through the Cigna <i>LifeSOURCE</i> Transplant Network®</p>
<p>Other hospital services and supplies, such as:</p> <ul style="list-style-type: none"> • Operating, recovery, maternity, and other treatment rooms • Prescribed drugs and medicines • Diagnostic laboratory tests and x-rays • Preadmission testing (within 7 days of admission), limited to: <ul style="list-style-type: none"> - Chest x-rays - Electrocardiograms - Urinalysis - Blood work • Blood or blood plasma, if not donated or replaced • Dressings, splints, casts, and sterile tray services • Medical supplies and equipment, including oxygen • Anesthetics, including nurse anesthetist services • Internal prostheses • Professional ground or air ambulance service to the nearest hospital equipped to handle your condition • Occupational, physical, cognitive, and speech therapy <p>Note: We base payment on who bills for the services or supplies. For example, when the hospital bills for its nurse anesthetist's services, we pay hospital benefits and when the anesthesiologist bills, we pay anesthesia benefits. See Section 5(b). <i>Surgical procedures</i>.</p> <p>Note: We cover your admission for dental procedures only when you have a nondental physical impairment that makes a admission necessary to safeguard your health. We do not cover the dental procedures or the anesthesia service when billed by the anesthesiologist.</p> <p>Note: We cover your admission for inpatient foot treatment even if no other benefits are payable.</p> <p>Note: Diagnostic tests, such as magnetic resonance imaging, throat cultures, or similar studies are not considered as preadmission testing.</p>	<p>PPO: Nothing when services are related to the delivery of a newborn. \$350 copayment per admission for all other admissions.</p> <p>Non-PPO: \$450 copayment per admission and 30% of the Plan allowance</p> <p>15% of the Plan allowance for services obtained through the Cigna <i>LifeSOURCE</i> Transplant Network®</p>

Benefit Description	You pay
Inpatient hospital (cont.)	
<p>Take-home items:</p> <ul style="list-style-type: none"> • Medical supplies, appliances, and equipment; and any covered items billed by a hospital for use at home 	<p>PPO: 15% of the Plan allowance (calendar year deductible applies)</p> <p>Non-PPO: 35% of the Plan allowance (calendar year deductible applies)</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Any part of a hospital admission that is not medically necessary (See Section 10. Definitions. . . Medical Necessity), such as subacute care, long term care, long term acute care, intermediate care, or when you do not need acute hospital inpatient care, but could receive care in some other setting without adversely affecting your condition or the quality of your medical care. In this event, we pay benefits for services and supplies other than room and board and in-hospital physician care at the level they would have been covered if provided in an alternative setting.</i> • <i>Custodial care; see Section 10. Definitions . . . Custodial care</i> • <i>Non-covered facilities, such as nursing homes, extended care facilities, and schools</i> • <i>Personal comfort items, such as telephone, television, barber services, guest meals and beds</i> • <i>Private nursing care</i> 	<p><i>All charges</i></p>
Outpatient hospital or ambulatory surgical center	
<p>Services and supplies, such as:</p> <ul style="list-style-type: none"> • Operating, recovery, and other treatment rooms • Prescribed drugs and medicines • Diagnostic laboratory tests, x-rays, and pathology services • Administration of blood, blood plasma, and other biologicals • Blood and blood plasma, if not donated or replaced • Dressings, splints, casts, and sterile tray services • Medical supplies, including oxygen • Anesthetics and anesthesia service • Physical, occupational, cognitive, and speech therapy (when surgery performed on the same day) <p>Note: When surgery is not performed on the same day, see Section 5(a). <i>Physical, occupational, cognitive, and speech therapies</i> for coverage of these therapies.</p> <p>Note: For accidental injuries, see Section 5(d). <i>Emergency services/accidents</i>. For accidental dental injuries, see Section 5(g). <i>Dental benefits</i>.</p>	<p>PPO: 15% of the Plan allowance (calendar year deductible applies)</p> <p>Non-PPO: 35% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>

Benefit Description	You pay
<p>Outpatient hospital or ambulatory surgical center (cont.)</p> <p>Note: We cover hospital services and supplies related to dental procedures when necessitated by a nondental physical impairment or as the result of an accidental dental injury as defined in Section 5(g). <i>Dental benefits</i>. We do not cover the dental procedures or the anesthesia service when billed by the anesthesiologist.</p> <p>Note: Specialty drugs, including biotech, biological biopharmaceutical, and oral chemotherapy drugs dispensed in an outpatient hospital are subject to the Specialty Drug copayment. See Outpatient hospital or ambulatory surgical center, in the section.</p>	<p>PPO: 15% of the Plan allowance (calendar year deductible applies)</p> <p>Non-PPO: 35% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>
<ul style="list-style-type: none"> • Outpatient PPO observation room and all related services 	<p>PPO: \$350 copayment</p> <p>Non-PPO: 35% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>
<ul style="list-style-type: none"> • Outpatient services and supplies for the delivery of a newborn • Outpatient services and supplies for a voluntary female sterilization 	<p>PPO: Nothing</p> <p>Non-PPO: 35% of the Plan allowance, and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>
<p>Plan pays for pre-operative testing within 7 days of surgery. Screening tests, limited to:</p> <ul style="list-style-type: none"> • Chest x-rays • Electrocardiograms • Urinalysis • Blood work <p>Note: To reduce your out-of-pocket costs for laboratory services use LabCorp or Quest Diagnostics, see Section 5(a). <i>Lab, x-ray and other diagnostic tests</i>.</p> <p>Note: Diagnostic tests, such as magnetic resonance imaging, throat cultures, or similar studies are not considered as preadmission testing.</p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 35% of the Plan allowance, and the difference, if any, between our allowance and the billed amount</p>
<ul style="list-style-type: none"> • Specialty drugs, including biotech, biological, biopharmaceutical, and oral chemotherapy drugs <p>Note: Prior approval is required for all specialty drugs used to treat chronic medical conditions. Call CVS Specialty™ at 800-237-2767 to obtain prior approval, more information, or a complete list.</p>	<p>PPO:</p> <ul style="list-style-type: none"> • 30-day supply: \$200 • 60-day supply: \$300 • 90-day supply: \$400 <p>Non-PPO:</p> <ul style="list-style-type: none"> • 30-day supply: \$200 and the difference, if any, between our Plan allowance and the charged amount • 60-day supply: \$300 and the difference, if any, between our Plan allowance and the charged amount • 90-day supply: \$400 and the difference, if any, between our Plan allowance and the charged amount

Benefit Description	You pay
Outpatient hospital or ambulatory surgical center (cont.)	
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Personal comfort items</i> 	<i>All charges</i>
Extended care benefits/Skilled nursing care facility benefits	
<p>Limited to care in a skilled nursing facility (SNF) when your Medicare Part A is primary, and:</p> <ul style="list-style-type: none"> • Medicare has made payment, we cover the applicable copayments; or • Medicare’s benefits are exhausted, we cover semiprivate room, board, services, and supplies in a SNF, for the first 30 days of each admission or readmission to a facility, provided: <ol style="list-style-type: none"> 1. You are admitted directly from a hospital stay of at least 3 consecutive days; 2. You are admitted for the same condition as the hospital stay; and 3. Your skilled nursing care is supervised by a physician and provided by an R.N., L.P.N., or L.V.N. 	<p>PPO: Nothing</p> <p>Non-PPO: Nothing</p>
<p>When this Plan is your primary insurance:</p> <p>Inpatient confinement at a skilled nursing facility following transfer from a covered acute inpatient confinement when skilled care is still required.</p> <p>Benefits are limited to 21 days per person, per calendar year. Precertification is required. See Section 3. <i>How You Get Care</i></p>	<p>PPO: 15% of the Plan allowance, and all charges after 21- day annual limit</p> <p>Non-PPO: 30% of the Plan allowance, and the difference, if any, between our allowance and the billed amount, and all charges after 21-day annual limit</p>
<p><i>Not covered: Custodial care</i></p>	<i>All charges</i>
Hospice care	
<p>Hospice is a coordinated program of maintenance and supportive care for the terminally ill provided by a medically supervised team under the direction of a Plan-approved independent hospice administration.</p> <p>Limited benefits: We pay up to 30 days annually for a combination of inpatient and outpatient hospice services.</p>	<p>PPO: 15% of the Plan allowance, and all charges after 30-day annual limit (calendar year deductible applies)</p> <p>Non-PPO: 30% of the Plan allowance, and all charges after 30-day annual limit (calendar year deductible applies)</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Private nursing care</i> • <i>Homemaker services</i> • <i>Bereavement services</i> 	<i>All charges</i>

Benefit Description	You pay
<p>Ambulance</p> <ul style="list-style-type: none"> Professional ground or air ambulance service to the nearest outpatient hospital or ambulatory surgical center equipped to handle your condition. <p>Note: When air ambulance transportation to the nearest facility equipped to handle your condition is provided by a non-PPO provider, we will pay up to the Plan allowance or other amount required by law at the PPO benefit level.</p> <p>Note: When ground ambulance transportation to the nearest PPO facility is provided by a non-PPO provider, we will pay up to the Plan allowance at the PPO benefit level.</p> <p>Note: Prior approval is required for all non-emergency air ambulance transport.</p>	<p>PPO: 15% of the Plan allowance (calendar year deductible applies)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>
<ul style="list-style-type: none"> Professional ground or air ambulance service to the nearest inpatient hospital equipped to handle your condition <p>Note: When air ambulance transportation to the nearest facility equipped to handle your condition is provided by a non-PPO provider, we will pay up to the Plan allowance or other amount required by law at the PPO benefit level.</p> <p>Note: When ground ambulance transportation to the nearest PPO facility is provided by a non-PPO provider, we will pay up to the Plan allowance at the PPO benefit level.</p> <p>Note: Prior approval is required for all non-emergency air ambulance transport.</p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p><i>Not covered: Transportation (other than professional ambulance services), such as by ambulance or medicab</i></p>	<p><i>All charges</i></p>

Section 5(d). Emergency Services/Accidents

Important things you should keep in mind about these benefits:

- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- The calendar year deductible is \$300 per person (\$600 per family). The calendar year deductible applies to almost all benefits in this Section. We say “(No deductible)” to show when the calendar year deductible does not apply.
- The non-PPO benefits are the standard benefits of this Plan. PPO benefits apply only when you use a PPO provider. When no PPO provider is available, non-PPO benefits apply, except as listed within this Section.
- Please keep in mind that when you use a PPO hospital or a PPO physician, some of the professionals that provide related services may **not** all be preferred providers. If they are not, they will be paid as non-PPO providers. However, we will process charges for radiology, laboratory, electrocardiogram (ECG/EKG), electroencephalogram (EEG), the administration of a nesthesia, the emergency room visit, and inpatient or outpatient observation physician visits billed by non-PPO providers at the PPO benefit level, based on Plan allowance or other amount required by law, if the services are rendered at a PPO hospital or PPO ambulatory surgical center. We will process charges for a non-PPO assistant surgeon at the PPO benefit level, based on Plan allowance or other amount required by law, if services are performed at a PPO hospital or PPO ambulatory surgical center and the primary surgeon is a PPO provider.
- Be sure to read Section 4. *Your costs for covered services*, for valuable information about cost-sharing. Also, read Section 9 for information about how we pay if you have other coverage, or if you are age 65 or over.

What is an accidental injury?

An accidental injury is a bodily injury sustained solely through violent, external, and accidental means.

What is a medical emergency condition?

A medical emergency condition is the sudden and unexpected onset of a condition or an injury that you, as a prudent layperson with an average knowledge of health and medicine, believe endangers your life or could result in serious injury or disability and requires immediate medical or surgical care. Medical emergency conditions, if not treated promptly, might become more serious; examples include deep cuts and broken bones. Others are emergencies because they are potentially life-threatening, such as heart attacks, strokes, poisonings, gunshot wounds, or sudden inability to breathe. There are many other acute conditions that are medical emergencies - what they all have in common is the need for quick action in order to avoid bodily injury, serious impairment to bodily functions, or serious dysfunction of any bodily organ or part.

What are medical emergency services?

If you have a medical emergency condition, medical emergency services include a medical screening examination that is within the capability of the emergency department of a hospital, ancillary services routinely available to the emergency department to evaluate a medical emergency condition, further medical examination and treatment within the capabilities of the emergency facility, stabilization of the emergency condition, and post-stabilization services when required by law.

Benefit Description	You pay After calendar year deductible
<p>Note: The calendar year deductible applies to almost all benefits in this Section. We say “(No deductible)” when it does not apply.</p>	
<p>Accidental injury</p>	
<p>If you receive the care within 72 hours after your accidental injury, we cover:</p> <ul style="list-style-type: none"> • Related nonsurgical treatment, including office or outpatient services and supplies • Related surgical treatment, limited to: <ul style="list-style-type: none"> - Simple repair of a laceration (stitching of a superficial wound) - Immobilization by casting, splinting, or strapping of a sprain, strain, or fracture • Local professional ambulance service to the nearest outpatient hospital equipped to handle your condition when medically necessary <p>Note: For surgeries related to your accidental injury not listed above, see Section 5(b). <i>Surgical procedures.</i></p> <p>Note: We pay inpatient professional, outpatient observation room and all related services and/or hospital benefits when you are admitted. See Section 5(a). Diagnostic and treatment services, Section 5(b). Surgical and anesthesia services provided by physicians and other healthcare professionals, and Section 5(c). Services provided by a hospital or other facility, and ambulance services.</p> <p>Note: For dental benefits for accidental injury, see Section 5(g). <i>Dental benefits.</i></p>	<p>PPO: Nothing (No deductible)</p> <p>Non-PPO: The difference, if any, between the Plan allowance and the billed amount or other amount required by law (No deductible)</p>
<p>Services received after 72 hours</p>	<p>Medical and outpatient hospital benefits apply. See Section 5(a). <i>Medical services and supplies provided by physicians and other healthcare professionals, Section 5(b). Surgical and anesthesia services provided by physicians and other healthcare professionals and Section 5(c). Outpatient hospital or ambulatory surgical center for the benefits we provide.</i></p>
<p>Medical emergency</p>	
<p>Outpatient hospital medical emergency service for a medical emergency condition</p>	<p>PPO: 15% of the Plan allowance</p> <p>Non-PPO: 15% of the Plan allowance and the difference, if any, between our allowance and the billed amount or other amount required by law</p> <p>Note: When you need outpatient medical emergency services for a medical emergency and cannot access a PPO hospital, we will pay the non-PPO hospital charges, up to the Plan allowance or other amount required by law, at the PPO benefit level.</p>

Benefit Description	You pay After calendar year deductible
Medical emergency (cont.)	
Professional services of physicians and urgent care centers: <ul style="list-style-type: none"> • Office or outpatient visits • Office or outpatient consultations 	PPO: \$20 copayment per visit (No deductible) Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount; or amount required by law
Surgical services. See Section 5(b). <i>Surgical procedures.</i>	PPO: 15% of the Plan allowance (No deductible) Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount; or other amount required by law
Emergency room physician care not related to Accidental injury or Medical emergency. See Section 5(a). <i>Diagnostic and treatment services.</i>	PPO: 15% of the Plan allowance Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount; or other amount required by law
Ambulance	
Local professional ambulance service to the nearest facility equipped to handle your condition when medically necessary, not related to an accidental injury Note: When air ambulance transportation to the nearest facility equipped to handle your condition is provided by a non-PPO provider, we will pay up to the Plan allowance or other amount required by law at the PPO benefit level. Note: When ground ambulance transportation to the nearest PPO facility is provided by a non-PPO provider, we will pay up to the Plan allowance at the PPO benefit level.	PPO: 15% of the Plan allowance Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount; or other amount required by law
<i>Not covered: Transportation (other than professional ambulance services), such as by ambulance or medicab</i>	<i>All charges</i>

Section 5(e). Mental Health and Substance Use Disorder Benefits

You may choose to get care In-Network or Out-of-Network.

When you receive care, you must get our approval for services and follow a treatment plan we approve. If you do, cost-sharing and limitations for mental health and substance use disorder benefits will be no greater than for similar benefits for other illnesses and conditions.

Important things to keep in mind about these benefits:

- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- The calendar year deductible is \$300 per person (\$600 per family). The calendar year deductible applies to almost all benefits in this Section. We say “(No deductible)” to show when the calendar year deductible does not apply.
- The Out-of-Network benefits are the standard benefits of this Plan. In-Network benefits apply only when you use an In-Network provider. When no In-Network provider is available, Out-of-Network benefits apply.
- Be sure to read Section 4. *Your costs for covered services*, for valuable information about cost-sharing. Also, read Section 9 for information about how we pay if you have other coverage, or if you are age 65 or over.
- **YOU MUST GET PREAUTHORIZATION FOR THE FOLLOWING OUTPATIENT SERVICES:** Intensive outpatient program treatment, outpatient electro-convulsive treatment, psychological testing, methadone maintenance, and outpatient treatment visits beyond 45 -50 minutes in duration with or without medication management. Benefits are payable only when we determine the care is clinically appropriate to treat your condition and only when you receive the care as part of a treatment plan that we approve. The treatment plan may include services, drugs, and supplies described elsewhere in this brochure.
- **YOU MUST GET PRECERTIFICATION FOR HOSPITAL STAYS. FAILURE TO DO SO WILL RESULT IN A \$500 PENALTY.** Please refer to the precertification information shown in Section 3 to be sure which services require precertification.
- We will provide medical review criteria or reasons for treatment plan denials to enrollees, members or providers upon request or as otherwise required.

Benefit Description	You pay After calendar year deductible
<p>Note: The Calendar year deductible applies to almost all benefits in this section. We say “(No deductible)” when it does not apply</p>	
In-Network and Out-of-Network benefits	
<ul style="list-style-type: none"> • Outpatient professional services, including individual or group therapy by providers such as psychiatrists, psychologists, or clinical social workers • Outpatient medication management <p>Note: Applied Behavioral Analysis (ABA) therapy benefit is listed in Section 5(a). Medical Services and supplies provided by physicians and other healthcare professionals.</p> <p>Note: For assistance in finding In-Network services and treatment options, such as Medication-Assisted Therapy (MAT) for Substance Use Disorder (SUD), call 855-780-5955.</p>	<p>In-Network: \$20 copayment (No deductible)</p> <p>Out-of-Network: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>

Benefit Description	You pay After calendar year deductible
In-Network and Out-of-Network benefits (cont.)	
<ul style="list-style-type: none"> Outpatient telemental or virtual visits rendered by providers, such as psychiatrists, psychologists, or clinical social workers <p>Note: To find a telemental health provider, call Optum Health Behavioral Solutions at 877-468-1016.</p>	<p>In-Network: \$10 copayment (No deductible)</p> <p>Out-of-Network: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<p>Note: Applied Behavioral Analysis (ABA) therapy benefit is listed in Section 5(a). <i>Medical Services and supplies provided by physicians and other healthcare professionals.</i></p> <p>Note: For assistance in finding In-Network services and treatment options, such as Medication-Assisted Therapy (MAT) for Substance Use Disorder (SUD), call 855-780-5955.</p>	<p>In-Network: \$20 copayment (No deductible)</p> <p>Out-of-Network: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<ul style="list-style-type: none"> Outpatient professional services, including individual or group therapy by providers such as psychiatrists, psychologists, or clinical social workers, to treat postpartum depression or depression during pregnancy. <p>Note: Maximum of four (4) visits paid at 100%, then regular mental health benefits apply.</p>	<p>In-Network: Nothing (No deductible)</p> <p>Out-of-Network: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<ul style="list-style-type: none"> Outpatient diagnostic tests Inpatient professional services, including individual or group therapy by providers such as psychiatrists, psychologists, or clinical social workers Lab and other diagnostic tests performed in an office or urgent care setting Professional ground or air ambulance service to the nearest outpatient hospital equipped to handle your condition Urine drug testing/screening for non-cancerous chronic pain and substance use disorder is limited to: <ul style="list-style-type: none"> 16 definitive (quantitative) drug tests per calendar year 32 presumptive (qualitative) drug tests per calendar year <p>Note: For definitions of definitive and presumptive drug tests, see Section 10. <i>Definitions of Terms We Use in This Brochure</i></p> <p>Note: When air ambulance transportation to the nearest facility equipped to handle your condition is provided by an Out-of-Network provider, we will pay up to the Plan allowance or other amount required by law at the In-Network benefit level.</p> <p>Note: When air ambulance transportation to the nearest PPO facility is provided by a non-PPO provider, we will pay up to the Plan allowance at the PPO benefit level.</p>	<p>In-Network: 15% of the Plan allowance</p> <p>Out-of-Network: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount; or other amount required by law</p>

Benefit Description	You pay After calendar year deductible
In-Network and Out-of-Network benefits (cont.)	
<p>If LabCorp or Quest Diagnostics performs your covered lab services, you will have no out-of-pocket expense and you will not have to file a claim. Ask your doctor to use LabCorp or Quest Diagnostics for lab processing. To find a location near you, call 877-220-NALC (6252), or visit our website at https://staff.nalchbp.org/</p>	Nothing (No deductible)
<ul style="list-style-type: none"> • Professional ground or air ambulance service to the nearest inpatient hospital equipped to handle your condition <p>Note: When air ambulance transportation to the nearest facility equipped to handle your condition is provided by an Out-of-Network provider, we will pay up to the Plan allowance or other amount required by law at the In-Network benefit level.</p> <p>Note: When ground ambulance transportation to the nearest PPO facility is provided by a non-PPO provider, we will pay up to the Plan allowance at the PPO benefit level.</p>	<p>In-Network: 15% of the Plan allowance (No deductible)</p> <p>Out-of-Network: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (No deductible); or other amount required by law</p>
<ul style="list-style-type: none"> • Outpatient PPO observation room and all related services 	<p>In-Network: \$350 copayment (No deductible)</p> <p>Out-of-Network: 35% of the Plan allowance and the difference, if any, between our allowance and the billed amount</p>
<ul style="list-style-type: none"> • Inpatient room and board provided by a hospital or other treatment facility • Other inpatient services and supplies provided by: <ul style="list-style-type: none"> - Hospital or other facility - Approved alternative care settings such as partial hospitalization, half-way house, residential treatment, full-day hospitalization, and facility based intensive outpatient treatment 	<p>In-Network: \$350 copayment per admission (No deductible)</p> <p>Out-of-Network: \$450 copayment per admission and 30% of the Plan allowance (No deductible)</p>

Benefit Description	You pay After calendar year deductible
In-Network and Out-of-Network benefits (cont.)	
<p>Residential Treatment Center (RTC) - Precertification prior to admission is required.</p> <p>A preliminary treatment plan and discharge plan must be developed and agreed to by the member, provider (residential treatment center (RTC)), and case manager prior to admission.</p> <p>We cover inpatient care provided and billed by an RTC for members enrolled and participating in an approved plan of care, and when the care is medically necessary for treatment of a medical, mental health, and/or substance use disorder:</p> <ul style="list-style-type: none"> • Room and board, such as semiprivate room, nursing care, meals, special diets, ancillary charges, and covered therapy services when billed by the facility. <p>Residential Treatment Center (RTC) - Precertification prior to admission is required.</p> <p>A preliminary treatment plan and discharge plan must be developed and agreed to by the member, provider (residential treatment center (RTC)), and case manager prior to admission.</p> <p>We cover inpatient care provided and billed by an RTC for members enrolled and participating in an approved plan of care, and when the care is medically necessary for treatment of a medical, mental health, and/or substance use disorder:</p> <ul style="list-style-type: none"> • Room and board, such as semiprivate room, nursing care, meals, special diets, ancillary charges, and covered therapy services when billed by the facility. <p>Note: RTC benefits are not available for facilities licensed as a skilled nursing facility, group home, halfway house, school, or similar type facility.</p> <p>Note: Benefits are not available for non-covered services, including: respite care; outdoor residential programs; wilderness treatment or services provided outside of the provider's scope of practice; recreational therapy; educational therapy; educational classes; bio-feedback; Outward Bound programs; equine therapy provided during the approved stay; personal comfort items, such as guest meals and beds, telephone, television, beauty and barber services; custodial or long term care and domiciliary care provided because care in the home is not available or is unsuitable.</p> <p>Note: Failure to precertify a Residential Treatment Center admission will result in a denial of charges and a \$500 reduction in benefits if later approved upon review.</p>	<p>In-Network: \$350 copayment per admission (No deductible)</p> <p>Out-of-Network: \$450 copayment per admission and 35% of the Plan allowance (No deductible)</p>

Benefit Description	You pay After calendar year deductible
<p>In-Network and Out-of-Network benefits (cont.)</p> <p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Services we have not approved</i> • <i>Treatment for learning disabilities and mental intellectual disabilities</i> • <i>Treatment for marital discord</i> • <i>Services rendered or billed by schools, residential treatment centers, or half-way houses, and members of their staffs except when preauthorized</i> • <i>Nursing care requested by, or for the convenience of, the patient or the patient's family</i> • <i>Home care primarily for personal assistance that does not include a mental component and is not diagnostic, therapeutic, or rehabilitative</i> • <i>Transportation (other than professional ambulance services), such as by ambulette or medicab</i> <p><i>Note: The Plan will base its review of disputes about treatment plans on the treatment plan's clinical appropriateness. We will generally not pay or provide one clinically appropriate treatment plan in favor of another.</i></p> <p><i>Note: Exclusions that apply to other benefits apply to these mental health and substance use disorder benefits, unless the services are included in a treatment plan that we approve.</i></p>	<p><i>All charges</i></p>

Preauthorization

OptumHealth Behavioral Solutions insures and administers our mental health and substance use benefits. Call 877-468-1016 to locate In-Network clinicians who can best meet your needs.

For services that require prior authorization, you must obtain a treatment plan and follow all of the following network authorization processes:

- Call 877-468- 1016 to receive authorization to see a provider when we are your primary payer. You and your provider will receive written confirmation of the authorization from OptumHealth Behavioral Solutions for the initial and any ongoing authorizations.

Note: You do not need to preauthorize treatment for mental health and substance use services rendered outside of the United States.

- When Medicare is your primary payer, call the Plan at 703-729-4677 or 888-636-NALC (6252) (TTY: 711) to preauthorize treatment if:
 - Medicare does not cover your services; or
 - Medicare hospital benefits are exhausted, and you do not want to use your Medicare lifetime reserve days.

Note: You do not need to preauthorize treatment when Medicare covers your services.

Where to file claims

Claims should be submitted to:

OptumHealth Behavioral Solutions
P.O. Box 30755
Salt Lake City, UT 84130-0755
Questions? 877-468-1016

Note: If you are using an In-Network provider for mental health or substance use disorder treatment, you will not have to submit a claim. OptumHealth Behavioral Solutions In-Network providers are responsible for filing.

Section 5(f). Prescription Drug Benefits

Important things to keep in mind about these benefits:

- We cover prescribed medications and supplies as described in the chart beginning on page 67.
- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- Federal law prevents the pharmacy from accepting unused medications.
- Members must make sure their physicians obtain prior approval/authorizations for certain prescription drugs and supplies before coverage applies. Prior approval/authorizations must be renewed periodically.
- The calendar year deductible does not apply to prescription drug benefits.
- **SOME DRUGS REQUIRE PRIOR APPROVAL** before we provide benefits for them. Refer to the dispensing limitations in this section for further information.
- Maximum dosage dispensed may be limited by protocols established by the Plan.
- In the event of a disaster or an emergency where additional or early fills of medications are needed, call the Plan at 703-729-4677 or 888-636-NALC (6252) (TTY: 711) for authorization.
- When we say “Medicare” in the *You pay* section we mean you have Medicare Part B or Part D and it is primary.
- Be sure to read Section 4. *Your costs for covered services*, for valuable information about cost-sharing. Also, read Section 9. *Coordinating benefits with other coverage*.

There are important features you should be aware of. These include:

- **Who can write your prescription.** A licensed physician or dentist, and in states allowing it, licensed or certified Physician Assistant, Nurse Practitioner and Psychologist must prescribe your medication.
- **Where you can obtain them.** You may fill the prescription at a network pharmacy, a non-network pharmacy, or by mail. We provide a higher level of benefits when you purchase your generic drug through our mail order program.
 - **Network pharmacy**—Present your Plan identification card at an NALC CareSelect Network pharmacy to purchase prescription drugs. Call 800-933-NALC (6252) to locate the nearest network pharmacy.
 - **Non-network pharmacy**—You may purchase prescriptions at pharmacies that are not part of our network. You pay full cost and must file a claim for reimbursement. See *When you have to file a claim* in this section.
 - **Mail order**—Complete the patient profile/order form. Send it along with your prescription(s) and payment, in the preaddressed envelope to: NALC Prescription Drug Program, P.O. Box 659541, San Antonio, TX 78265-9541 or NALC Prescription Drug Program, P.O. Box 1330, Pittsburgh, PA 15230-9906
- **We use a formulary.** Your prescription drug plan, through CVS Caremark®, includes a formulary drug list. Formularies are developed by an independent panel of doctors and pharmacists who ensure medications are clinically appropriate and cost effective. Our formulary list is called the NALC Health Benefit Plan Formulary Drug List with Advanced Control Specialty Formulary. Certain non-formulary drugs may only be covered with prior authorization. If your physician believes a brand name drug is necessary, or if there is no generic available, ask your physician to prescribe a formulary brand name drug from this list. You will pay the appropriate retail coinsurance and mail order copayment amounts for generic and formulary brand name drugs on the list. Your out-of-pocket costs will be higher for non-formulary drugs that are not on the list. You may order a copy of the list of drugs by calling 800-933-NALC (6252) or by visiting our website, www.staff.nalchbp.org.

If your prescriber believes you should use a medication that is not on the standard formulary, you must contact CVS Caremark® at 800-294-5979 to obtain prior authorization. Your healthcare provider will be asked to provide documentation for consideration of use of the non-formulary medication. You must periodically renew prior approval for certain drugs.

- **These are the dispensing limitations.**

- For prescriptions purchased at NALC CareSelect pharmacies you may obtain up to a 30-day fill plus one refill. If you purchase more than two fills of a maintenance medication at a network pharmacy without prior Plan authorization you will need to file a paper claim to receive a 55% reimbursement.
- Maintenance and long-term medications may be ordered through our Mail Order Prescription Drug Program for up to a 60-day or 90-day supply (21-day minimum). The 21-day minimum does not apply to specialty drugs ordered through CVS Specialty™.
- You may also purchase up to a 90-day supply (84-day minimum) of covered drugs and supplies at a CVS Caremark® Pharmacy through our Maintenance Choice Program. You will pay the applicable mail order copayment for each prescription purchased.

Most prescriptions can be refilled after 75% of the drug has been used. However, individual pharmacists may refuse to fill or refill a prescription if there is a question about the order's accuracy, validity, authenticity, or safety to the patient, based on the pharmacist's professional judgment. Network retail pharmacy limitations are waived when you have Medicare Part D as your primary payer and they cover the drug.

You may obtain up to a 30-day fill and unlimited refills for each prescription purchased at a non-network retail pharmacy; however, if you purchase more than two fills, you will need to file a paper claim to receive reimbursement. When you use a non-network pharmacy, your cost-sharing will be higher.

Specialty drugs generally include, but may not be limited to, drugs and biologics (medicines created from living cells cultured in a laboratory) that may be complex to manufacture, can have routes of administration more challenging to administer (injectable, infused, inhaled, topical, and oral), may have special handling requirements, may require special patient monitoring, and may have special programs mandated by the FDA to control and monitor their use. These drugs are typically used to treat chronic, serious, or life-threatening conditions, examples of such conditions include, but are not limited to, myelogenous leukemia (AML), cancer, Crohn's disease, cystic fibrosis, growth hormone disorder, hemophilia, hepatitis C, HIV, immune deficiencies, multiple sclerosis, osteoarthritis, psoriasis, and rheumatoid arthritis. Specialty drugs are often priced much higher than traditional drugs.

- All specialty drugs require preauthorization and may include step therapy, call CVS Specialty™ at 800-237-2767. Our benefit includes the Advanced Control Specialty Formulary® that includes a step therapy program and uses evidence-based protocols that require the use of a preferred drug(s) before non-preferred specialty drugs are covered. The Advanced Control Specialty Formulary® is designed as a specialty drug formulary that includes generics and clinically effective brands as determined through clinical evidence. The therapy classes chosen for Advanced Control Specialty Formulary have multiple specialty drugs available that are considered therapeutically equivalent (similar safety and efficacy), thus providing the opportunity to utilize the lowest cost drug(s). In addition, categories, therapies and tiering changes could be updated every quarter and added to the formulary. Please refer to the Advance Control Specialty formulary drug list for more information about the drugs and classes.
- All specialty drugs must be purchased through the CVS Specialty™.
- Some specialty medications may qualify for third party copayment assistance programs which could lower your out-of-pocket costs for those medications. When specialty medication is purchased with a third-party copayment assistance coupon, rebate, or card, the Plan will not apply the amount of the discount towards your out-of-pocket maximum.
- The Specialty Connect feature allows you to submit your specialty medication prescription to your local CVS pharmacy. See Section 5(h). Wellness and Other Special Features or call 800-237-2767 for more information.

Note: Decisions about prior approval are based on evidence-based guidelines developed by CVS Caremark's® Pharmacy clinical team and include, but are not limited to, FDA approved indications and/or independent expert panels.

We require prior authorization for certain drugs to ensure safety, clinical appropriateness and cost effectiveness. Prior authorization criteria is designed to determine coverage and help to promote safe and appropriate use of medications. Medications for anti-

narcolepsy, ADD/ ADHD, certain analgesics, certain opioids, 510K dermatological products, and artificial saliva will require prior authorization. In certain circumstances, a prior authorization may require the trial of a more appropriate first line agent before the drug being requested is approved.

Occasionally, as part of regular review, we may recommend that the use of a drug is appropriate only with limits on its quantity, total dose, duration of therapy, age, gender or specific diagnoses. To obtain a list of drugs that require prior authorization, please visit our website, <http://www.staff.nalchbp.org> or call 888-636-NALC (6252).

We periodically review and update the prior authorization drug list in accordance with the guidelines set by the U.S. Food and Drug Administration (FDA), as a result of new drugs, new generic drugs, new therapies and other factors. Call CVS Caremark® at 800-933-NALC (6252) to obtain prior authorization.

A compound drug is a medication made by combining, mixing, or altering ingredients in response to a prescription, to create a customized drug that is not otherwise commercially available. Certain compounding chemicals (over-the-counter (OTC) products, bulk powders, bulk chemicals, and proprietary bases) are not covered through the prescription benefit will be determined through preauthorization. Refill limits may apply.

- **All compound drugs require prior authorization. Call CVS Caremark® at 800-933-NALC (6252) to obtain authorization.**
- **A generic equivalent will be dispensed if it is available, unless your physician specifically requires a brand name.** If you receive a brand name drug when a federally-approved generic drug is available, and your physician has not specified "Dispense as Written" for the brand name drug, you have to pay the difference in cost between the brand name drug and the generic.
- **Why use generic drugs?** Generic drugs offer a safe and economic way to meet your prescription drug needs. The generic name of a drug is its chemical name. The brand name is the name under which the manufacturer advertises and sells a drug. Under federal law, generic and brand name drugs must meet the same standards for safety, purity, strength, and effectiveness. A generic drug costs you—and us—less than a brand name drug. Your out-of-pocket costs for mail order medications are reduced when your physician prescribes a generic medication from our NALCSelect generic list. Call 800-933-NALC (6252) to request a copy.
- **When you have Medicare Part D.** We waive the following at retail when Medicare Part D is primary payer and covers the drug:
 - Refill limitations
 - Day supply

Note: See Section 9. *Coordinating benefits with other coverage*, for more information on Medicare Part D.

- **When you have to file a claim.** If you purchase prescriptions at a non-network pharmacy, foreign/overseas pharmacy, or elect to purchase additional 30-day refills at a network pharmacy, complete the short-term prescription claim form. Mail it with your prescription receipts to the NALC Prescription Drug Program. Receipts must include the patient's name, prescription number, medicine NDC number or name of drug, prescribing doctor's name, date of fill, total charge, metric quantity, days' supply, and pharmacy name and address or pharmacy NABP number.

When you have other prescription drug coverage, and the other carrier is primary, use that carrier's drug benefit first. After the primary carrier has processed the claim, complete the short-term prescription claim form, attach the drug receipts and other carrier's payment explanation and mail to the NALC Prescription Drug Program. P.O. Box 52192, Phoenix, AZ 85072-2192.

Note: If you have questions about the Program, wish to locate a preferred network pharmacy, NALC CareSelect Network retail pharmacy, or need additional claim forms, call 800-933-NALC (6252) 24 hours a day, 7 days a week.

Benefit Description	You pay
<p>Covered medications and supplies</p> <p>You may purchase the following medications and supplies from a pharmacy or by mail:</p> <ul style="list-style-type: none"> • Drugs and medicines (including those administered during a non-covered admission or in a non-covered facility) that by federal law of the United States require a physician's prescription for their purchase, except as shown in <i>Not covered</i> • Insulin • Needles and syringes for the administration of covered medications • Contraceptive drugs and devices • Drugs for sexual dysfunction, when the dysfunction is caused by medically documented organic disease • Vitamins and minerals that by federal law of the United States require a physician's prescription for their purchase <p>Note: You may purchase up to a 90-day supply (84-day minimum) of covered drugs and supplies at a CVS Caremark® Pharmacy through our Maintenance Choice Program. You will pay the applicable mail order copayment for each prescription purchased.</p> <p>Note: We will waive the one 30-day fill and one refill limitation at retail for the following:</p> <ul style="list-style-type: none"> • patients confined to a nursing home that require less than a 90-day fill, • patients who are in the process of having their medication regulated, or • when state law prohibits the medication from being dispensed in a quantity greater than 30 days. <p>Call the Plan at 888-636-NALC (6252) to have additional refills at a network retail pharmacy authorized.</p> <p>Note: For coverage of the Herpes Zoster (shingles) vaccine, see Section 5(a). <i>Preventive care, adult.</i></p> <p>Note: For coverage of continuous glucose monitors and insulin pumps, see Section 5(a). <i>Durable medical equipment (DME).</i> This equipment is not covered under the pharmacy benefit.</p>	<p>Retail:</p> <ul style="list-style-type: none"> • Network retail: <ul style="list-style-type: none"> - Generic: 20% of cost (10% of cost for hypertension, diabetes, and asthma) - Formulary brand: 30% of cost - Non-formulary brand: 50% of cost • Non-network retail: 50% of the Plan allowance, and the difference, if any, between our allowance and the billed amount <p>Retail Medicare:</p> <ul style="list-style-type: none"> • Network retail Medicare: <ul style="list-style-type: none"> - NALC Senior Antibiotic generic: Nothing - Generic: 10% of cost (5% of cost for hypertension, diabetes, and asthma) - Formulary brand: 20% of cost - Non-formulary brand: 40% of cost • Non-network retail Medicare: 50% of the Plan allowance, and the difference, if any, between our allowance and the billed amount <p>Mail order:</p> <ul style="list-style-type: none"> • 60-day supply: \$10 generic/\$60 Formulary brand/ \$84 Non-formulary brand • 90-day supply: \$5 NALC Select generic • 90-day supply: \$7.99 NALC Preferred generic • 90-day supply: \$15 generic/\$90 Formulary brand/\$125 Non-formulary brand (for hypertension, diabetes, and asthma): \$8 generic/\$50 Formulary brand/\$70 Non-formulary brand) <p>Mail order Medicare:</p> <ul style="list-style-type: none"> • 60-day supply: \$7 generic/\$50 Formulary brand/\$75 Non-formulary brand • 90-day supply: \$4 NALC Select generic • 90-day supply: \$4 NALC Preferred generic • 90-day supply: \$10 generic/\$75 Formulary brand/\$110 Non-formulary brand (for hypertension, diabetes, and asthma): \$4 generic/\$40 Formulary brand/\$60 Non-formulary brand)

Benefit Description	You Pay
Covered medications and supplies (cont.)	
	<p>Note: If there is no generic equivalent available, you pay the brand name copayment.</p> <p>Note: If the cost of a prescription is less than the mail order copayment amount, you will pay the cost of the prescription.</p> <p>Note: Non-network retail includes additional fills of a maintenance medication at a Network pharmacy without prior Plan authorization. This does not include prescriptions purchased at a CVS Caremark® Pharmacy through our Maintenance Choice Program.</p>
<p>Specialty drugs – including biotech, biological, biopharmaceutical, and oral chemotherapy drugs.</p> <p>All specialty drugs require prior approval. Call CVS Specialty™ at 800-237-2767 to obtain prior approval, more information, or a complete list. You may also obtain a list of specialty drugs by visiting www.staff.nalchbp.org.</p> <p>Note: Some specialty medications may qualify for third party copayment assistance programs which could lower your out-of-pocket costs for those medications. When specialty medication is purchased with a third-party copayment assistance coupon, rebate, or card, the Plan will not apply the amount of the discount towards your out-of-pocket maximum.</p>	<p>Non-Medicare/Medicare:</p> <ul style="list-style-type: none"> • CVS Specialty™ Pharmacy MailOrder: <ul style="list-style-type: none"> - 30-day supply: \$200 - 60-day supply: \$300 - 90-day supply: \$400 <p>Note: Refer to dispensing limitations in this section.</p>
<ul style="list-style-type: none"> • Medical foods and nutritional supplements when administered by catheter, gastrostomy, jejunostomy or nasogastric tubes • Medical foods formulated to be administered orally or enterally for Inborn Errors of Metabolism (IEM) <p>Note: If medical foods or nutritional supplements are dispensed by a pharmacy, you will pay the appropriate pharmacy copay/coinsurance.</p>	<p>PPO: 15% of the Plan allowance (calendar year deductible applies)</p> <p>Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)</p>
<p>Opioid Reversal Agents</p> <ul style="list-style-type: none"> • Medication Assisted Treatment (MAT) drugs, including Buprenorphine, Buprenorphine-naloxone and Naltrexone used for treatment of opioid use disorders 	<p>Retail: Network retail – Nothing, up to a 90-day supply per calendar year</p> <p>Retail Medicare: Network retail – Nothing, up to a 90-day supply per calendar year</p>

Benefit Description	You pay
Covered medications and supplies (cont.)	
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Drugs and supplies when prescribed for cosmetic purposes</i> • <i>Nutrients and food supplements, even when a physician prescribes or administers them, except as listed in this section</i> • <i>Prescription drugs for infertility</i> • <i>Over-the-counter medications or dietary supplements prescribed for weight loss</i> • <i>Prescription medications prescribed for weight loss</i> • <i>Specialty drugs for which prior approval has been denied or not obtained</i> • <i>Anti-narcolepsy, ADD/ADHD, and certain analgesic/opioid medications for which prior approval has been denied or not obtained</i> • <i>Certain compounding chemicals (over-the-counter (OTC) products, bulk powders, bulk chemicals, and proprietary bases)</i> • <i>Certain topical analgesics for the temporary relief of minor aches and muscle pains that may be marketed contrary to the Federal Food, Drug and Cosmetic Act (the FD&C Act)</i> <p><i>Note: See Section 5(h). Wellness and Other Special Features for information on the Enhanced Caremark Direct Retail Program where you may obtain non-covered medications at a discounted rate.</i></p>	<p><i>All charges</i></p>
Preventive care medications	
<p>Preventive Medications with a USPSTF recommendation of A or B are covered without cost-sharing when prescribed by a healthcare professional and filled by a network pharmacy. These may include some over-the-counter vitamins, nicotine replacement medications, and low dose aspirin for certain patients. For current recommendations go to: www.uspreventiveservicestaskforce.org/BrowseRec/Index/browse-recommendations.</p> <p>The following drugs and supplements are covered without cost-sharing, even if over-the-counter, when prescribed by a healthcare professional and filled at a network pharmacy.</p> <p>Over-the-counter low-dose aspirin (75 and 81 mg) for the prevention of colorectal cancer and cardiovascular disease for adults age 50-59 as recommended by the USPSTF (prescription required)</p>	<p>Retail: Network retail—Nothing</p>

Benefit Description	You pay
Preventive care medications (cont.)	
<ul style="list-style-type: none"> Over-the-counter low-dose aspirin for pregnant women at high risk for preeclampsia (prescription required) Over-the-counter vitamin supplements containing 0.4 to 0.8 mg (400 to 800 mcg) of folic acid for women planning a pregnancy or capable of becoming pregnant (prescription required) Prescription oral fluoride supplements for children from age 6 months through 5 years 	Retail: Network retail—Nothing
<ul style="list-style-type: none"> FDA-approved prescription medications for tobacco cessation Over-the-counter medications for tobacco cessation (prescription required) FDA-approved prescription contraceptive drugs for women, including injectable drugs such as Depo-Provera Diaphragms Intrauterine devices Medications, for risk reduction of primary breast cancer for women who are at increased risk for breast cancer as recommended by the USPSTF, limited to: <ul style="list-style-type: none"> Anastrozole Exemestane Raloxifene Tamoxifen <p>Statin preventive medications for adults at increased risk of cardiovascular disease (CVD), age 40 through 75, with a calculated 10-year CVD event risk of 10% or greater, as recommended by the USPSTF</p>	<p>Retail: Network retail—Nothing</p> <p>Retail Medicare: Network retail—Nothing</p> <p>Mail order:</p> <ul style="list-style-type: none"> 60-day supply: Nothing 90-day supply: Nothing <p>Mail order Medicare:</p> <ul style="list-style-type: none"> 60-day supply: Nothing 90-day supply: Nothing
<ul style="list-style-type: none"> HIV pre-exposure prophylaxis (PrEP) Coverage: <ul style="list-style-type: none"> Truvada 200 mg-300 mg (emtricitabine/tenofovir) <ul style="list-style-type: none"> Brand, until generic becomes available Preventive use only Quantity limit (1 tablet/day) No prior authorization is required Descovy is available with a \$0 cost share through an exceptions process, if medically necessary. <p>Note: The "morning after pill" is considered a preventive service under contraceptives, with no cost to the member if prescribed by a physician and purchased at a network pharmacy.</p> <p>Note: Call us at 703-729-4677 or 888-636-NALC (6252) prior to purchasing this medication at a Network retail or mail order pharmacy.</p>	<p>Retail: Network retail—Nothing</p> <p>Retail Medicare: Network retail—Nothing</p> <p>Mail order:</p> <ul style="list-style-type: none"> 60-day supply: Nothing 90-day supply: Nothing <p>Mail order Medicare:</p> <ul style="list-style-type: none"> 60-day supply: Nothing 90-day supply: Nothing

Benefit Description	You pay
Preventive care medications (cont.)	
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Over-the-counter medications, vitamins, minerals, and supplies, except as listed above</i> • <i>Over-the-counter tobacco cessation medications purchased without a prescription</i> • <i>Tobacco cessation medications purchased at a non-network retail pharmacy</i> • <i>Prescription oral fluoride supplements purchased at a non-network retail pharmacy</i> • <i>Prescription contraceptives for women purchased at a non-network retail pharmacy</i> • <i>Over-the-counter contraceptives purchased without a prescription</i> <p>• <i>Note: See Section 5(h). Wellness and Other Special Features for information on the Enhanced Caremark Direct Retail Program where you may obtain non-covered medications at a discounted rate.</i></p>	<p><i>All charges</i></p>

Section 5(g). Dental Benefits

Important things you should keep in mind about these benefits:

- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- In this Section, unlike Sections 5(a) and (d), the calendar year deductible applies to only a few benefits. In that case, we say “(calendar year deductible applies).” The calendar year deductible is \$300 per person (\$600 per family).
- The non-PPO benefits are the standard benefits of this Plan. PPO benefits apply only when you use a PPO provider. When no PPO provider is available, non-PPO benefits apply, except as listed within this Section.
- Please keep in mind that when you use a PPO hospital or a PPO physician, some of the professionals that provide related services, may **not** all be preferred providers. If they are not, they will be paid as non-PPO providers. However, we will process charges for radiology, laboratory, electrocardiogram (ECG/EKG), electroencephalogram (EEG), the administration of anesthesia, the emergency room visit, and inpatient or outpatient observation physician visits billed by non-PPO providers at the PPO benefit level, based on Plan allowance, if the services are rendered at a PPO hospital or PPO ambulatory surgical center. We will process charges for a non-PPO assistant surgeon at the PPO benefit level, based on Plan allowance, if services are performed at a PPO hospital or PPO ambulatory surgical center and the primary surgeon is a PPO provider.
- Be sure to read Section 4. *Your costs for covered services*, for valuable information about cost-sharing. Also, read Section 9 for information about how we pay if you have other coverage, or if you are age 65 or over.

What is an accidental dental injury?

An **accidental dental injury to a sound natural tooth** is an injury caused by an external force or element such as a blow or fall that requires immediate attention. Injuries to the teeth while eating are not considered accidental injuries.

What is a sound natural tooth?

A **sound natural tooth** is a tooth that is whole or properly restored (restoration with amalgams only); is without impairment, periodontal, or other conditions; and is not in need of the treatment provided for any reason other than an accidental injury. For purposes of this Plan, a tooth previously restored with a crown, inlay, onlay, prosthetic or porcelain restoration, or treated by endodontics, or tooth implant is not considered a sound, natural tooth.

Benefit Description	You pay
Note: The calendar year deductible applies ONLY when we say, “(calendar year deductible applies).”	
Accidental dental injury benefit	
We only cover outpatient dental treatment incurred and completed within 72 hours of an accidental injury (as defined above). We provide benefits for services, supplies, or appliances (such as space maintainers) for dental care necessary to repair injury to sound natural teeth (as defined above) required as a result of, and directly related to, an accidental injury.	PPO: 15% of the Plan allowance Non-PPO: 30% of the Plan allowance and the difference, if any, between our allowance and the billed amount (calendar year deductible applies)

Benefit Description	You pay
Accidental dental injury benefit (cont.)	
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Dental services not rendered or completed within 72 hours</i> • <i>Bridges, oral implants, dentures, crowns</i> • <i>Orthodontic treatment</i> • <i>Night splint/guard</i> 	<p><i>All charges</i></p>

Section 5(h). Wellness and Other Special Features

Special feature	Description
24-hour help line for mental health and substance use disorder	<p>You may call 877-468-1016, 24 hours a day, 7 days a week, to access in-person support for a wide range of concerns, including depression, eating disorders, coping with grief and loss, alcohol or drug dependency, physical abuse and managing stress.</p>
24-hour nurse line	<p>Call CareAllies 24-Health Information Line at 877-220-NALC (6252) to access a registered nurse 24 hours a day, 7 days a week. This nurse line seeks to influence consumer behavior by providing tools, education, counseling and support to help members make decisions with respect to their health and use of healthcare services.</p> <p>Consumers may contact a CareAllies registered nurse at any time of the day or night, for:</p> <ul style="list-style-type: none"> • Answers to questions about medical conditions, diagnostic tests or treatments prescribed by their physicians, or other health or wellness topics • Assistance to determine the appropriate level of healthcare services (emergency room, doctor visit, self-care, etc.) required to address a current symptom • Self-care techniques for home care of minor symptoms • Referrals for case management or other appropriate services • Introduction to the online health resources available at https://staff.nalchbp.org
Childhood Weight Management Resource Center	<p>Visit our website at https://staff.nalchbp.org for information and tips on weight management and overcoming childhood obesity. You can access numerous articles on food, nutrition, exercise and fitness specifically geared for children of all ages. You can also find recipes, meal suggestions, and a BMI chart designed for children from age 2 through 20.</p> <p>Through this on-line tool, parents can sign up for a free OptumHealth Live and Work Well monthly email newsletter that can be tailored to their child's age and special interests.</p>
Complex and Chronic Disease Management Program	<p>Accordant Health Management offers programs for the following complex chronic medical conditions:</p> <ul style="list-style-type: none"> • Amyotrophic Lateral Sclerosis (ALS-Lou Gehrig's Disease) • Chronic Inflammatory Demyelinating Polyradiculoneuropathy (CIDP) • Crohn's Disease • Cystic Fibrosis (CF) • Dermatomyositis • Gaucher Disease • Hemophilia • Hereditary Angioedema • Human Immunodeficiency Virus (HIV) • Multiple Sclerosis (MS) • Myasthenia Gravis (MG) • Parkinson's Disease (PD) • Polymyositis • Rheumatoid Arthritis (RA)

Special feature	Description
	<ul style="list-style-type: none"> • Seizure disorders (Epilepsy) • Scleroderma • Sickle Cell Disease (SCD) • Systemic Lupus Erythematosus (SLE) • Ulcerative Colitis <p>For more information on the Accordant Health Management programs, please call toll-free 844-923-0805.</p>
Diabetes care management program – Transform Care	<p>This program helps deliver better overall care and lower costs for members with diabetes. Your enrollment in this program includes a connected glucometer, unlimited test strips and lancets, medication therapy counseling from a pharmacist, two annual diabetes screenings at a CVS MinuteClinic® and a suite of digital resources through the CVS mobile App, all at no cost. Please call CVS Caremark® at 800-933-NALC (6252) for more information.</p>
Disease management programs- Gaps in Care	<p>This program integrates medical, pharmacy, and laboratory data to identify and address members’ gaps in care. Gaps in care occur when individuals do not receive or adhere to care that is consistent with medically proven guidelines for prevention or treatment. This is an outreach program for both you and your physician. Members and their physicians are informed by mail of potential gaps and are instructed on how to improve adherence to existing therapies. Some examples of conditions that are managed through the program are: diabetes, hypertension, and cardiac disorders.</p>
Disease management program – Your Health First	<p>Through a clinical identification process, individuals are identified who have chronic medical conditions such as asthma, COPD, depression, diabetes, or heart disease. Health advocates trained as nurses, coaches, nutritionists, and clinicians use a one-on-one approach to help individuals:</p> <ul style="list-style-type: none"> • Recognize worsening symptoms and know when to see a doctor • Establish questions to discuss with their doctor • Understand the importance of following doctors' orders • Develop health habits related to nutrition, sleep, exercise, weight, tobacco, and stress • Prepare for a hospital admission or recover after a hospital stay • Make educated decisions about treatment options <p>You may call 877-220-NALC (6252) to speak to a health advocate.</p> <p>You can earn \$50 in health savings rewards once you achieve a fitness, diet, or health goal with the assistance of a trained health coach. Only one incentive can be earned per calendar year. See Wellness Incentive Programs in this section.</p>
Enhanced CaremarkDirect Retail Program	<p>You can purchase non-covered drugs through your local CVS network pharmacy and receive the convenience, safety and confidentiality you already benefit from with covered prescriptions. Our Enhanced CaremarkDirect Retail is offered at no additional charge to you. Using this program at your local CVS pharmacy, as well as all major chains, for both covered and non-covered prescriptions will help ensure overall patient safety. The program allows you to get a discount on many prescription drugs not covered by our prescription benefit.</p> <p>Enhanced CaremarkDirect Retail is a value-added program that provides you with safe, convenient access to competitively priced, non-covered prescriptions and certain over-the-counter drugs.</p> <p>You may call 800-933-NALC (6252), 24 hours a day, 7 days a week, for a complete listing of available medications and their cost.</p>

Special feature	Description
<p>Health Assessment</p>	<p>A free Health Assessment is available under Quicklinks at https://staff.nalchbp.org. The Health Assessment is an online program that analyzes your health related responses and gives you a personalized plan to achieve specific health goals. Your Health Assessment profile provides information to put you on a path to good physical and mental health.</p> <ul style="list-style-type: none"> • When one covered member completes the Health Assessment, you may choose one of the following: <ul style="list-style-type: none"> - Self only CignaPlus Savings® discount dental program. We will pay the CignaPlus Savings® discount dental premium for the remainder of the calendar year in which you completed the health Assessment provided you remain enrolled in our Plan; - Waiver of two \$20 PPO medical office visit copayments (when the Plan is the primary payer) incurred in the same year as the Health Assessment is completed. Copayment waivers will be applied to claims for services rendered after completion of the Health Assessment, or - A wearable activity tracking device. • When two or more covered family members (including the member) complete the Health Assessment, you may choose one of the following: <ul style="list-style-type: none"> - Family CignaPlus Savings® discount dental program. We will pay the CignaPlus Savings® discount dental premium for the remainder of the calendar year in which you completed the Health Assessment provided you remain enrolled in our Plan; - Waiver of four \$20 PPO medical office visit copayment (when the Plan is the primary payer) incurred in the same year as the Health Assessment is completed. Copayment waivers will be applied to claims for services rendered after completion of the Health Assessment or - A wearable activity tracking device (limit 2 devices per enrollment). <p>Note: You must be 18 years or older to be eligible to complete the Health Assessment. Individuals age 13 and older can access other services offered by CareAllies/Cigna.</p> <p>CignaPlus Savings® is a discount dental program that provides members access to discounted fees with participating dental providers. For more information on this program, call 877-521-0244 or visit www.cignaplussavings.com.</p>
<p>Healthy Pregnancies, Healthy Babies® Program</p>	<p>This is a voluntary program for all expectant mothers. You will receive educational information and support throughout your entire pregnancy and after. You will speak to a pregnancy specialist and receive unlimited coaching calls to provide you with caring support to optimize your chances of having a healthy, full-term pregnancy. There will be ongoing assessments to help with early detection of a high-risk pregnancy or other special needs you may have during your pregnancy. Healthy Pregnancies, Healthy Babies® will work together with you and your doctor to develop a plan of care. After delivery, you will also be screened for signs of postpartum depression.</p> <p>Call 877-220-6252 to enroll in the Healthy Pregnancies, Healthy Babies® program as soon as you know you are pregnant.</p> <p>Enroll in your 1st or 2nd trimester and stay engaged with a pregnancy specialist during your pregnancy to complete at least 3 calls, one of which includes the post-partum call for closure, in order to be eligible for \$50 in health savings rewards. See <i>Wellness Incentive Programs</i> in this section for more details.</p>

Special feature	Description
Healthy Rewards Program	A program available to all members that provides discounts on services that are not usually covered by the Plan. You will receive discounts on weight management and nutrition services, fitness clubs, vision and hearing care, , and healthy lifestyle products. This program promotes wellness, good health, and healthy behaviors. For more information call 800-870-3470 or visit our website at https://staff.nalchbp.org .
Musculoskeletal (MSK) Program	Our Musculoskeletal Program through Hinge Health offers a convenient way to help you overcome back and joint pain, avoid surgeries, and reduce medication usage - all from the comfort of your home. This program is offered at no cost to you and your dependents. Once enrolled, you'll receive: <ul style="list-style-type: none"> • Access to a personal care team, including a physical therapist and health coach • A tablet and wearable sensors that guide you through the exercises • Video visits with your care team, delivered through the Hinge Health app For more information or to enroll call 855-902-2777 or visit hingehealth.com/nalc .
NALC Health Benefit Plan mobile application	The NALC Health Benefit Plan's new mobile application is available for download for both iOS and Android mobile devices. The application provides members with 24/7 access to helpful features, tools and information related to their Health Plan benefits. Members can log in and create a unique username and password to access personal healthcare information such as benefits, out-of-pocket costs, deductibles, and PCA balances (if applicable). They can also view claims and Explanations of Benefits (EOBs) and complete the online Health Assessment. The mobile app also provides direct links to our vendor partners Cigna, CVS Health, and Optum Behavioral Health.
Personal Health Record	Our Personal Health Record allows you to create and maintain a complete, comprehensive, and confidential medical record containing information on allergies, immunizations, medical providers, medications, past medical procedures, and more. Participation is voluntary and access is secured. To access, register at www.staff.nalchbp.org log on and select the 'Personal Health Record' tab.
Services for deaf and hearing impaired	TTY lines are available for the following: CVS CAREMARK®: 800-238-1217 (prescription benefit information) OptumHealth Behavioral Solutions: 800-842-2479 (mental health and substance use disorder information)
Solutions for Caregivers	For members or spouses that are caring for an elderly relative or disabled dependent, this program provides expert assistance from a Care Advocate, a registered nurse with geriatric, disability and community health experience. Your benefit gives you a bank of six free hours per calendar year, which may be used for any combination of the following services: <ul style="list-style-type: none"> • Evaluating the elder's/dependent's living situation • Identifying medical, social and home needs (present and future) • Recommending a personalized service plan for support, safety and care • Finding and arranging all necessary services • Monitoring care and adjusting the service plan when necessary Whether it's arranging transportation to doctors' appointments, explaining insurance options, having safety equipment installed, or coordinating care with multiple providers, the Care Advocate will help ensure that your elderly relative or disabled dependent maintains a safe, healthy lifestyle. You can call 866-463-5337 to speak with a Care Advocate from 7:00 a.m. to 5:00 p.m. (CST) Monday through Friday. You may also access educational resources and discounted products and services anytime online at www.uhc.com/caregiving . Please use code NALCHBP when creating an account.

Special feature	Description
Specialty Connect	This enhanced service combines the services of CVS pharmacy and CVS Specialty™ by offering expanded choices and greater access to specialty medications and services. Specialty prescriptions can be submitted to any local CVS pharmacy or to our Specialty mail pharmacies. Members will receive telephonic clinical support from our Specialty pharmacy Care Team and will have the added option to pick up their specialty medication at a CVS pharmacy or to have them delivered to the location of their choice. Call 800-237-2767 for more information.
Substance Use Disorder (SUD) Program	This program offers assistance in finding In-Network providers and treatment options in the area and provides education about the SUD condition. Call Optum™ at 855-780-5955 to speak with a licensed clinician who can help guide you to an In-Network treatment provider or treatment center. Better treatment outcomes occur when you have a clear individualized treatment plan within your community.
Substance Use Disorder (SUD) Care Management Program	<p>This clinical care management outreach program through Optum® provides ongoing support for those individuals impacted by substance use. Participants are assigned a master's level clinician to provide phone-based support and advocacy including, but not limited to:</p> <ul style="list-style-type: none"> • Toxicology screening • Meetings with patient's family • Referral management and appointment setting • Unlimited after hours support for both patients and family members • Regular reporting <p>This program is designed to engage participants in successful recovery by developing the best treatment options and guiding the participants to the right care.</p>
Telehealth services	<p>Virtual doctor visits are available through NALCHBP Telehealth. Download the mobile app for Android or iOS mobile devices by visiting Google Play™ or the Apple App Store, visit http://www.nalchbptelehealth.org or call 888-541-7706 to access high quality, affordable care, when you need it, where you need it.</p> <p>Care is provided by U.S. board licensed and credentialed physicians and nurse practitioners who can write a prescription for medication, if appropriate. Virtual visits can be used for adults or children with minor acute, non-emergency medical conditions such as flu, sinus problems, allergies, abrasions or minor wounds. See Section 10 for definition and more examples.</p> <p>Note: This benefit is only available through NALCHBP Telehealth.</p> <p>Note: For telemental or mental health and substance use disorder benefits, see Section 5(e). <i>Mental Health and Substance Use Disorder Benefits</i>.</p>

Special feature	Description
Weight Management Program	<p>The Real Appeal® Program through Optum® is an online weight loss program that offers group and one-on-one personalized coaching through an online and mobile platform. The program focuses on weight loss through proper nutrition, exercise, sleep and stress management. Members will have access to a Transformation Coach and a suite of online tools to help track food and activity. Members will also receive a Success Kit to support their weight loss journey including a food and weight scale, resistance band, workout DVDs and more!</p> <p>Coaching sessions are scheduled online at the members' convenience and educational content is provided throughout the year. Coaches will be able to see the participants' progress throughout the course of the program and be able to offer personalized support. Real Appeal® encourages members to make small changes toward larger long-term health results with sustained support throughout the duration of the program.</p> <p>Members can enroll in the Real Appeal® Program online at www.staff.nalchbp.org.</p>
Wellness Incentive Programs	<p>You can earn valuable health savings rewards to use towards eligible medical expenses. We will send each eligible member, 18 years of age and older, a debit card to access their account. Please keep your card for future use even if you use all your health account dollars; you may be eligible for wellness incentives in subsequent benefit years. We do not send new cards to continuing participants until the card expires. If you leave the NALC Health Benefit Plan, any money remaining in your account will be forfeited. Below is a list of programs, screenings, and preventive services that are eligible for a health savings reward. See criteria to receive the reward in the Section indicated.</p> <ul style="list-style-type: none"> • Your Health First Disease Management Program - \$50. See <i>Disease management program - Your Health First</i> in this section for details. • Healthy Pregnancies, Healthy Babies® - \$50. See <i>Healthy Pregnancies, Healthy Babies Program®</i> in this section for details. • Quit for Life Tobacco Cessation Program - \$50. See Section 5(a). <i>Educational classes and programs</i> for details. • Annual biometric screening - \$50. See Section 5(a). <i>Preventive care, adults</i> for details. • Health Assessment - \$30. See <i>Health Assessment</i> in this section for details. • Annual influenza vaccine - \$10. See Section 5(a). <i>Preventive care, adults</i> or <i>Preventive care, children</i> for details. • Annual pneumococcal vaccine - \$10. See Section 5(a). <i>Preventive care, adults</i> for details. <p>An eligible medical expense is defined as those expenses paid for care as described in Section 213 (d) of the Internal Revenue Code. Please visit our website for a list to help you determine whether an expense is eligible. You are only eligible to receive one (1) reward amount per person, per program or wellness activity per calendar year.</p>
Worldwide coverage	<p>We cover the medical care you receive outside the United States, subject to the terms and conditions of this brochure. Note that services performed outside of the United States are paid at out-of-network rates and are subject to the calendar year deductible. You are responsible for the difference between the billed amount and our payment. See Section 7. <i>Overseas claims</i>.</p>

Section 6. General exclusions—things we don't cover

The exclusions in this section apply to all benefits. There may be other exclusions and limitations listed in Section 5 of this brochure. Although we may list a specific service as a benefit, we will not cover it unless we determine it is medically necessary to prevent, diagnose, or treat your illness, disease, injury, or condition. For information on obtaining prior approval for specific services, such as transplants, see Section 3. *When you need prior Plan approval for certain services.*

We do not cover the following:

- Services, drugs, or supplies you receive while you are not enrolled in this Plan.
- Services, drugs, or supplies that are not medically necessary.
- Services, drugs, or supplies not required according to accepted standards of medical, dental, or psychiatric practice in the United States.
- Experimental or investigational procedures, treatments, drugs, or devices (see specific coverage for transplants in *Section 5(b)*).
- Services, drugs, or supplies related to abortions, except when the life of the mother would be endangered if the fetus were carried to term, when the pregnancy is the result of an act of rape or incest.,
- Services, drugs, or supplies related to sexual inadequacy. (except gender reassignment surgeries specifically listed as covered).
- Services, drugs, or supplies you receive from a provider or facility barred from the FEHB Program.
- Services, drugs, or supplies for which no charge would be made if the covered individual had no health insurance coverage.
- Services, drugs, or supplies you receive without charge while in active military service.
- Services, drugs, or supplies furnished by yourself, immediate relatives or household members, such as spouse, parents, children, brothers or sisters by blood, marriage, or adoption.
- Services, drugs, or supplies furnished or billed by a non-covered facility, except that medically necessary prescription drugs and physical, speech and occupational therapy rendered by a qualified professional therapist on an outpatient basis are covered subject to Plan limits.
- Charges which the enrollee or Plan have no legal obligation to pay, such as excess charges for an annuitant age 65 or older who is not covered by Medicare Parts A and/or B, doctor's charges exceeding the amount specified by the Department of Health & Human Services when benefits are payable under Medicare (limiting charge, see page 25) or State premium taxes, however applied..
- Charges for interest, completion of claim forms, missed or canceled appointments, and/or administrative fees.
- Nonmedical social services or recreational therapy.
- Testing for mental aptitude or scholastic ability.
- Therapy (other than speech, physical, occupational, and Applied Behavioral Analysis (ABA) therapy) for autism spectrum disorder.
- Transportation (other than professional ambulance services or travel under the Cigna *LifeSOURCE* Transplant Network®).
- Dental services and supplies (except those oral surgical procedures listed in Section 5(b). *Oral and maxillofacial surgery* and Section 5(g). *Dental benefits*).
- Services for and/or related to procedures not listed as covered.
- Charges in excess of the Plan allowance.
- Treatment for cosmetic purposes and/or related expenses.
- Custodial care (see Section 10. *Definitions of terms we use in this brochure*).

- Fraudulent claims.
- Services, drugs, or supplies related to “Never Events”. “Never Events” are errors in care that can and should be prevented. The Plan will deny payments where the patient cannot legally be held liable.
- Genetic counseling and/or genetic screening (except as specifically listed in Section 5(a

Section 7. Filing a claim for covered services

This Section primarily deals with post-service claims (claims for services, drugs or supplies you have already received).

See Section 3 for information on pre-service claims procedures (services, drugs or supplies requiring prior Plan approval).

How to claim benefits

To obtain claim forms, claims filing advice or answers about our benefits, contact us at 703-729-4677 or 888-636-NALC (6252) (TTY: 711) or our website at <https://staff.nalchbp.org>, or mail your claims to P.O. Box 188004, Chattanooga, TN, 37422-8004.

In most cases, providers and facilities file claims for you. Your physician must file on the form CMS-1500, Health Insurance Claim Form. Your facility will file on the UB-04 form. When Medicare is not the primary payer, claims should be submitted directly to Cigna at the address shown on the reverse side of your identification card.

Note: To file a claim when Medicare is the primary payer, see Section 9. *Coordinating benefits with other coverage - The Original Medicare Plan (Part A or Part B)*.

Note: To file a mental health and substance use disorder treatment claim, see Section 5(e). *Mental health and substance use disorder benefits*.

When you must file a claim – such as for services you received overseas or when another group health plan is primary – submit it on the CMS-1500 or a claim form that includes the information shown below. Bills and receipts should be itemized and show:

- Patient's name, date of birth, address, phone number and relationship to enrollee
- Member identification number as shown on your identification card
- Name, address, and tax identification number of person or facility providing the service or supply
- Signature of physician or supplier including degrees or credentials of individual providing the service
- Dates that services or supplies were furnished
- Diagnosis
- Type of each service or supply
- Charge for each service or supply

Note: Canceled checks, cash register receipts, or balance due statements are not acceptable substitutes for itemized bills.

Note: A clean claim is a claim which contains all necessary information for payment including any substantiating documentation. Clean claims do not require special handling or investigation prior to adjudication. Clean claims must be filed within the timely filing period.

In addition:

- If another health plan is your primary payer, you must send a copy of the explanation of benefits (EOB) form you received from your primary payer (such as the Medicare Summary Notice (MSN) with your claim).
- Bills for home health services must show that the nurse is a registered nurse (R.N.), licensed practical nurse (L.P.N.), or licensed vocational nurse (L.V.N.).
- If your claim is for the rental or purchase of durable medical equipment, home health services, physical therapy, occupational therapy, or speech therapy, you must provide a written statement from the physician specifying the medical necessity for the service or supply and the length of time needed.
- Claims for prescription drugs and supplies purchased without your card or those that are not

purchased through a CareSelect Network pharmacy or the Mail Service Prescription Drug Program must include receipts that show the patient's name, prescription number, medicine NDC number or name of drug or supply, prescribing physician's name, date of fill, total charge, metric quantity, days' supply, and pharmacy name and address or pharmacy NABP number.

Post-service claims procedures

We will notify you of our decision within 30 days after your post-service claim is received. If matters beyond our control require an extension of time, it may take up to an additional 15 days for review and you will be notified before the expiration of the original 30-day period. The notice will include the circumstances underlying the request for the extension and the date when a decision is expected.

If an extension is needed because you did not provide necessary information, the notice will describe the specific information required and you will have up to 60 days from the receipt of the notice to provide the information.

If you do not agree with the initial decision, you may request review by following the appeals process detailed in Section 8 of this brochure.

Records

Keep a separate record of the medical expenses of each covered family member as deductibles and maximum allowances apply separately to each person. Save copies of all medical bills, including those you accumulate to satisfy a deductible. In most instances they will serve as evidence of your claim. We will not provide duplicate or year-end statements.

Deadline for filing your claim

Send us all the documents for your claim as soon as possible. You must submit the claim by December 31 of the year after the year you received the service. If you could not file on time because of legal incapacity, you must submit your claim as soon as reasonably possible. Once we pay benefits, there is a three-year limitation on the reissuance of uncashed checks.

Overseas claims

For covered services you receive in hospitals outside the United States and Puerto Rico and performed by physicians outside the United States, send the itemized bills to:

NALC Health Benefit Plan for Employees and Staff
P.O. Box 678
Ashburn, VA 20146

Claims for prescription drugs and supplies purchased outside the United States and Puerto Rico must include receipts that show the patient's name, prescription number, name of drug or supply, prescribing physician's name, date of fill, total charge, metric quantity, days' supply and name of pharmacy and if available, the currency used and country where purchased. Complete the short-term prescription claim form, attach the drug receipts and mail to the NALC Prescription Drug Program.

NALC Prescription Drug Program
P.O. Box 52192
Phoenix, AZ 85072-2192

Claims for overseas (foreign) services must include an English translation. Charges will be converted to U.S. dollars using exchange rate at the time the expenses were incurred.

When we need more information

Please reply promptly when we ask for additional information. We may delay processing or deny benefits for your claim if you do not respond within the deadline (we will inform you of the deadline when we ask for additional information). Our deadline for responding to your claim is suspended while we await all of the additional information needed to process your claim.

The Plan, its medical staff and/or an independent medical review determines whether services, supplies and charges meet the coverage requirements of the Plan (subject to the procedure described in Section 8. Claims and Appeal Procedures). We are entitled to obtain medical or other information - including an independent medical examination - that we feel is necessary to determine whether a service or supply is covered.

**Authorized
Representative**

You may designate an authorized representative to act on your behalf for filing a claim or to appeal claims decisions to us. For urgent care claims, a healthcare professional with knowledge of your medical condition will be permitted to act as your authorized representative without your express consent. For the purposes of this section, we are also referring to your authorized representative when we refer to you.

Section 8. Claim and appeal procedures

The steps you must take to file a claim are set forth in Section 7 of this brochure, *Filing a claim for covered services* (see also Section 3 and Section 5(e) for pre-service claims). The steps you must take to appeal a denial of a claim (whether a complete or partial denial) for benefits under the Plan or a retroactive termination of your coverage under the Plan are set forth below. These procedures apply to all claims filed on or after January 1, 2022. If you have any questions about these procedures, please feel free to call us at 703-729-4677 or 888-636-NALC (6252) (TTY: 711).

What is a claim?

A claim for benefits is a request for Plan benefits made in accordance with the Plan's claims procedures and requires submission of a written claim form. Simple inquiries about the Plan's provisions or eligibility that are unrelated to any specific benefit claim will not be treated as a claim for benefits under these procedures (except for "**Pre-Service Claims**" and "**Urgent Care Claims**" as described below). In addition, a request for prior approval of a benefit that does not require prior approval by the Plan is not a claim for benefits. Retail and mail order pharmacy transactions are point-of-service transactions and are also not considered "claims for benefits" under these procedures.

Timeframes for deciding Pre-Service Claims and Urgent Care Claims

Claims for Inpatient hospital benefits, Organ/tissue transplants, Radiology/imaging services, Specialty Drugs, and Inpatient and Outpatient mental health conditions and substance use disorder benefits, are all considered **Pre-Service Claims**. Pre-Service Claims are claims for benefits where the Plan requires you to obtain approval in advance of receiving the benefit as a condition of coverage. For further information about precertification and preapproval, please refer to Section 5(e) of this brochure for *Mental health and substance use disorder benefits* and Section 3 of this brochure for all other benefits. If you follow the precertification procedures, you will be deemed to have filed a Pre-Service Claim in accordance with the Plan's procedures.

Certain claims that require precertification may be considered **Urgent Care Claims**. A request for precertification on an Urgent Care Claim involves any claim for medical care or treatment with respect to which the application of the time periods for making pre-service determinations (1) could seriously jeopardize your life or health or your ability to regain maximum function, or (2) in the opinion of a physician with knowledge of your medical condition, would subject you to severe pain that cannot be adequately managed without the care or treatment that is the subject of the claim. Whether a claim is an Urgent Care Claim will be determined by applying the judgment of a prudent layperson who possesses an average knowledge of health and medicine. Alternatively, any claim that a physician with knowledge of your medical condition determines is an Urgent Care Claim shall be treated as an Urgent Care Claim.

Inpatient hospital benefits, Organ/tissue transplants, Spinal surgery benefits and Gender Reassignment surgery benefits

For claims for Inpatient hospital benefits, Spinal surgery or Gender Reassignment surgery benefits, you must obtain precertification from Cigna/CareAllies, as set forth in Section 3 of this brochure. You, your representative, your physician, or your hospital must call 877-220-NALC (6252).

For Organ/tissue transplants, you must contact Cigna HealthCare at 800-668-9682 to enroll in the Cigna LIFESOURCE Transplant Network®, as set forth on page 51 of this brochure.

The proposed service will be reviewed and evaluated to determine whether it is medically necessary. Cigna/CareAllies will provide you and your providers with written notification advising whether your request for precertification was approved or denied. If the proposed services are determined not to be medically necessary and the precertification request is denied in whole or in part, the notice will describe why the proposed services were non-certified and will

describe how to appeal the non-certification determination. Please see, *What to do if your claim for benefits or request for precertification is denied.*

For **Urgent Care Claims**, you and your doctor will receive a determination of your request for precertification by telephone as soon as possible taking into account the medical urgency, but not later than **72 hours** after receipt of the claim. The determination will also be confirmed in writing.

If you improperly file an Urgent Care Claim (i.e., you fail to follow certification procedures), you will be notified as soon as possible, but not later than **24 hours** after receipt of the request for precertification of the proper procedures to be followed in filing a claim. Unless the claim is refiled properly, it will not constitute a claim for benefits under these procedures.

If an Urgent Care Claim is received without sufficient information to determine whether or to what extent benefits are covered or payable, you and your doctor will be notified as soon as possible, but not later than **24 hours** after receipt of the claim, of the specific information necessary to complete the claim. You and/or your doctor must provide the specified information within **48 hours**. If the information is not provided within that time, your claim will be denied. Notice of the decision will be provided no later than **48 hours** after receipt of the specified information.

For **Pre-Service Claims** that are not Urgent Care Claims, if you provide all the required information when you call to precertify, you will be notified in writing of the decision concerning your request for precertification within **15 days** of your call unless additional time is needed due to matters beyond the control of Cigna/CareAllies. Under those circumstances, the time to decide your claim may be extended up to **15 days**. Prior to the expiration of the initial 15-day period, you will be notified of the circumstances necessitating the extension of time and the date on which a decision is expected to be made with respect to your claim. If an extension is needed because additional information is needed from you, the extension notice will specify the information needed. In that case, you and/or your provider will have **45 days** from receipt of the notification to supply the additional information. If the information is not provided within that time, your claim will be denied. During the 45-day period which you are provided to supply additional information, the 15-day period for making a decision on the claim will be suspended from the date of the extension notice until the earlier of (1) either **45 days** or (2) the date you respond to the request. A decision must then be made on your claim within **15 days** and you must be notified of the determination.

If you improperly file a claim for benefits for non-urgent care that requires precertification and the improperly filed claim includes (1) your name, (2) your specific medical condition or symptom, and (3) a specific treatment, service, or product for which approval is requested, you will be notified as soon as possible, but not later than **5 days** after receipt of your improperly filed claim, of the proper procedures to be followed in filing a claim. Notification may be oral; however, you will be sent written notification upon request.

Radiology/Imaging Services

For claims for outpatient radiology/imaging services, including CT/CAT – Computerized Axial Tomography, MRI – Magnetic Resonance Imaging, MRA – Magnetic Resonance Angiography, NC – Nuclear Cardiac Imaging Studies and PET scans – Positron Emission Tomography, you must obtain preauthorization by calling 877-220-NALC (6252) before scheduling the procedure. The preauthorization determination will be made by Cigna/CareAllies or EviCore. If Cigna/CareAllies or EviCore determines that the outpatient radiology/imaging service is not medically necessary, and the precertification request is denied, you and your physician will be notified of their determination.

For **Pre-Service Claims** involving non-urgent care, if you provide all the required information when you call to precertify, you will be notified in writing of the decision concerning your request for precertification within **15 days** of your call unless additional time is needed due to matters beyond the control of the reviewer. Under those circumstances, the reviewer may extend its time to decide your claim up to **15 days**. Prior to the expiration of the initial 15-day period, the reviewer will notify you of the circumstances necessitating the extension of time and the date on which the reviewer expects to make a decision with respect to your claim. If an extension is needed because the reviewer needs additional information from you, the extension notice will specify the information needed. In that case, you and/or your provider will have **45 days** from receipt of the notification to supply the additional information. If the information is not provided within that time, your claim will be denied. During the 45-day period which you are provided to supply additional information, the 15-day period for making a decision on the claim will be suspended from the date of the extension notice until the earlier of (1) either **45 days** or (2) the date you respond to the request. The reviewer then has **15 days** to make a decision on your claim and to notify you of the determination denying the request for precertification in whole or in part.

If you improperly file a claim for benefits for non-urgent care that requires precertification and the improperly filed claim includes (1) your name, (2) your specific medical condition or symptom, and (3) a specific treatment, service, or product for which approval is requested, the reviewer will notify you as soon as possible, but not later than **5 days** after receipt of your improperly filed claim, of the proper procedures to be followed in filing a claim. This notification may be oral; however, a written notification will be sent if you request it.

Specialty Drugs, Compound Drugs, Anti-narcolepsy and certain Analgesic/Opioid Medications

All specialty drugs require precertification and may include step therapy to ensure appropriate treatment for chronic complex conditions (such as acute myelogenous leukemia (AML), age related macular degeneration, allergic asthma, cancer, Crohn's disease, cystic fibrosis, growth hormone disorder, hemophilia (and related bleeding disorders), hepatitis C, hereditary angioedema, HIV, immune deficiencies and related disorders, lysosomal storage disorders, multiple sclerosis, osteoarthritis, osteoporosis, psoriasis, pulmonary arterial hypertension, pulmonary disease, renal disease, respiratory syncytial virus, and rheumatoid arthritis). Examples of these drugs are Aralast, Avonex, Baygam, Cerezyme, Cinryze, Cytogam, Enbrel, Epogen, Factor VIII, Forteo, Fuzeon, Gleevec, Humatrope, Humira, Lucentis, Peg-Intron, Pulmozyme, Raptiva, Remicade, Recombinate, Respigam, Revatio, Sensipar, Supartz, Synagis, Xolair and Zoladex. To obtain precertification, call CVS Specialty™ Services at 800-237-2767.

Compound drugs and anti-narcolepsy and certain analgesic/opioid medications require precertification. To obtain precertification, call CVS Caremark® at 800-933-NALC (6252).

If CVS Caremark® finds that the proposed drug is not medically necessary, and precertification is denied, you and your physician will be notified of CVS Caremark®'s determination. For information on how to appeal this determination, see *Claim and Appeal... What to do if your claim for benefits or request for precertification is denied.*

For **Urgent Care Claims**, CVS Caremark® will respond to you and your doctor with a determination of your request for precertification by telephone as soon as possible taking into account the medical urgency, but not later than **72 hours** after receipt of the request for approval by CVS Caremark®. The determination will also be confirmed in writing.

If you improperly file an Urgent Care Claim (i.e. you fail to follow precertification procedures), CVS Caremark will notify you as soon as possible, but not later than **24 hours** after receipt of the request for prior approval, of the proper procedures to be followed in filing a claim. Unless the

claim is refiled properly, it will not constitute a claim.

If an Urgent Care Claim is received without sufficient information to determine whether or to what extent benefits are covered or payable, CVS Caremark® will notify you and your doctor as soon as possible, but not later than **24 hours** after receipt of the claim, of the specific information necessary to complete the claim. You and/or your doctor must provide the specified information within **48 hours**. If the information is not provided within that time, your claim will be denied. Notice of the decision will be provided no later than **48 hours** after CVS Caremark® receives the specified information.

For **Pre-Service Claims** involving specialty drugs for which prior approval is required but that are not Urgent Care Claims, if you provide all the required information when you call CVS Caremark® for preauthorization, CVS Caremark® will notify you in writing of its decision concerning your request for preauthorization within **15 days** of your call unless additional time is needed due to matters beyond the control of CVS Caremark® or the Plan. Under those circumstances, the time to decide your claim may be extended up to **15 days**. Prior to the expiration of the initial 15-day period, we will notify you of the circumstances necessitating the extension of time and the date on which a decision is expected to be made with respect to your claim. If an extension is needed because additional information is needed from you, the extension notice will specify the information needed. In that case, you and/or your provider will have **45 days** from receipt of the notification to supply the additional information. If the information is not provided within that time, your claim will be denied. During the 45-day period which you are provided to supply additional information, the 15-day period for making a decision on the claim will be suspended from the date of the extension notice until the earlier of (1) either **45 days** or (2) the date you respond to the request. CVS Caremark® then has **15 days** to make a decision on your claim and to notify you of the determination.

If you improperly file a claim for benefits for non-urgent care that requires preauthorization, provided that the improperly filed claim includes (1) your name, (2) your specific medical condition or symptom, and (3) a specific treatment, service or product for which approval is requested, CVS Caremark will notify you as soon as possible but not later than **5 days** after receipt of your improperly filed claim of the proper procedures to be followed in filing a claim. The notification may be oral; however, we will send you written notification upon request.

Inpatient and Outpatient Mental Health and Substance Use Disorder Benefits and Applied Behavioral Analysis (ABA) Therapy Benefits

For claims for Inpatient mental health and substance use disorder and Outpatient mental health and substance use disorder benefits and Applied Behavioral Analysis (ABA) therapy benefits, you must obtain precertification from OptumHealth Behavioral Solutions, as set forth in *Section 5(a) and Section 5(e)* of this brochure. OptumHealth Behavioral Solutions will review the proposed service and evaluate whether it is medically necessary. If it is determined to be medically necessary, you and your providers will be advised that the service is precertified. If OptumHealth Behavioral Solutions determines that the proposed services are not medically necessary, you and your physician will be advised that the service is not precertified. The notice concerning a denial on a precertification request will describe why the proposed services were not certified and will describe how to appeal the denial of certification. Please also see in this section, *What to do if your claim for benefits or request for precertification is denied.*

Based on the type of request (Pre-Service Claim or Urgent Care Claim), OptumHealth Behavioral Solutions will respond within the following timeframes. For Urgent Care Claims, OptumHealth Behavioral Solutions will respond to you and your doctor with a determination of your Urgent Care Claim by telephone as soon as possible taking into account the medical urgency, but not later than **72 hours** after receipt of the claim by OptumHealth Behavioral Solutions. The determination will also be confirmed in writing.

If you improperly file an Urgent Care Claim (i.e., you fail to follow certification procedures), OptumHealth Behavioral Solutions will notify you as soon as possible, but not later than **24 hours** after receipt of the request for precertification, of the proper procedures to be followed in filing a claim. Unless the claim is refiled properly, it will not constitute a claim.

If an Urgent Care Claim is received without sufficient information to determine whether or to what extent benefits are covered or payable, OptumHealth Behavioral Solutions will notify you and your doctor as soon as possible, but not later than **24 hours** after receipt of the claim, of the specific information necessary to complete the claim. You and/or your doctor must provide the specified information within **48 hours**. If the information is not provided within that time, your claim will be denied. Notice of the decision will be provided no later than **48 hours** after OptumHealth Behavioral Solutions receives the specified information.

For **Pre-Service Claims** involving non-urgent care, if you provide all the required information when you call OptumHealth Behavioral Solutions to precertify, OptumHealth Behavioral Solutions will notify you in writing of its decision concerning your request for precertification within **15 days** of your call unless additional time is needed due to matters beyond the control of OptumHealth Behavioral Solutions. Under those circumstances, OptumHealth Behavioral Solutions may extend its time to decide your claim up to **15 days**. Prior to the expiration of the initial 15-day period, OptumHealth Behavioral Solutions will notify you of the circumstances necessitating the extension of time and the date on which OptumHealth Behavioral Solutions expects to make a decision with respect to your claim. If an extension is needed because OptumHealth Behavioral Solutions needs additional information from you, the extension notice will specify the information needed. In that case, you and/or your provider will have **45 days** from receipt of the notification to supply the additional information. If the information is not provided within that time, your claim will be denied. During the 45-day period which you are provided to supply additional information, the 15-day period for making a decision on the claim will be suspended from the date of the extension notice until the earlier of (1) either **45 days** or (2) the date you respond to the request. OptumHealth Behavioral Solutions then has **15 days** to make a decision on your claim and to notify you of the determination.

If you improperly file a claim for benefits for non-urgent care that requires precertification and the improperly filed claim includes (1) your name, (2) your specific medical condition or symptom, and (3) a specific treatment, service or product for which approval is requested, OptumHealth Behavioral Solutions will notify you as soon as possible but not later than **5 days** after receipt of your improperly filed claim of the proper procedures to be followed in filing a claim.

Concurrent Care Claims

A Concurrent Care Claim occurs where an ongoing course of treatment was precertified and (1) the benefit is then reduced or terminated, or (2) you request an extension of the benefit. In this situation, the decision to reduce, terminate or extend treatment is made concurrently with the provision of treatment. Notification of a termination or reduction of a previously approved benefit (other than by Plan amendment or termination) will be made as soon as possible, but in any event, early enough to allow you to have an appeal decided before the benefit is reduced or terminated. Any request by you to extend approved care treatment for an Urgent Care Claim will be acted upon within 24 hours of receipt of the claim, provided the claim is received at least 24 hours prior to the expiration of the approved treatment. A request to extend approved treatment that does not involve urgent care will be decided according to the otherwise applicable timeframes.

Timeframes for deciding Post-Service Claims

Post-Service Claims are claims for benefits for which the Plan does not require precertification or approval in advance of receiving the services in order for the services to be covered or claims that are filed after the treatment has been rendered, or the services received (in other words, claims that are not Urgent-Care Claims or Pre-Service Claims). For all Post-Service Claims, you will ordinarily be notified of the decision on your claim within **30 days** from the receipt of your claim for mental health and substance use disorder benefits, notification will be made within **30 days** of receipt by OptumHealth Behavioral Solutions. This period may be extended one time for up to **15 days** if the extension is necessary due to matters beyond the control of the Plan (or OptumHealth

Behavioral Solutions) provided that, prior to the expiration of the initial 30-day period, the Plan or (OptumHealth Behavioral Solutions) notifies you of the circumstances requiring the extension of time and the date by which a decision is expected to be rendered. If an extension is needed because the Plan (or OptumHealth Behavioral Solutions) needs additional information from you, the extension notice will specify the information needed. In that case, you will have **45 days** from your receipt of the notification to supply the additional information. If the information is not provided within that time, your claim will be denied. During the 45-day period you are given to supply additional information, the 30-day period for making a decision on the claim will be suspended. The deadline is suspended from the date of the extension notice until the earlier of (1) **45 days** or (2) until the date you respond to the request. The Plan (or OptumHealth Behavioral Solutions) then has **15 days** to decide your claim and notify you of the determination.

Notice of decision

You will be provided written notice of a denial of a claim. This notice will state:

- The specific reason(s) for the determination
- Reference to the specific Plan provision(s) on which the determination is based
- A description of any additional material or information necessary to perfect the claim, and an explanation of why the material or information is necessary
- A description of the appeal and external review procedures and applicable time limits
- A statement of your right to bring a lawsuit under ERISA following an adverse benefit determination on review
- If an internal rule, guideline, or protocol was relied upon in deciding your claim, you will receive either a copy of the rule or a statement that is available upon request at no charge
- If the determination was based on the absence of medical necessity, or because the treatment was experimental or investigational, or other similar exclusion, you will receive an explanation of the scientific or clinical judgment for the determination applying the terms of the Plan to your claim, or a statement that is available upon request at no charge.

What to do if your claim for benefits or request for precertification is denied

The procedures for appealing a claim that is denied in whole or in part differ depending on the type of claim involved (urgent-care, pre-service or post-service). The different appeal procedures are set forth below. Except as indicated below, all appeals must be in writing. All appeals must include the patient's name, member's name and identification number, date(s) of service and the name of the provider and must indicate the grounds on which the appeal is being made. You may include any information you would like to be considered. You or your authorized representative may review pertinent documents and submit issues and comments in writing for consideration by the Plan.

You should check with your provider or facility to be sure that the claim was filed correctly. For instance, did the provider use the correct procedure code for the services performed (surgery, laboratory test, x-ray, office visit, etc.)? Have your provider indicate any complications of any surgical procedures performed. Your provider should also include copies of an operative or procedure report or other documentation that supports your claim.

Appeals of denials of Urgent Care Claims

If your Urgent Care Claim requesting precertification of **Inpatient hospital benefits, Organ/tissue transplant benefits, Radiology/imaging benefits, Spinal surgery, or Gender Reassignment surgery benefits** is denied in whole or in part, you, your designated authorized representative, or your healthcare provider may request a review of the denial by Cigna/CareAllies (or eviCore, if eviCore issued the denial of precertification for Radiology/imaging benefits). Your request must be submitted within one hundred eighty (180) days of your receipt of the notice of the claim denial or non-certification. Appeals concerning Urgent Care Claims may be made orally or in writing. Note that oral appeals are accepted for Urgent Care Claims only — all other appeals must be in writing. For an oral appeal on an Urgent Care Claim involving **Inpatient hospital benefits, Organ/tissue transplant benefits, Spinal surgery, Gender Reassignment surgery benefits** or an Urgent Care Claim involving **Radiology/imaging benefits** where the precertification denial was issued by Cigna/CareAllies,

call Cigna/CareAllies at 800-232-7497 or write to CareAllies Appeals P.O. Box 188056 Chattanooga, TN 77422 or fax CareAllies 877-830-8833. For an Urgent Care Claim involving **Radiology/imaging benefits** where the precertification denial was issued by eviCore, submit your request to: eviCore, Inc., Attn: Appeals, 730 Cool Springs Blvd., Suite 800, Franklin, TN 37067 or call 888-693-3297. You will be notified of the final decision on the appeal within a reasonable time period, but not later than **72 hours** from receipt of the appeal request.

If you are not satisfied with the first level appeal decision on an Urgent Care Claim involving a request for precertification of **Inpatient hospital benefits, Organ/tissue transplant benefits, or Radiology/imaging benefits, Spinal surgery, or Gender Reassignment surgery benefits**, you or your designated authorized representative may request a voluntary second level expedited appeal review by Cigna/CareAllies as applicable. This review will be completed within 72 hours of receipt of your request (if you continue to meet the expedited criteria). Your request must be sent to Cigna/CareAllies at the address listed above, within no later than 180 days of the date of the notification of the decision on the initial appeal. The second level voluntary appeal will be reviewed by physician reviewer(s) who was(were) not involved in any prior review of your request.

If your Urgent Care Claim requesting preapproval of **Specialty drugs, Compound drugs, anti-narcolepsy or certain analgesic/opioid medications** is denied in whole or in part, you, your designated authorized representative, or your healthcare provider may request a review of CVS Caremark®'s denial. Your request must be submitted within 180 days of your receipt of the notice of the denial. Appeals concerning Urgent Care Claims may be made orally or in writing. Note that oral appeals are accepted for Urgent Care Claims only — all other appeals must be in writing. For an oral appeal on an Urgent Care Claim involving Specialty drugs, call the CVS Caremark® Customer Care number 888-636-NALC (6252). Written requests for review should be sent to Prescription Claim Appeals MC 109, CVS Caremark®, P.O. Box 52084, Phoenix, AZ 85072-2084, or fax to 866-689-3092. You will be notified of the final decision on the appeal within a reasonable time period, but not later than **72 hours** from receipt of the appeal request.

If your Urgent Care Claim requesting precertification of **Inpatient mental health and substance use disorder benefits, Outpatient mental health and substance use disorder benefits or Applied Behavioral Analysis (ABA) therapy benefits** is denied in whole or in part, you, your designated authorized representative, or your healthcare provider may request a review of the denial. Your request must be submitted within 180 days of your receipt of the notice of the claim denial or non-certification. Appeals concerning Urgent Care Claims may be made orally or in writing. Note that oral appeals are accepted for Urgent Care Claims only — all other appeals must be in writing. For an oral appeal on an Urgent Care Claim, call OptumHealth Behavioral Solutions at 800-548-6549 extension 3929. Written requests for review should be sent to OptumHealth Behavioral Solutions, Appeals and Grievances, P.O. Box 30512 Salt Lake City, UT 84130-0512, or fax to 855-312-1470. Your appeal should include your name and ID number, the date(s) of service(s), your treating providers' name and any information or documents you would like considered. The appeal will be reviewed, a decision made, and you or your provider notified of the decision within a reasonable time period, but not later than **72 hours** from OptumHealth Behavioral Solutions' receipt of the appeal request. You or your designated authorized representative will be notified of the final decision on the appeal within a reasonable time period, but not later than **72 hours** from OptumHealth Behavioral Solutions' receipt of the appeal request.

If your Urgent Care Claim requesting pre-approval of **genetic testing** is denied, you or your authorized representative may request a review of the denial. Your request must be submitted within 180 days of the date of the notification of decision of denial. Written request for review should be sent to **Cotiviti** 66 East Wadsworth Park Drive, Suite 675 P, Draper, UT 84020 or fax to Cotiviti 866-392-7930. If you are not satisfied with Cotiviti's first level appeal decision, you or your authorized representative have the right to request a second level appeal. Second level appeals need to be received within 90 days of the date of the notification of the decision of the

first level appeal. Second level appeals should be sent to the NALC Health Benefit Plan for Employees and Staff P.O. Box 678, Ashburn, VA 20146.

Appeals of denials of Pre-Service Claims (Non Urgent Care Claims)

If your Pre-Service Claim requesting precertification of **Inpatient hospital benefits, Organ/tissue transplant benefits, Radiology/imaging services, Spinal surgery or Gender Reassignment surgery benefits** is denied in whole or in part, you or your designated authorized representative may request a review of the denial. Your request must be in writing and submitted **180 days** of your receipt of the notice of the claim denial or non-certification. Written requests for review of denials of Inpatient hospital benefits, Organ/tissue transplants, Radiology/imaging services, **Spinal surgery or Gender Reassignment surgery benefits** (where the precertification was reviewed by Cigna/CareAllies) should be sent to Cigna/CareAllies Appeals P.O. Box 188056, Chattanooga, TN 77422 or fax CareAllies 877-830-8833. Requests for review of denials of requests for precertification of Radiology/imaging services issued by eviCore should be sent to eviCore, Inc., Attn: Appeals, 730 Cool Springs Blvd., Suite 800, Franklin, TN 37067. You or your designated authorized representative will be sent a notice of the decision on appeal within **30 days** of Cigna/CareAllies' (or eviCore's, as appropriate) receipt of your appeal.

If you are not satisfied with Cigna/CareAllies' or eviCore's first level appeal decision, you or your designated authorized representative have the right to request a second level appeal to Cigna/CareAllies (NOTE: Cigna/CareAllies will review all second level appeals for Radiology/imaging services, even if eviCore issued the initial appeal determination). For second level appeals to Cigna/CareAllies, submit your request to Cigna/CareAllies Appeals P.O. Box 188056 Chattanooga, TN 77422 or Fax CareAllies 877-830-8833. The second level appeal request must be submitted within **180 days** from your receipt of the first level appeal decision. You or your designated representative will be notified of the decision within **15 days** of receipt of your request for review of the first level appeal decision.

If your Pre-Service Claim requesting preapproval of **Specialty drugs, Compound drugs, anti-narcolepsy or certain analgesic/opioid medications** is denied in whole or in part, you or your designated authorized representative may request a review of the Plan's denial by CVS Caremark®. Your request must be in writing and submitted within **180 days** of your receipt of the notice of the denial, together with any documentation to support your appeal. Written requests for review should be sent to Prescription Claim Appeals, MC 109, CVS Caremark®, P.O. Box 52084, Phoenix, AZ 85072-2084, or fax to 866-689-3092. You or your designated authorized representative will be notified of the final decision on the appeal within a reasonable time period, but not later than **30 days** from receipt of the appeal request and complete information.

If your Pre-Service Claim requesting precertification of **Inpatient mental health and substance use disorder benefits, Outpatient mental health and substance use disorder benefits or Applied Behavioral Analysis therapy benefits** is denied in whole or in part, you or your designated authorized representative may request a review of the denial. Your request must be in writing and submitted within **180 days** of your receipt of the notice of the claim denial or non-certification. Written request for review should be sent to OptumHealth Behavioral Solutions, Appeals and Grievances, P.O. Box 30512, Salt Lake City, UT 84130-0512, or fax to 855-312-1470.

You or your designated authorized representative will be sent a notice of OptumHealth Behavioral Solutions' decision on the first level of appeal within **15 days** of OptumHealth Behavioral Solutions' receipt of your appeal.

If you are not satisfied with the first level appeal decision, you or your designated authorized representative have the right to request a second level appeal to OptumHealth Behavioral Solutions. The second level appeal request must be submitted to OptumHealth Behavioral Solutions at the address listed above within **180 days** from your receipt of the first level appeal decision. The second level appeal will be conducted, and you or your designated authorized representative will be notified of the decision within **15 days** of OptumHealth Behavioral Solutions' receipt of your request for review of the first level appeal decision.

Appeals of denials of Post-Service Claims

If your Post-Service Claim for **any benefit other than Inpatient mental health and substance use disorder benefits, Outpatient mental health and substance use disorder benefits or Applied Behavioral Analysis therapy benefits** is denied, you or your designated authorized representative may request a review by the Plan's Administrator. Your request must be in writing and must be submitted within **180 days** after your receipt of the Plan's written notice of denial. Requests for review must be sent to the Plan's Assistant Administrator at the following address: NALC Health Benefit Plan for Employees and Staff, P.O. Box 678, Ashburn, VA 20146. The Plan Administrator may confer with the Board of Trustees in reviewing your appeal. You or your designated authorized representative will be sent a notice of the decision on the appeal within **60 days** of the Plan's receipt of the appeal.

If your Post-Service Claim for **Inpatient mental health and substance use disorder benefits, Outpatient mental health and substance use disorder benefits or Applied Behavioral Analysis therapy benefits** is denied in whole or in part, you or your designated authorized representative may request a review of the denial. Your request must be in writing and submitted within **180 days** of your receipt of the notice of the claim denial. Written request for review should be sent to OptumHealth Behavioral Solutions, Appeals Department, 100 East Penn Square, Ste. 400, Philadelphia, PA, 19107, or fax to 888-831-7453. You or your designated authorized representative will be sent a notice of OptumHealth Behavioral Solutions' decision on the first level of appeal within **30 days** of OptumHealth Behavioral Solutions receipt of your appeal.

If you are not satisfied with the first level appeal decision, you or your designated authorized representative have the right to request a second level appeal to OptumHealth Behavioral Solutions. The second level appeal request must be submitted to OptumHealth Behavioral Solutions at the address listed above within **180 days** from your receipt of the first level appeal decision. The second level appeal will be conducted, and you or your designated authorized representative will be notified of the decision within **30 days** of OptumHealth Behavioral Solutions receipt of your request of the first level appeal decision.

If you are not satisfied with the second level appeal decision, you or your designated authorized representative may request a voluntary review by the Plan's Assistant Administrator. Your request must be in writing and must be submitted within **180 days** after your receipt of the Plan's written notice of denial. Requests for review must be sent to the Plan's Assistant Administrator at the following address: NALC Health Benefit Plan for Employees and Staff, P.O. Box 678, Ashburn, VA 20146. The Plan's Assistant Administrator may confer with the Plan's Administrator and/or Board of Trustees of the Plan in reviewing your appeal. You or your designated authorized representative will be sent a notice of the decision on the appeal within **60 days** of the Plan's receipt of the appeal.

Appeals of Rescissions of Coverage

A “rescission” is a cancellation or termination of coverage that has retroactive effect. You can appeal a rescission of your coverage regardless of whether the rescission has an adverse effect on any particular benefit or claim at the time it occurs. In other words, if the Plan determines that your coverage under the Plan, or your dependent’s coverage under the Plan must be terminated, *and* that the termination is retroactive, you can appeal even if no claims for benefits are denied as a result of the rescission. If your coverage under the Plan is rescinded, you or your designated authorized representative may request a review by the Plan Administrator. Your request must be in writing and submitted within **180 days** after your receipt of the Plan’s written notice of the retroactive termination or cancellation of coverage. Request for review must be sent to the Plan’s Assistant Administrator at the following address: NALC Health Benefit Plan for Employees and Staff, P.O. Box 678, Ashburn, VA 20146. The Plan Administrator may confer with the Plan’s Board of Trustees in reviewing your appeal. You or your designated authorized representative will be sent a notice of the decision on the appeal within **60 days** of the Plan’s receipt of the appeal.

Right to review documents and to obtain other information

You have the right to review documents relevant to your claim. A document, record or other information is relevant if it was relied upon by the Plan (or its designee) in making the decision: it was submitted, considered or generated (regardless of whether it was relied upon), it demonstrates compliance with the Plan’s administrative processes for ensuring consistent decision making, or it constitutes a statement of the Plan’s policy regarding the denied treatment or service.

Upon request, you will be provided with the identification of medical experts, if any, that advised the Plan concerning your claim, without regard to whether the advice was relied upon in deciding your claim.

Right to independent review

A different reviewer will consider your appeal other than the reviewer who originally denied the claim. The reviewer on appeal will not give deference to the initial denial. The decision will be made on the basis of the record, including such additional documents and comments that you submit.

Cases involving a medical judgment

If your claim was denied on the basis of a medical judgment (such as a determination that the treatment or service was not medically necessary, or was investigational or experimental), a healthcare professional who has appropriate training and experience in a relevant field of medicine will be consulted.

Notice of the determination of your appeal

The decision on your appeal will be in writing and will include the following information:

- The specific reason(s) for the determination
- Reference to the specific Plan provisions on which the determination is based
- A statement that you are entitled to receive reasonable access to and copies of all documents relevant to your claim, upon request and free of charge
- A statement regarding any available external review process
- A statement of your right to bring a lawsuit under ERISA Section 502(a) following an adverse benefit determination on review
- If an internal rule, guideline, or protocol was relied upon in deciding the appeal, you will receive either a copy of the rule or a statement that it is available upon request at no charge
- If the determination was based on medical necessity, or because the treatment was experimental or investigational, or other similar exclusion, you will receive an explanation of the scientific or clinical judgment for the determination applying the terms of the Plan to your claim, or a statement that it is available upon request at no charge.

Final review

The decision upon final review will be final and binding on all parties, subject to any rights you may have to external review and to sue in Federal court. If you sue in Federal court, the decision upon review is entitled to deference in by the court to the fullest extent allowed by applicable law. In the event the initial adverse determination is upheld and you decide to seek judicial review, no suit may be filed later than December 31 of the third year after the year in which the care or service was provided. For claims involving Mental Health or Substance Use Disorder benefits, you may not sue after three years from the time proof of loss is required, unless the law in the area where you live allows for a longer period of time and any suit must be brought against OptumHealth Behavioral Solutions. Note, however, that you may not sue on a claim for benefits unless and until you have exhausted the appeals procedures set forth above. **The venue for any legal actions against the Plan shall be the U.S. District Court for the Eastern District of Virginia.**

Designated authorized representative

You may submit a claim and appeal a denial of a claim on your own behalf. Alternatively, you may designate another individual, including a healthcare provider, to act as your representative. If you choose to designate someone else to act on your behalf, you must inform the Plan in writing. If you revoke your designation of an authorized representative, the revocation will not be effective until written notice is received by the Plan (or, for mental health and substance use disorder benefits or Applied Behavioral Analysis therapy benefits, OptumHealth Behavioral Solutions). However, for Urgent Care Claims, the Plan (or, for mental health and substance use disorder benefits, OptumHealth Behavioral Solutions) will permit a doctor or other healthcare professional who has knowledge of your medical condition to act as your authorized representative in the absence of a written designation. Once you have designated an authorized representative, all communication and notices from the Plan (or, for mental health and substance use disorder benefits or Applied Behavioral Analysis therapy benefits, OptumHealth Behavioral Solutions) that would otherwise be sent to you will only be sent to your authorized representative, unless you advise the Plan (or OptumHealth Behavioral Solutions) to the contrary.

External Review of Appeals

For certain types of claims, if your appeal is denied (or deemed denied if appeal procedures were not followed), you may request external review of the decision by an Independent Review Organization (IRO). You will receive additional information concerning the process for external review by an IRO, if available, with the notice of final internal determination on your appeal.

Your request for external review must be filed within four months after the date you receive notice of the decision to deny your claim. A preliminary review will be conducted and you will be notified within 5 business days whether you are eligible for external review, or whether more information or materials are needed from you to make the decision. If more information or materials are needed, you will have until the later of the end of the four-month period that began on the day you received notice of the claim denial or within the 48-hour period following the day you were notified that more information or materials were required.

If your claim is accepted for external review, the IRO will notify you. You will then have 10 business days to provide the IRO with any additional information you want it to consider. The IRO is not required to accept any information from you more than 10 business days after you receive notice, but it may decide to do so. The Plan (or other reviewer) will have 5 business days after your claim is assigned to an IRO within which to provide the IRO with all the documents and information to be considered in reviewing your claim. If the Plan (or other reviewer) fails to do so, the IRO may decide to reverse the benefit denial, in which case it will notify you and the Plan within one business day after making this decision. The IRO will forward to the Plan (or other reviewer) any information you provide. The Plan (or other reviewer) may then decide to reverse its denial, in which case you will be notified within 1 business day of such a decision.

If the denial of your claim is not reversed as described in the paragraph above, the IRO will provide you and the Plan with written notice of its decision on your claim within 45 days after it receives the request for external review. The IRO is not bound by the prior internal decision or conclusions regarding your claim. The notice will contain:

- A description of the reason for the request for external review;
- The date the IRO received the request for review;
- References to the evidence and documentation used in reviewing the claim;
- A discussion of the reason(s) for the decision;
- A statement that the IRO's decision is binding except to the extent other remedies are available under State or Federal law; and
- A statement that judicial review of the decision may be available to you.

If the IRO reverses the denial of benefits, the Plan (or, for mental health and substance use disorder benefits, or Applied Behavioral Analysis therapy benefits, OptumHealth Behavioral Solutions) must immediately provide coverage or payment for the claim upon notification of the reversal.

The IRO must maintain records of your claim for six years and make the records available to you for inspection on your request.

Expedited External Review

You are entitled to request an expedited external review without first completing all of the appeals outlined above if you want to appeal an Urgent Care Claim after the initial denial if the claim involves a medical condition for which the time frame for internal appeal would seriously jeopardize your life or health or your ability to regain maximum function. You are entitled to request an expedited internal review even if your appeal on the claim was denied. If your appeal on the claim was denied at all levels, or if it was deemed denied, you are entitled to expedited review not only if the claim involves a medical condition for which the time frame for internal appeal would seriously jeopardize your life or health or your ability to regain maximum function, but also if the claim concerns an inpatient admission, a availability of care, or continued stay for which you have received emergency services and have not been discharged from a facility.

Once you request an expedited external review, your request will be promptly reviewed to determine whether your request is eligible for expedited external review. You will be promptly provided notice of decision as to whether expedited external review is available or whether more information or materials from you are needed. If your request is eligible for expedited external review, the claim will be assigned to an IRO and the IRO will be provided all documents and information considered in denying the claim. The IRO must make a decision no later than 72 hours after it receives the request. If the IRO does not initially notify you of its determination in writing, the IRO must provide written confirmation to you within 48 hours after providing the initial notice.

Please submit your request for an expedited external review to Cigna/CareAllies for inpatient hospital, organ/tissue transplant, spinal surgery or Gender Reassignment claims. Cigna/CareAllies or EviCore, as appropriate, for Radiology/imaging claims. Cotiviti for genetic testing claims, CVS Caremark® for specialty drug claims, compound drug claims, anti-narcolepsy or certain analgesic/opioid medication claims and OptumHealth Behavioral Solutions for Inpatient or Outpatient mental health and substance use disorder benefit claims or Applied Behavioral Analysis therapy claims, using the contact information under *Appeals of Urgent Care Claims*, in this Section.

Section 9. Coordinating benefits with other coverage

When you have other health coverage

You must tell us if you or a covered family member have coverage under any other health plan or have automobile insurance that pays healthcare expenses without regard to fault. This is called “double coverage”.

When you have double coverage, one plan normally pays its benefits in full as the primary payer and the other plan pays a reduced benefit as the secondary payer. Like other insurers, we determine which coverage is primary according to the National Association of Insurance Commissioners (NAIC) guidelines. For more information on NAIC rules regarding the coordinating of benefits, visit our website at www.staff.nalchbp.org.

When we are the primary payer, we will pay the benefits described in this brochure.

When we are the secondary payer, we usually pay what is left after the primary plan pays, up to our regular benefit for each claim. If the balance after the primary carrier payment is higher than our Plan allowance, we will not pay more than our Plan allowance.

The Plan limits some benefits, such as physical therapy and home health visits. If the primary plan pays, we may pay over these limits as long as our payment on the claim does not exceed our Plan allowance.

When you have other prescription drug coverage

When you have other prescription drug coverage, and the other carrier is primary, use that carrier’s drug benefit first. After the primary carrier has processed the claim and made a payment, we will pay as secondary up to our Plan limit. If no payment is made by the primary payer, complete the short-term prescription claim form, attach the drug receipts and other carrier’s reason for denial and mail to the NALC Prescription Drug Program, NALC Prescription Drug Program, P.O. Box 52192, Phoenix, AZ 85072-2192. See Section 5(f). *Prescription drug benefits*.

What is Medicare?

Medicare is a health insurance program for:

- People 65 years of age and older
- Some people with disabilities, under 65 years of age
- People with end-stage renal disease (permanent kidney failure requiring dialysis or a transplant).

Medicare has four parts:

- Part A (Hospital Insurance). Most people do not have to pay for Part A. If you or your spouse worked for at least 10 years in Medicare-covered employment, you should be able to qualify for premium-free Part A insurance. If you are age 65 or older, you may be able to buy it. Contact 800-MEDICARE (800-633-4227), (TTY 877-486-2048) for more information.
- Part B (Medical Insurance). Most people pay monthly for Part B. Generally, Part B premiums are withheld from your monthly Social Security check or your retirement check.
- Part C (Medicare Advantage). You can enroll in a Medicare Advantage plan to get your Medicare benefits. Please review the information on coordinating benefits with Medicare Advantage plans on page 90.
- Part D (Medicare prescription drug coverage). There is a monthly premium for Part D coverage. If you have limited savings and a low income, you may be eligible for Medicare’s Low-Income Benefits. For people with limited income and resources, extra help in paying for a Medicare prescription drug plan is available. Information regarding this program is available through the Social Security Administration (SSA). For more information about this extra help, visit SSA online at www.socialsecurity.gov, or call them at 800-772-1213 (TTY

800-325-0778). Before enrolling in Medicare Part D, please review the important disclosure notice from us about our prescription drug coverage and Medicare. The notice will give you guidance on enrolling in Medicare Part D.

- **Should I enroll in Medicare?**

The decision to enroll in Medicare is yours. We encourage you to apply for Medicare benefits 3 months before you turn age 65. It's easy. Just call the Social Security Administration toll-free number 800-772-1213, (TTY 800-325-0778) to set up an appointment to apply. If you do not apply for one or more Parts of Medicare, you can still be covered under the Plan.

If you can get premium-free Part A coverage, we advise you to enroll in it. Most people are entitled to Medicare Part A at age 65 without cost. Medicare Part A covers hospital stays, skilled nursing facility care and other expenses. When you don't have to pay premiums for Medicare Part A, it makes good sense to obtain the coverage. It can reduce your out-of-pocket expenses as well as costs to the Plan, which can help keep premiums down.

Everyone is charged a premium for Medicare Part B coverage. The Social Security Administration can provide you with premium and benefit information. Review the information and decide if it makes sense for you to buy the Medicare Part B coverage.

If you are eligible for Medicare, you may have choices in how you get your healthcare. Medicare Advantage is the term used to describe the various private health plan choices available to Medicare beneficiaries. The information in the next few pages shows how we coordinate benefits with Medicare, depending on whether you are in the Original Medicare Plan or a private Medicare Advantage Plan.

- **The Original Medicare Plan (Part A or Part B)**

The Original Medicare Plan (Original Medicare) is available everywhere in the United States. It is the way everyone used to get Medicare benefits and is the way most people get their Medicare Part A and Part B benefits now. You may go to any doctor, specialist, or hospital that accepts Medicare. The Original Medicare Plan pays its share and you pay your share.

All physicians and other providers are required by law to file claims directly to Medicare for members with Medicare Part B, when Medicare is primary. This is true whether or not they accept Medicare.

When you are enrolled in Original Medicare along with this Plan, you still need to follow the rules in this brochure for us to cover your care.

Claims process when you have the Original Medicare Plan—You probably will not need to file a claim form when you have both our Plan and the Original Medicare Plan.

- When we are the primary payer, we process the claim first.
- When Original Medicare is the primary payer, Medicare processes your claim first. In most cases, your claim will be coordinated automatically and we will then provide secondary benefits for covered charges. To find out if you need to do something to file a claim, call us at 703-729-4677 or 888-636-NALC (6252) (TTY: 711).

We waive some costs if the Original Medicare Plan is your primary payer—We will waive some out-of-pocket costs as follows:

- If you have Medicare Part A as primary payer, we waive:
 - The copayment for a hospital admission.
 - The coinsurance for a hospital admission.
 - The deductible for inpatient care in a treatment facility.
- If you have Medicare Part B as primary payer, we waive:
 - The copayments for office or outpatient visits.
 - The copayments for allergy injections.
 - The coinsurance for services billed by physicians, other healthcare professionals, and facilities.
 - All calendar year deductibles.
- **Note:** If you have Medicare Part B as primary payer, we will not waive the copayments for mail order drugs, or the coinsurance for retail prescription drugs.

You can find more information about how our Plan coordinates benefits with Medicare and You and Medicare Benefits at a Glance at www.nalchbp.org.

- **Tell us about your Medicare coverage**

You must tell us if you or a covered family member has Medicare coverage and let us obtain information about services denied or paid under Medicare if we ask. You must also tell us about other coverage you or your covered family members may have, as this coverage may affect the primary/secondary status of the Plan and Medicare.

When Medicare is the primary payer and is not covering a service or supply that is covered by the Plan, we will review the Medicare Summary Notice or Medicare Remittance Advice Statement to see if the charge is a contractual obligation (CO) or if it is the patient's responsibility (PR). When the service or supply is the patient's responsibility, we will pay either the charge or our Plan allowance, whichever is less, at 100%.

If we believe Medicare may have incorrectly denied a service or supply, we will ask the provider or facility to refile with Medicare.

- **Private contract with your physician**

A physician may ask you to sign a private contract agreeing that you can be billed directly for services ordinarily covered by Original Medicare. Should you sign an agreement, Medicare will not pay any portion of the charges, and we will not increase our payment. We will still limit our payment to the amount we would have paid after Original Medicare's payment. You may be responsible for paying the difference between the billed amount and the amount we paid.

- **Medicare Advantage (Part C)**

If you are eligible for Medicare, you may choose to enroll in and get your Medicare benefits from a Medicare Advantage plan. These are private healthcare choices (like HMOs and regional PPOs) in some areas of the country. To learn more about Medicare Advantage plans, contact Medicare at 800-MEDICARE (800-633-4227) (TTY 877-486-2048) or at www.medicare.gov.

If you enroll in a Medicare Advantage plan, the following options are available to you:

This Plan and Medicare Advantage: You may enroll in Medicare Advantage plan and also remain enrolled in our Plan. We will still provide benefits when your Medicare Advantage plan is primary, even out of the Medicare Advantage plan's network and/or service area. We waive coinsurance, deductibles, and most copayments when you use a participating provider with your Medicare Advantage plan. If you receive services from providers that do not participate in your Medicare Advantage plan, we do not waive any coinsurance, copayments, or deductibles. If you enroll in a Medicare Advantage plan, tell us. We will need to know whether you are in the Original Medicare Plan or in a Medicare Advantage plan so we can correctly coordinate benefits with Medicare.

- **Medicare prescription drug coverage (Part D)**

When you have Medicare Part D, we will coordinate benefits with the Medicare Prescription Drug Plan. When we are the secondary payer, we will pay the balance after Medicare Part D pays, up to our regular benefit.

See Section 4. *Your cost for covered services*, and Section 5(f). *Prescription drug benefits* for more information on Medicare Part D.

Medicare always makes the final determination as to whether they are the primary payer. The following chart illustrates whether Medicare or this Plan should be the primary payer for you according to your employment status and other factors determined by Medicare. It is critical that you tell us if you or a covered family member has Medicare coverage so we can administer these requirements correctly. **(Having coverage under more than two health plans may change the order of benefits determined on this chart.)**

Primary Payer Chart		
A. When you—or your covered spouse—are age 65 or over and have Medicare and you...	The primary payer for the individual with Medicare is...	
	Medicare	This Plan
1) Have NALC Health Benefit Plan for Employees and Staff coverage on your own as an active employee or through your spouse who is an active employee		✓
2) Have NALC Health Benefit Plan for Employees and Staff coverage on your own as an annuitant or through your spouse who is an annuitant	✓	
3) Are enrolled in Part B only, regardless of your employment status	✓ for Part B services	✓ for other services
B. When you or a covered family member...		
1) Have Medicare solely based on end stage renal disease (ESRD) and...		
<ul style="list-style-type: none"> • It is within the first 30 months of eligibility for or entitlement to Medicare due to ESRD (30-month coordination period) 		✓
<ul style="list-style-type: none"> • It is beyond the 30-month coordination period and you or a family member are still entitled to Medicare due to ESRD 	✓	
2) Become eligible for Medicare due to ESRD while already a Medicare beneficiary and...		
<ul style="list-style-type: none"> • This Plan was the primary payer before eligibility due to ESRD (30-month coordination period) 		✓
<ul style="list-style-type: none"> • Medicare was the primary payer before eligibility due to ESRD 	✓	
C. When either you or a covered family member are eligible for Medicare solely due to disability and you...		
1) Have NALC Health Benefit Plan for Employees and Staff coverage on your own as an active employee or through a family member who is an active employee		✓
2) Have NALC Health Benefit Plan for Employees and Staff coverage on your own as an annuitant or through a family member who is an annuitant	✓	

TRICARE and CHAMPVA

TRICARE is the healthcare program for eligible dependents of military persons, and retirees of the military. TRICARE includes the CHAMPUS program. CHAMPVA provides health coverage to disabled veterans and their eligible dependents. If TRICARE or CHAMPVA and this Plan cover you, we pay first. See your TRICARE or CHAMPVA Health Benefits Advisor if you have questions about these programs.

Workers' Compensation

The Plan will not pay for benefits or services required as the result of occupational disease or injury that any medical benefits are payable for under workers' compensation or similar Federal or State laws, regardless of whether or not medical benefits have been applied for or paid under workers' compensation or similar provisions. This provision also applies when a third party injury settlement or other similar proceeding provides medical benefits in regard to a claim (or potential claim) under workers' compensation or similar laws. If medical benefits provided under such laws are exhausted, medical benefits may be provided for services or supplies covered by this Plan. The Plan is entitled to be reimbursed by workers' compensation for benefits paid by the Plan that were later found to be payable by workers' compensation or a similar agency.

Medicaid

When you have this Plan and Medicaid, we pay first. This Plan does not coordinate benefits with Medicaid and will always be the primary payer. Claims processed by Medicaid as the primary payer will require Medicaid to submit a reimbursement request to the Plan.

When other Government agencies are responsible for your care

We do not cover services and supplies when a local, State, or Federal government agency directly or indirectly pays for them.

When others are responsible for injuries

Subrogation/Reimbursement guidelines: Our right to pursue and receive subrogation and reimbursement recoveries is a condition of and a limitation on the nature of benefits or benefit payments and on the provision of benefits under our coverage. By accepting Plan benefits, you agree to the terms of this provision.

If you or your dependent have received benefits or benefit payments as a result of an injury or illness and you (or your dependent) or your representatives, heirs, administrators, successors, or assignees (or those of your dependent) receive payment from any party that may be liable or a third party's insurance policies you must reimburse us out of that payment. "Third party" means another person or entity. Our right of reimbursement extends to any payment received by settlement, judgment, or otherwise. We will pay benefits for your illness or injury provided you do not interfere with or take any action to prejudice our attempts to recover the amounts we have paid in benefits, and that you cooperate with us in obtaining reimbursement or in subrogation.

You must include all benefits paid by the Plan related to the illness or injury in your claim for recovery. We are entitled to reimbursement to the extent of the benefits we have paid or provided or will pay or provide in connection with your injury or illness. However, we will cover the cost of treatment that exceeds the amount of the payment you received.

Reimbursement to us out of the payment shall take first priority (before any of the rights of any other parties are honored) and is not impacted by how the judgment, settlement, or other recovery is characterized, designated, or apportioned or characterized (i.e., pain and suffering). Our right of reimbursement is not subject to reduction based on attorney fees or costs under the "common fund" doctrine and is fully enforceable regardless of whether you are "made whole" or fully compensated for the full amount of damages claimed. You must reimburse us to the full extent we paid benefits, unless we agree to a reduction in writing. If you receive any recovery, you or your legal representative agree to hold any funds you receive in trust until you have confirmed the amount we are owed and make arrangement to reimburse us. You have the right to retain any recovery that exceeds the amount of the Plan's claim.

We may, at our option, choose to exercise our right of subrogation and pursue a recovery from any liable party as successor to your rights. We may require you to assign the proceeds of your claim or the right to take action against the third party in your name, and we may withhold payment of benefits until the assignment is provided. If you do pursue a claim or case related to your injury or illness (whether in court or otherwise), you must promptly notify us and cooperate with our reimbursement or subrogation efforts. You or your legal representative must keep the Plan advised of developments in your claim and promptly notify us of any recovery you receive, whether in or out of court. You must sign our subrogation/reimbursement agreement and provide us with any other relevant information about the claim if we ask you to do so. However, a subrogation/reimbursement agreement is not necessary to enforce the Plan's rights.

We may reduce subsequent benefit payments to you or your dependents if we are not reimbursed for the benefits we paid pursuant to this subrogation and reimbursement provision.

Clinical Trials

If you are a participant in a clinical trial, this health Plan will provide related care as follows, if it is not provided by the clinical trial:

- Routine care costs • costs for routine services such as doctor visits, lab tests, x-rays and scans, and hospitalizations related to treating the patient's condition, whether the patient is in a clinical trial or is receiving standard therapy. This Plan only covers:
 - Items or services that are typically provided absent a clinical trial such as conventional care;
 - Items or services needed for reasonable and necessary care arising from the provision of an investigational item or service such as additional charges incurred for the diagnosis or treatment of complications resulting from patient participation in a clinical trial.
- Extra care costs • costs related to taking part in a clinical trial such as additional tests that a patient may need as part of the trial, but not as part of the patient's routine care. This Plan does not cover these costs.
- Research costs • costs related to conducting the clinical trial such as research physician and nurse time, analysis of results, and clinical tests performed only for research purposes. These costs are generally covered by the clinical trials and this Plan does not cover these costs.

Section 10. Eligibility

Who is eligible for coverage?

All Employees as defined on page 126 are automatically eligible for coverage under the Plan effective on the first day in pay and duty status. Employees with eligible dependents are eligible for Self and Family coverage. Continued coverage is subject to the timely payment of your share of premiums.

Your eligible dependents are your legal spouse and any child under age 26 who is your biological child, your legally adopted child (or child placed with you pending adoption), your stepchild, or your eligible foster child. An “eligible foster child” means an individual who is placed with you by an authorized placement agency or under the terms of a court order. Spouses or children of your adult or minor child are not eligible dependents, except that your grandchildren up to age 26 may be eligible dependents if they live with you in a regular parent child relationship and you provide them with financial support. The determination whether a grandchild is eligible is made by the Staff Plan.

We may ask for documentation of your relationship to the child to verify eligibility for coverage, such as your child’s birth certificate, final decree of adoption issued by the court (or a letter of placement by an adoption agency during the period before the adoption becomes final), marriage certificate between you and a stepchild’s spouse, or proof that a child was placed under your supervision in foster care by a governing authority. Evidence of residency and financial support will be required if you wish to enroll a grandchild as your dependent.

An unmarried child age 26 or over who is incapable of self-support because of physical or mental disability existing before the child’s 26th birthday also may be eligible for coverage as a dependent. See *Applying for Coverage for Disabled Adult Children* in this Section for additional information.

Legal same-sex spouses of the Plan participants are also eligible dependents under the Plan. Coverage is available to a same-sex spouse who is lawfully married to a Plan participant based on the law of the state in which the couple was married, regardless of whether the state of current residence recognizes same sex marriage. Children of same-sex marriages are eligible dependents under the Plan, including stepchildren, under the same rules that apply to children of opposite sex marriages.

In the event that both parents of an eligible dependent child are Employees covered by the Plan, that child may be enrolled as the dependent of one of the Employees, but not both. **In such case, one of the Employees may elect a Self and Family coverage covering the other Employee as well as any dependent children. If the Employees no longer have dependent children (i.e., the dependent children become above the age eligible for coverage), the Employees may switch from a Self and Family enrollment to two Self Only enrollments prior to the next Open enrollment period by submitting a request for enrollment to the Nongroup Department. Such change in enrollment shall be effective as of the first day of the month following the date a completed request for enrollment is received.**

Applying for Coverage for Disabled Adult Children

You may enroll an unmarried child who is age 26 or older in Self and Family coverage if the child is incapable of self-support as a result of a physical or mental disability that existed before they reached age 26. Your child may be considered to be incapable of self-support only if their physical or mental disability is expected to continue for at least one year and, because of the disability they are not capable of working at a self-supporting job. In addition, the child must be dependent upon your financial support.

A determination that a child is incapable of self-support will be made by the Staff Plan based upon a review of healthcare records and information concerning your financial support and income, if any, earned by your child. The Staff Plan may also require that your child undergo an examination

by a qualified healthcare professional. If approved for coverage, the Staff Plan may re-evaluate your child's status periodically to determine if they have recovered from the disability. You must apply for a determination prior to the time your child reaches age 26.

Open Enrollment

There is an annual Open Enrollment period from December 1 through December 31 during which active Employees may request changes in their enrollment status or cancel their enrollment. The changes made during the Open Enrollment period will be effective the following January 1. If you are an active or retired Employee and you wish to cancel your coverage under this Plan, you may cancel your coverage under this Plan at any time with advance written notice to the Plan. Active Employees who voluntarily cancel their coverage under this Plan for any reason may not reenroll until the next Open Enrollment period, except under certain limited circumstances. See *Special Enrollment* below. Retired Employees who voluntarily cancel their coverage under this Plan for any reason may not reenroll. The coverage will be cancelled on the last day of the month following the date a completed request for the cancellation of the enrollment is received.

Active Employees who previously declined coverage under the Plan may enroll during the Open Enrollment period. Retired Employees who decline coverage under this Plan may not subsequently enroll in the Plan.

Please contact the Nongroup Department at 703-729-4677 or 888-636-NALC (6252) (TTY: 711) for additional information.

Special Enrollment Loss of other health insurance coverage

If you are an active Employee eligible to participate in the NALC Health Benefit Plan for Employees and Staff and you or your eligible dependent(s) previously declined enrollment in the Plan because of other health insurance coverage, you may be able to enroll yourself or your eligible dependent(s) prior to the next Open Enrollment period if the other coverage is lost. If you or your eligible dependent(s) had COBRA coverage under another plan at the time you declined coverage and that coverage has now been exhausted, you may request that you and your eligible dependent(s) be enrolled in our Plan. In addition, if you or your eligible dependent(s) had other coverage (not COBRA coverage) at the time you declined enrollment and the other coverage is terminated either because of a loss of eligibility for coverage (due to legal separation, divorce, death, termination of employment, reduction in the number of hours of employment) or because the other employer stopped contributing for the other coverage, you may request that you and/or your eligible dependent(s) be enrolled in the Plan. In either case, requests for enrollment must be in writing and sent to the Plan (with a copy to your Employer) within 30 days after the other coverage is terminated or employer contributions towards the other coverage are terminated. If a completed request for enrollment is received within the 30-day period, you and your eligible dependent(s) will be enrolled in the Plan as of the first day of the month following the date a completed request for enrollment is received.

If you are an active or retired Employee who is a spouse covered under another active or retired Employee's enrollment in the NALC Health Benefit Plan for Employees and Staff and lose coverage due to death, divorce or legal separation, you may request to enroll yourself in a Self Only enrollment (or, if you have eligible dependents, a Self and Family enrollment) within 30 days of the event. The coverage will be effective on the first day of the month following the date a completed request for enrollment is received.

Acquiring new dependents

If you are an active Employee eligible to participate in the Plan and you previously declined enrollment in the Plan for any reason, and you have now acquired a new eligible dependent (as defined in this Section) through marriage, birth, adoption, or placement for adoption, you may be able to enroll yourself in the Plan without waiting until the next Open Enrollment period. In order to enroll yourself in the Plan under these circumstances, send a written request for enrollment to the Plan (with a copy to your Employer) within 30 days of the date of the marriage, birth, adoption, or placement for adoption.

If you are either an active or a retired Employee who participates in the Plan and you acquire a new spouse or a new eligible dependent through birth, adoption, or placement for adoption, you may be able to enroll your new spouse or eligible dependent in the Plan. In order to enroll under these circumstances, send a written request for enrollment to the Plan (with a copy to your Employer) within 30 days of your acquisition of the new dependent (that is, the date of the marriage, birth, adoption, or placement for adoption). In the case of a marriage, the Plan coverage for your new spouse will be effective on the first day of the month following the date a completed request for enrollment is received. In the case of a birth, adoption, or placement for adoption for your new child, the Plan coverage for your child will be effective on the date of the birth, adoption, or placement for adoption.

Qualified Medical Child Support Orders (QMCSO)

According to Federal law, a Qualified Medical Child Support Order (QMCSO), is a child support order of a court or state administrative agency that usually results from a divorce or legal separation, which has been received by the Plan and which: 1) designates one parent to pay for a child's health plan coverage; 2) indicates the name and last known address of the parent required to pay for the coverage and the name and mailing address of each child covered by the QMCSO; 3) contains a reasonable description of the type of coverage to be provided under the designated parent's healthcare plan or the manner in which such type of coverage is to be determined; 4) states the period for which the QMCSO applies; and 5) identifies each healthcare plan to which the QMCSO applies.

"Child" for purposes of a QMCSO means the participant's natural (biological) or adopted child or a child placed with the participant for adoption. It does not include a stepchild.

If a court or state administrative agency has issued an order for healthcare coverage for any of the Employee's dependent children, the Plan Administrator or a designee will determine if that order is a QMCSO as defined by Federal law, and that determination will be binding on the employee, the other parent, the child, and any other party acting on behalf of the child. If an order is determined to be a QMCSO, and if the Employee is covered by the Plan, the Plan Administrator or its designee will so notify the parents and each child, and advise them of the Plan's procedures that must be followed to provide coverage of the dependent child(ren). Coverage of the dependent child(ren) will be subject to all terms and provisions of the Plan, to the extent permitted by applicable law. Coverage of a dependent child under a QMCSO will terminate when coverage of the enrollee-parent terminates for any reason, subject to the dependent child's right to elect COBRA Continuation Coverage if that right applies. Please contact the Plan for additional information or to request a copy of the Plan's QMCSO procedures.

Information for new members

Identification cards We will send you an Identification (ID) card when you become eligible for coverage.

Pre-existing conditions We will not refuse to cover the treatment of a condition that you or your eligible dependent had before you enrolled in this Plan solely because you had the condition before you enrolled.

When you lose benefits

When is my coverage terminated?

Eligibility for benefits ends when (a) employment with the Employer stops, except when you retire and your coverage under the Plan continues in retirement; (b) you no longer meet the definition of an Employee. See Section 12. *Definitions of terms we use in this brochure*; or (c) on completion of one year on approved leave without pay, if applicable; or (d) you fail to pay the required premium for coverage under this Plan. A dependent is no longer eligible under your enrollment and is not otherwise eligible for the Plan's coverage when your coverage stops or when they are no longer eligible dependents under the rules of this Plan (e.g., because of your divorce, a child who reaches age 26, or in the case of a disabled child over age 26, on the date the child becomes capable of self-support), whichever comes first.

An additional 31 days of coverage will be provided, without an additional cost to the enrollee, when:

- Your eligibility/enrollment ends (except if you voluntarily cancel your enrollment or fail to pay the required premium for coverage); or
- You are a family member no longer eligible for coverage.

Retroactive Terminations

An employee on approved leave without pay with coverage under the Staff Plan is responsible for the employee share of the premium during leave. Coverage ends at the completion of an approved leave without pay (if applicable) subject to the timely payment of premiums during such leave.

Where we determine termination of coverage is appropriate, we reserve the right to do so retroactively except where retroactive termination is not permitted under applicable law. Retroactive termination is permitted, for example, where we discover that there has been fraud or an intentional misrepresentation of a material fact regarding coverage under the Plan. Retroactive termination may also apply where a required premium has not been paid.

What happens if my enrollment in this Plan or my spouse's and/or dependent's eligibility ends?

Coverage upon termination of employment or other qualifying event(s) may be continued on a self-pay basis under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), P.L. 99-272, as amended subject to certain restrictions for a limited period of time. See Section 11. *COBRA Continuation Coverage*.

If an active Employee dies while enrolled in this Plan, the active Employee's surviving spouse and/or dependent(s) who were covered under the Employee's family enrollment in the Plan as of the date of the Employee's death will continue to be eligible for coverage under the Plan for up to 36 months after coverage would otherwise be lost following the Employee's death, subject to continued, timely payment of the Employee's share of the premium. Coverage shall be extended, subject to the continued timely payment of the Employee's share of the premium, for up to a maximum of 36 months following the date coverage would otherwise cease following the Employee's death except that, where a surviving dependent child attains age 26, that child's coverage shall cease upon the attainment of age 26 (subject to the child's right to continued coverage on a self-pay basis under COBRA). This survivor spouse and/or dependent(s) coverage is provided at the same, subsidized premium rate as the Employee was paying at the time of death, subject to any increases or decreases in the Employee premium share that apply to similarly situated active Employees during the 36-month period. This survivor spouse and/or dependent(s) coverage is supplemental coverage provided in lieu of COBRA continuation coverage as described in Section 11. *COBRA Continuation Coverage*, except where a separate intervening event would give rise to COBRA coverage (such as a child attaining age 26 during the applicable 36-month period).

Section 11. COBRA Continuation Coverage

This section has important information about your right to COBRA continuation coverage, which is a temporary extension of coverage under the Plan. **This notice explains COBRA continuation coverage, when it may become available to you and your family, and what you need to do to protect your right to get it.** When you become eligible for COBRA, you may also become eligible for other coverage options that may cost less than COBRA continuation coverage.

The right to COBRA continuation coverage was created by a federal law, the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). COBRA continuation coverage can become available to you and other members of your family when group health coverage would otherwise end. For more information about your rights and obligations under the Plan and under federal law, you should review the Plan's Summary Plan Description or contact the Plan Administrator. The Plan Administrator is Fredric V. Rolando, National Association of Letter Carriers, 100 Indiana Avenue, N.W., Washington, DC 20001, phone number (202) 393-4695. COBRA continuation coverage for the Plan is administered by the Assistant Administrator, NALC Health Benefit Plan for Employees and Staff, P.O. Box 678, Ashburn, VA 20146, phone number (703) 729-4677 or 888-636-NALC (6252) (TTY: 711).

You may have other options available to you when you lose group health coverage. For example, you may be eligible to buy an individual plan through the Health Insurance Marketplace. By enrolling in coverage through the Marketplace, you may qualify for lower costs on your monthly premiums and lower out-of-pocket costs. Additionally, you may qualify for a 30-day special enrollment period for another group health plan for which you are eligible (such as a spouse's plan), even if that plan generally doesn't accept late enrollees.

What is COBRA continuation coverage?

COBRA continuation coverage is a continuation of Plan coverage when it would otherwise end because of a life event. This is also called a "qualifying event". Specific qualifying events are listed later in this notice. After a qualifying event, COBRA continuation coverage must be offered to each person who is a "qualified beneficiary". You, your spouse, and your dependent children could become qualified beneficiaries if coverage under the Plan is lost because of the qualifying event. Under the Plan, qualified beneficiaries who elect COBRA continuation coverage must pay for COBRA continuation coverage.

If you're a participant, you'll become a qualified beneficiary if you lose your coverage under the Plan because of the following qualifying events:

- your hours of employment are reduced, or
- your employment ends for any reason other than your gross misconduct.

If you're the spouse of a participant, you'll become a qualified beneficiary if you lose your coverage under the Plan because of the following qualifying events:

- your spouse dies;**
- your spouse's hours of employment are reduced;
- your spouse's employment ends for any reason other than their gross misconduct;
- your spouse becomes entitled to Medicare benefits (under Part A, Part B, or both); or
- you become divorced from your spouse.

**Supplemental continued coverage may be available in lieu of COBRA for a surviving spouse and/or dependent(s) upon the employee's death. See Section 10. *Eligibility – What happens if my enrollment in this Plan or my spouse's and/or dependent's eligibility ends?*

Your children will become qualified beneficiaries if they lose coverage under the Plan because of the following qualifying events:

- the parent-participant dies;
- the parent-participant's hours of employment are reduced;
- the parent-participant's employment ends for any reason other than their gross misconduct;

- the parent-participant becomes entitled to Medicare benefits (Part A, Part B, or both);
 - the parents become divorced; or
 - the child ceases to be an eligible dependent (e.g., due to reaching the age limitation)
- See Section 10. *Eligibility*.

When is COBRA continuation coverage available?

The Plan will offer COBRA continuation coverage to qualified beneficiaries only after the Plan Administrator has been notified that a qualifying event has occurred. Your Employer must notify the Plan Administrator of the occurrence of any of the following qualifying events:

- the end of your employment or reduction of your hours of employment resulting in a loss of coverage;
- your death; or
- you becoming entitled to Medicare benefits (under Part A, Part B, or both).

For all other qualifying events (divorce or legal separation of the employee and spouse or a dependent child’s losing eligibility for coverage as a dependent child), you must notify the Assistant Administrator within 60 days after the qualifying event occurs. You must provide this notice in writing to the Assistant Administrator, NALC Health Benefit Plan for Employees and Staff, P.O. Box 678, Ashburn, VA 20146. The notice must identify the qualifying event, the date on which it occurred and the names of the individual(s) whose coverage under the Plan will be lost due to the qualifying event. If the qualifying event is a divorce, you must provide the Plan with a copy of the divorce decree.

IF YOU DO NOT PROVIDE TIMELY NOTIFICATION OF QUALIFYING EVENTS AS SET FORTH ABOVE, YOU AND YOUR ELIGIBLE DEPENDENTS WILL NOT BE PERMITTED TO ELECT COBRA CONTINUATION COVERAGE AND YOU WILL BE RESPONSIBLE FOR REIMBURSEMENT TO THE PLAN FOR ANY CLAIMS PAID ON YOU OR YOUR DEPENDENTS’ BEHALF DURING THE PERIOD IN WHICH YOUR ELIGIBILITY FOR COVERAGE UNDER THIS PLAN SHOULD HAVE TERMINATED.

How is COBRA continuation coverage provided?

Once the Plan Administrator receives notice that a qualifying event has occurred, COBRA continuation coverage will be offered to each of the qualified beneficiaries. Each qualified beneficiary will have an independent right to elect COBRA continuation coverage. Covered employees may elect COBRA continuation coverage on behalf of their spouses, and parents may elect COBRA continuation coverage on behalf of their children. For each qualified beneficiary who elects COBRA continuation coverage, such coverage will commence as of: (1) the date of the employee’s death, when death of the employee is the reason for the qualifying event, or (2) 31 days after the date of the qualifying event, for all other qualifying events.

COBRA continuation coverage is a temporary continuation of coverage that generally lasts for 18 months due to employment termination or reduction of hours of work. Certain qualifying events, or a second qualifying event during the initial period of coverage, may permit a beneficiary to receive a maximum of 36 months of coverage.

There are also ways in which the 18-month period of COBRA continuation coverage can be extended:

Disability extension of 18-month period of continuation coverage

If you or anyone in your family covered by the Plan is determined by Social Security to be disabled and you notify the Assistant Administrator in a timely fashion, you and your entire family may be entitled to get up to an additional 11 months of COBRA continuation coverage, for

a total maximum of 29 months. The disability would have to have started at some time before the 60th day of COBRA continuation coverage and must last at least until the end of the 18-month period of COBRA continuation coverage. You must provide to the Plan a copy of your determination letter from the Social Security Administration before the 18-month period of COBRA coverage expires. Send the letter to the Assistant Administrator, NALC Health Benefit Plan for Employees and Staff, P.O. Box 678, Ashburn, VA 20146. This extension period will end at the earlier of the end of 29 months or when the disabled person becomes entitled to Medicare.

Second qualifying event extension of 18-month period of continuation coverage

If your family experiences another qualifying event during the 18 months of COBRA continuation coverage, the spouse and dependent children in your family can get up to 18 additional months of COBRA continuation coverage, for a maximum of 36 months, if the Plan is properly notified about the second qualifying event. This extension may be available to the spouse and any dependent children getting COBRA continuation coverage if the employee or former employee dies; becomes entitled to Medicare benefits (under Part A, Part B, or both); gets divorced or legally separated; or if the dependent child stops being eligible under the Plan as a dependent child. This extension is only available if the second qualifying event would have caused the spouse or dependent child to lose coverage under the Plan had the first qualifying event not occurred. You must notify the Plan in writing within 60 days after a second qualifying event occurs if you want to extend your COBRA continuation coverage. You must provide this notice in writing to the Assistant Administrator, NALC Health Benefit Plan for Employees and Staff, P.O. Box 678, Ashburn, VA 20146. If the second qualifying event is a divorce, you must include a copy of the divorce decree.

Addition of new dependents while enrolled in COBRA

If, while an Employee is enrolled in COBRA continuation coverage, a child is born to or placed for adoption with an Employee, the child may be enrolled for coverage for the balance of the period of your COBRA coverage period available to other Qualified beneficiaries with respect to the same Qualifying event. In order to add a new dependent, you must notify the Plan within 30 days after the birth or placement. You must provide the Plan with documentation supporting addition of the child. Adding a child may cause an increase in the amount you must pay for COBRA coverage if you are not already paying for family coverage. In the case of a birth, adoption, or placement for adoption for your new child, the Plan coverage for your child will be effective on the date of the birth, adoption, or placement for adoption.

Premium payments

When you, your spouse, or your eligible dependents become eligible to receive COBRA continuation coverage, you will be advised of the premium charge for such coverage.

The COBRA premium charge is 102% of the cost of coverage. Any individual who receives COBRA coverage for an additional eleven (11) months due to a disability as determined by the Social Security Administration (as set forth above) must pay 150% of the cost of coverage during the 11-month disability extension period. The monthly premium is subject to change. You will be notified by the Plan if your premium amount changes.

Once continuation coverage is elected, premium payments must be made on time for the duration of the continuation period in order to keep the coverage in effect. You are required to pay the initial premium within 45 days of returning your Election form, and you must include retroactive payment for all months between your loss of coverage date and your payment. No claims incurred during this period will be processed or paid before the initial premium is received. Once the premium is received, claims incurred from the Qualifying event will be processed. All subsequent payments after the initial payment will be due on the first day of the month for that month's coverage. For example, premiums for the month of November must be paid on or before November 1.

There is a 30-day **grace period** for all payments after the initial payment (for example, the end of

the grace period for payment for coverage in the month of May is May 31). If you have a claim during a month for which you have not paid your premium, the claim will not be paid until after the Plan receives your payment for the month. If COBRA premium payments are not timely made, COBRA continuation coverage will terminate and will not be reinstated.

Please note that while the Plan does send bills for COBRA coverage premium payments, and it is your responsibility to make COBRA payments on time. You are required to pay your premiums regardless of whether you receive a bill from the Plan. If you do not make your payments on time, your coverage will end and cannot be reinstated.

Termination of continuation coverage

In addition to the expiration of the 18, 29, or 36-month periods, continuation coverage may be terminated for any of the following reasons:

- Timely premium payment has not been made
- You, your spouse, or dependents become covered under another health plan (as an employee or other insurer)
- You, your spouse, or dependent obtained an extension of COBRA coverage based upon a disability determination from Social Security, but are no longer disabled. You must advise the Plan within 30 days of the determination that you are no longer disabled
- The Plan no longer provides group health coverage to any employees
- You, your spouse, or dependent first becomes, after electing COBRA coverage, entitled to Medicare (Part A, Part B, or both) (COBRA coverage will terminate for the Medicare-eligible person only)
- Your Employer withdraws from this Plan but continues to cover a classification of employees under another group health plan (in this case, you may be transferred to such other group health plan)
- Any other reason that would warrant termination of eligibility of an active participant (i.e., fraud)

ONCE COBRA COVERAGE IS TERMINATED, IT CANNOT BE REINSTATED.

Changes in persons covered

Once a Qualified beneficiary (i.e., former covered Employee or former covered dependent) is receiving COBRA continuation coverage, the Qualified beneficiary has the same right to enroll under that COBRA coverage dependents who lose other health insurance coverage or newly acquired dependents under the Plan's Special Enrollment rules (See Section 10. *Eligibility-Special Enrollment*) as if the Qualified beneficiary was an active employee under those rules. The Special Enrollment rules do not apply to a Qualified beneficiary who does not elect to receive COBRA coverage or a Qualified beneficiary whose COBRA continuation coverage period has expired. In addition, Qualified beneficiaries are entitled to request changes in their COBRA enrollment status during the annual Open Enrollment period. See Section 10. *Eligibility-Open Enrollment*. Dependents (other than children born to or adopted by former Employees during the Employee's COBRA period) who are added to a Qualified beneficiary's COBRA enrollment are not themselves considered Qualified beneficiaries.

If the addition of a new family member to a Qualified beneficiary's COBRA enrollment will result in a higher premium (as in an enrollment change from Self Only to Self and Family coverage), the Plan will charge the additional premium for the coverage chosen.

A change in COBRA coverage from Self and Family to Self Only enrollment may be made at any time by written request to the Plan.

Coverage of a dependent child under a COBRA Family enrollment terminates upon the child's

marriage or attainment of age 26, whichever occurs first. On termination, the dependent may continue coverage under a new COBRA enrollment.

An enrollee should request a change from Self and Family to Self Only when coverage of all family members under the Family enrollment has terminated.

Are there other coverage options besides COBRA continuation Coverage?

Yes. Instead of enrolling in COBRA continuation coverage, there may be other coverage options for you and your family through the Health Insurance Marketplace, Medicaid, or other group health plan coverage options (such as a spouse's plan) through what is called a "special enrollment period". Some of these options may cost less than COBRA continuation coverage. You can learn more about many of these options at www.Healthcare.gov.

If you have questions

Questions concerning your Plan or your COBRA continuation coverage rights should be addressed to the Assistant Administrator, NALC Health Benefit Plan for Employees and Staff, P.O. Box 678, Ashburn, VA 20146, 703-729-4677 or 888-636-NALC (6252) (TTY: 711). For more information about your rights under the Employee Retirement Income Security Act (ERISA), including COBRA, the Patient Protection and Affordable Care Act, and other laws affecting group health plans, contact the nearest Regional or District Office of the U.S. Department of Labor's Employee Benefits Security Administration (EBSA) in your area or visit www.dol.gov/ebsa. (Addresses and phone numbers of Regional and District EBSA Offices are available through EBSA's website.) For more information about the Marketplace, visit www.HealthCare.gov.

Keep us advised of address changes

In order to protect your family's rights, you should keep the Plan informed of any changes in the addresses of family members. You should also keep a copy of any notices you send to the Plan, for your records.

The following provisions describe other circumstances in which you may be allowed to continue coverage under this Plan

Continuation of coverage during leave under the Family Medical Leave Act

You may be entitled to have contributions made on your behalf under Family Medical Leave Act (FMLA). The FMLA entitles eligible Employees up to a maximum of 12 weeks of unpaid leave during any twelve-month period for specified family or medical purposes, such as the birth of a child, child care for the employee's children, the adoption of a child by the Employee, the need to care for a family member with a serious health condition, or the Employee's inability to perform the functions of their position because of a serious health condition. You may also be entitled up to a maximum of 12 weeks of unpaid leave because of a "qualifying exigency" (as defined in Department of Labor Regulations) arising out of the fact that your spouse, son, daughter or parent is in the Armed Forces serving in a foreign country on active duty or is called to service in a foreign country. (If you believe you are entitled to leave due to a "qualifying exigency", you should contact your Employer.)

In addition, the FMLA now permits a spouse, son, daughter, parent, or next of kin to take up to 26 weeks of leave (including any other FMLA leave in the same 12-month period) to care for a member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness incurred in the line of duty (or, under certain circumstances, prior injuries or illnesses that were aggravated by active military service). This leave may also apply for the care of a veteran of the Armed Forces if the veteran was not dishonorably discharged and the treatment necessitating the leave occurs within five years after the veteran leaves the Armed Forces.

You should check with your Employer to determine if the leave you wish to take is covered by the FMLA. Your Employer has an obligation to continue your medical coverage during a leave of absence under the provisions of the FMLA. Note: If you do not return to work after your FMLA leave ends, you may be required to repay the amount your Employer paid towards your coverage.

Military duty in the United States Armed Forces

If you are an active Employee and you enter the Armed Forces of the United States, you will be offered the opportunity to continue coverage under the Plan for yourself and your dependents pursuant to the provisions of the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). Effective January 1, 2005, the maximum period of coverage under such election is the lesser of 24 months from the date your absence due to military service begins or the day after the date on which you fail to apply for or return to a position of employment. If the period of military service is less than 31 days, your coverage and your dependents' coverage will continue during the period of military service without charge. If the period of military service exceeds 31 days, you will be required to pay the applicable COBRA premium to continue coverage. If you do not elect to continue coverage during the period of military service, you will be entitled to have your coverage reinstated on the date you return to covered employment with a contributing Employer. No exclusion or waiting period will be imposed, except in the case of certain service-connected disabilities. These rights granted under USERRA are dependent upon uniformed service that ends honorably. In addition, your dependents may be eligible for healthcare coverage under the Federal program known as TRICARE. Contact the Plan for further details regarding your rights and obligations under USERRA.

Section 12. Definitions of terms we use in this brochure

Admission	The period from entry (admission) into a hospital or other covered facility until discharge. In counting days of inpatient care, the date of entry and the date of discharge are counted as a single day.
Assignment	Your authorization for us to issue payment of benefits directly to the provider. We reserve the right to pay you directly for all covered services.
Calendar year	January 1 through December 31 of the same year. For new enrollees, the calendar year begins on the effective date of their enrollment and ends on December 31 of the same year.
Clinical Trials Cost Categories	<p>The clinical trials cost categories are:</p> <ul style="list-style-type: none">• Routine care costs • costs for routine services such as doctor visits, lab tests, x-rays and scans, and hospitalizations related to treating the patient's condition, whether the patient is in a clinical trial or is receiving standard therapy.• Extra care costs • costs related to taking part in a clinical trial such as additional tests that a patient may need as part of the trial, but not as part of the patient's routine care.• Research costs • costs related to conducting the clinical trial such as research physician and nurse time, analysis of results, and clinical tests performed only for research purposes. These costs are generally covered by the clinical trials. This plan does not cover these costs.
Coinsurance	Coinsurance is the percentage of our allowance that you must pay for your care. See Section 4. <i>Your cost for covered services.</i>
Congenital anomaly	A condition that existed at or from birth and is a significant deviation from the common form or norm. For purposes of this Plan, congenital anomalies include protruding ear deformities, cleft lips, cleft palates, birthmarks, webbed fingers or toes, and other conditions that the Plan may determine to be congenital anomalies. In no event will the term congenital anomaly include conditions relating to teeth or intra-oral structure supporting the teeth.
Copayment	A copayment is a fixed amount of money you pay when you receive covered services. See Section 4. <i>Your costs for covered services.</i>
Cosmetic surgery	Any operative procedure or any portion of a procedure performed primarily to improve physical appearance and/or treat a mental condition through change in bodily form.
Cost-sharing	See section 4
Covered services	Services we provide benefits for, as described in this brochure.

Custodial care

Treatment or services that help the patient with daily living activities, or can safely and reasonably be provided by a person that is not medically skilled, regardless of who recommends them or where they are provided. Custodial care, sometimes called “long term care”, includes such services as:

- Caring for personal needs, such as helping the patient bathe, dress, or eat;
- Homemaking, such as preparing meals or planning special diets;
- Moving the patient, or helping the patient walk, get in and out of bed, or exercise;
- Acting as a companion or sitter;
- Supervising self-administered medication; or
- Performing services that require minimal instruction, such as recording temperature, pulse, and respirations; or administration and monitoring of feeding systems.

The Plan determines whether services are custodial care.

Deductible

See section 4

Definitive (quantitative) drug test

A urine test that measures the quantity of a substance present in a specimen.

Effective date

The effective date of benefits described in this brochure is:

- January 1 for continuing enrollments;
- For new employees, the first day in pay and duty status.

Employee

The term “Employee” shall mean: (a) full-time permanent employees employed by an Employer; (b) former employees of an Employer on such terms and conditions as the Plan Administrator may decide; and (c) such other persons as the Plan Administrator may deem eligible, whether or not they are employed by an Employer, provided contributions are remitted on their behalf to the Plan pursuant to a written agreement.

Employer

The term “Employer” shall mean the NALC, the NALC HBP, the USLC MBA and such other organizations and entities as the Trustees and the Plan Administrator may deem eligible.

Experimental or investigational services

A drug, device, or biological product that cannot lawfully be marketed without approval of the U.S. Food and Drug Administration (FDA) and that approval has not been given at the time the drug, device, or biological product is furnished. “Approval” means all forms of acceptance by the FDA.

A medical treatment or procedure, or a drug, device, or biological product is considered experimental or investigational if reliable evidence shows that:

- It is the subject of ongoing phase I, II, or III clinical trials or under study to determine its maximum tolerated dose, its toxicity, safety, effectiveness, or effectiveness as compared with the standard means of treatment or diagnosis; or
- The consensus of opinion among experts is that further studies or clinical trials are necessary to determine its toxicity, safety, effectiveness, or effectiveness as compared with the standard means of treatment or diagnosis.
- Our medical director reviews current medical resources to determine whether a service or supply is experimental or investigational. We will seek an independent expert opinion if necessary.

Group health coverage	Coverage through employment (including benefits through COBRA) or membership in an organization that provides payment for hospital, medical, or other healthcare service or supplies, or pays more than \$200 per day for each day of hospitalization.
Healthcare professional	A physician or other healthcare professional licensed, accredited, or certified to perform specified health services consistent with state law. See Section 3. <i>How you get care</i> for a listing of covered providers.
Iatrogenic infertility	Medical treatment with a likely side effect of infertility as established by the American Society of Reproductive Medicine and the American Society of Clinical Oncology. Typically, this occurs in oncology patients as the result of chemotherapy, radiation therapy, and/or surgery; but can also occur as an adverse effect of treatment for other conditions.
Medical necessity	<p>Services, drugs, supplies, or equipment provided by a hospital or covered provider of the healthcare services that we determine:</p> <ul style="list-style-type: none"> • Are appropriate to diagnose or treat your condition, illness, or injury; • Are consistent with standards of good medical practice in the United States; • Are not primarily for the personal comfort or convenience of you, your family, or your provider; • Are not related to your scholastic education or vocational training; and • In the case of inpatient care, cannot be provided safely on an outpatient basis. <p>The fact that a covered provider has prescribed, recommended, or approved a service, supply, drug, or equipment does not, in itself, make it medically necessary.</p>
Mental health and substance use disorder	Conditions and diseases listed in the most recent edition of the International Classification of Diseases (ICD) as psychoses, neurotic disorders, or personality disorders; other nonpsychotic mental disorders listed in the ICD, to be determined by the Plan; or disorders listed in the ICD requiring treatment for a abuse of or dependence upon substances such as alcohol, narcotics, or hallucinogens.
Minor- acute conditions	Common, non-emergent medical conditions. Examples of common conditions include allergies, cold, and flu symptoms, sinus problems, skin disturbances, and minor wounds and abrasions.
Plan allowance	<p>Our Plan allowance is the amount we use to determine our payment and your coinsurance for covered services. Fee-for-service plans determine their allowances in different ways. We determine our allowance as follows:</p> <p>PPO benefits: For services rendered by a covered provider that participates in the Plan’s PPO network, our allowance is based on a negotiated rate agreed to under the providers’ network agreement. These providers accept the Plan allowance as their charge.</p> <p>In-Network mental health and substance use disorder benefits: For services rendered by a covered provider that participates in the Plan’s mental health and substance use disorder network, our allowance is based on a negotiated rate agreed to under the providers’ network agreement. These providers accept the Plan allowance as their charge.</p>

Non-PPO benefits:

When you do not use a PPO provider, we may use one of the following methods:

- Our Plan allowance is based on the 80th percentile of data gathered from healthcare sources that compare charges of other providers for similar services in the same geographic area; or
- For medication charges, our allowance is based on the suggested wholesale price or an alternative pricing benchmark.
- For facility charges (such as hospitals, dialysis facilities, and ambulatory surgical centers), our allowance is based on two and one-half times the Medicare reimbursement rate.
- Note: If you purchase prescriptions at a non-network pharmacy, foreign/overseas pharmacy, or elect to purchase additional 30-day refills at a network pharmacy, CVS Caremark® will base its allowance on the average wholesale price. For medication charges, our allowance is based on the average wholesale price or an alternative pricing benchmark.
- At times, the allowance might be an amount required by law.

Out-of-Network mental health and substance use disorder benefits:

Subject to any applicable law, our allowance is based on the 80th percentile of data gathered from healthcare sources that compare charges of other providers for similar services in the same geographic area when you:

- Do not preauthorize your treatment;
- Do not follow the authorized treatment plan; or
- Do not use an In-Network provider.

Non-PPO medical emergency services:

Subject to any applicable law, our Plan allowance for non-PPO emergency services is determined by taking the greatest of:

- The median PPO rate;
- The usual, customary and reasonable rate (or similar rate determined using the Plan's formula for determining payments for non-PPO services); or
- The Medicare rate
- For facility charges (such as hospitals, dialysis facilities, and ambulatory surgical centers), our allowance is based on two and a half times the Medicare reimbursement rate.

Note: For other categories of benefits and for certain specific services within each of the above categories, exceptions to the usual method of determining the Plan allowance may exist. At times, we may seek an independent expert opinion to determine our Plan allowance.

For more information, see Section 4. *Differences between our allowance and the bill.*

Post-service claims

Any claims that are not pre-service claims. In other words, post-service claims are those claims where treatment has been performed and the claims have been sent to us in order to apply for benefits.

Preadmission testing	Routine tests ordered by a physician and usually required prior to surgery or hospital inpatient admission that are not diagnostic in nature.
Pre-service claims	Those claims (1) that require precertification, preauthorization, or prior approval and (2) where failure to obtain precertification, preauthorization, or prior approval results in a reduction of benefits.
Presumptive (qualitative) drug test	A urine test that confirms if a substance is present in a specimen
Reimbursement	A carrier's pursuit of a recovery if a covered individual has suffered an illness or injury and has received, in connection with that illness or injury, a payment from any party that may be liable, any applicable insurance policy, or a workers' compensation program or insurance policy, and the terms of the carrier's health benefits plan require the covered individual, as a result of such payment, to reimburse the carrier out of the payment to the extent of the benefits initially paid or provided. The right of reimbursement is cumulative with and not exclusive of the right of subrogation.
Subrogation	A carrier's pursuit of a recovery from any party that may be liable, any applicable insurance policy, or a workers' compensation program or insurance policy, as successor to the rights of a covered individual who suffered an illness or injury and has obtained benefits from that carrier's health benefits plan.
Urgent care claims	<p>A claim for medical care or treatment is an urgent care claim if waiting for the regular time limit for non-urgent care claims could have one of the following impacts:</p> <ul style="list-style-type: none"> • Waiting could seriously jeopardize your life or health; • Waiting could seriously jeopardize your ability to regain maximum function; or • In the opinion of a physician with knowledge of your medical condition, waiting would subject you to severe pain that cannot be adequately managed without the care or treatment that is the subject of the claim. <p>Urgent care claims usually involve Pre-service claims and not Post-service claims. We will judge whether a claim is an urgent care claim by applying the judgment of a prudent layperson who possesses an average knowledge of health and medicine.</p> <p>If you believe your claim qualifies as an urgent care claim, please contact the Nongroup Department at 703-729-4677 or 888-636-NALC (6252) (TTY: 711). You may also prove that your claim is an urgent care claim by providing evidence that a physician with knowledge of your medical condition has determined that your claim involves urgent care.</p>
Us/We	Us and We refer to the NALC Health Benefit Plan for Employees and Staff.
You	You refers to the enrollee and each covered family member.

Section 13. ERISA rights

As a participant in the NALC Health Benefit Plan for Employees and Staff you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan participants shall be entitled to:

Receive Information About Your Plan and Benefits

- Examine, without charge, at the Plan Administrator's office and at other specified locations, such as worksites and union halls, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Administrator may make a reasonable charge for the copies.
- Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.

Continue Group Health Plan Coverage

- Continue healthcare coverage for yourself, spouse, or dependents if there is a loss of coverage under the Plan as a result of a Qualifying Event. You or your dependents may have to pay for such coverage. Review this summary plan description and the documents governing the Plan on the rules governing your COBRA continuation coverage risks.
- Reduction or elimination of exclusionary periods of coverage for preexisting conditions under another group health plan, if you have creditable coverage from another plan. You should be provided a Certificate of Creditable Coverage, free of charge, from your group health plan or health insurance issuer; when you lose coverage under the plan, when you become entitled to elect COBRA continuation coverage, when your COBRA continuation coverage ceases, if you request it before losing coverage or if you request it up to 24 months after losing coverage. Without evidence of creditable coverage from this Plan, you may be subject to a preexisting condition exclusion for 12 months (18 months for late enrollees) after your enrollment date in your coverage under another plan.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a welfare benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a welfare benefit is denied or ignored, in whole or in part, you have a right to receive a written explanation for the denial, to obtain documents relating to the decision without charge and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a medical child support order,

you may file suit in Federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous. Note that you must exhaust the Plan's appeal process before filing any lawsuit. See Section 8. *Claim and appeal procedures.*

Assistance with Your Questions

If you have any questions about your Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, DC 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration at 1-866-444-3272.

Section 14. Discretion to Interpret the Plan

The Plan Administrator and the Board of Trustees may delegate any duties or powers as they deem necessary to carry out the administration of the Plan. The Plan Administrator and/or duly authorized designee(s) shall, subject to the requirements of law, determine the standard of proof required and have the exclusive right, power, and authority, in its sole and absolute discretion to administer, apply, and interpret the Plan, including this Brochure, the Trust Agreement and any other Plan documents and to decide all matters arising in connection with the operation or administration of the Plan. Without limiting the generality of the foregoing, the Plan Administrator and/or its duly authorized designee(s) shall have the sole and absolute discretionary authority to:

- Take all actions and make all decisions with respect to the eligibility for and the amount of benefits payable under the Plan;
- Formulate, interpret and apply rule, regulations, and policies necessary to administer the Plan in accordance with its terms;
- Decide questions, including legal and factual questions, relating to the payment of benefits under the Plan;
- Resolve and/or clarify any ambiguities, inconsistencies and omissions arising under the Plan or other Plan documents; and
- Process and approve or deny benefit claims and rule on any benefit exclusions.

Index

Do not rely on this page; it is for your convenience and may not show all pages where the terms appear.

Abortion.....	93	Family planning.....	39	Overseas claims.....	96
Accidental injury.....	68,69	Foot care.....	44	Oxygen.....	46
Acupuncture.....	49	Fraud.....	8	Pap test.....	33
Allergy care.....	40	Freestanding ambulatory facilities.....	19	Physical therapy.....	42
Alternative treatments.....	49	General exclusions.....	93	Plan allowance.....	128
Ambulance.....	63,67	Government facilities.....	27	Pneumococcal vaccine.....	33
Ambulatory surgical center.....	64,65	Group health coverage.....	128	Preadmission testing.....	130
Anesthesia.....	61,63	Growth hormone.....	41	Preauthorization.....	20,71
Appeal.....	98	Health Assessment.....	89	Precertification.....	21,22,23,24
Applied Behavioral Analysis (ABA).....	42,71	Healthy Pregnancies, Healthy Babies program.....	89	Preferred Provider Organization (PPO).....	11
Biopsy.....	52	Hearing services.....	43	Prescription drugs.....	77
Blood and blood plasma.....	63	Home health services.....	48	Preventing medical mistakes.....	8
Catastrophic protection.....	26	Hospice care.....	19,66	Preventive care, adult.....	33
Changes for 2022.....	18	Hospital.....	19,62	Preventive care, children.....	36
Chemotherapy.....	42	Identification cards.....	19	Prior approval.....	20
Chiropractic.....	48	Immunizations.....	33,35	Prosthetic devices.....	45
Chlamydial testing.....	34,36	Infertility.....	39	Psychiatrist.....	71
Cholesterol tests.....	34	Influenza vaccine.....	33	Psychologist.....	71
Claim filing.....	95	Inhospital physician care.....	32	Radiation therapy.....	42
Clinical trials cost categories.....	115	Inpatient hospital.....	62	Renal Dialysis.....	42
COBRA.....	120	Insulin.....	47,80	Second surgical opinion.....	31
Coinsurance.....	25,126	Lab and pathology services.....	32,72	Skilled nursing facility care.....	20,32
Colorectal cancer screening.....	34	Mail order prescription drugs.....	77,80	Smoking cessation.....	49
Congenital anomalies.....	52	Mammograms.....	34	Social worker.....	71
Contraceptive devices and drugs	39,54,83	Mastectomy.....	12,55	Speech therapy.....	42
Coordinating benefits with other coverage.....	110	Maternity care.....	37	Sterilization procedures.....	39
Copayment.....	25,126	Medicaid.....	114	Subrogation.....	114
Covered facilities.....	19	Medical necessity.....	128	Substance use disorder.....	71
Covered providers.....	19	Medicare.....	110	Surgery.....	51
Custodial care.....	127	Mental health/substance use disorder benefits.....	71	Anesthesia.....	61
Deductible.....	25,127	MRI (Magnetic Resonance Imaging)	22	Assistant surgeon.....	54
Definitions.....	126	Never Events.....	10	Cosmetic.....	126
Dental care.....	83	Newborn care.....	21,35,36	Gender reassignment.....	53
Dental impacted teeth.....	56	Nurse.....		Multiple procedures.....	54
Diabetic supplies.....	47	Licensed practical nurse.....	48	Oral.....	56
Diagnostic testing.....	31	Licensed vocational nurse.....	48	Reconstructive.....	55
Dialysis.....	42	Nurse anesthetist.....	63	Syringes.....	47
Disease management.....	87,88	Registered nurse.....	48	Telemental Health.....	72
Disputed claims process.....	98	Nursery care.....	38	Transplants.....	56
Divorce.....	117,119	Occupational therapy.....	42	Treatment therapies.....	41
Donor expenses (transplants).....	56	Ocular injury.....	44	TRICARE.....	113
Durable medical equipment.....	46	Office visits.....	31	Vision services.....	44
Educational classes and programs.....	49	Oral and maxillofacial surgery.....	56	Weight Management.....	87,92
Effective date of enrollment.....	116	Orthopedic devices.....	45	Wheelchairs.....	46
Eligibility.....	116	Ostomy and catheter supplies.....	47	Workers' Compensation.....	113
Emergency.....	21,68	Out-of-pocket expenses.....	26	X-rays.....	32
ERISA.....	131	Outpatient facility care.....	64		
Experimental or investigational.....	127	Overpayments.....	27		

Summary of benefits for the NALC Health Benefit Plan for Employees and Staff—2022

Do not rely on this chart alone. All benefits are subject to the definitions, limitations, and exclusions in this brochure. On this page we summarize specific expenses we cover; for more details, look inside. Note that this is not the official Summary of Benefits and Coverage (SBC) required under the Affordable Care Act. The SBC is a separate document that is distributed and also available on our website and upon request.

If you want to enroll or change your enrollment in this Plan, be sure to put the correct enrollment code from the cover on your enrollment form.

Below, an asterisk (*) means the item is subject to the \$300 calendar year deductible. And, after we pay, you generally pay a ny difference between our allowance and the billed amount if you use a Non-PPO physician or other healthcare professional.

Benefits	You pay	Page
Medical services provided by physicians:		
<ul style="list-style-type: none"> Diagnostic and treatment services provided in the office 	PPO: \$20 copayment per office visit; \$5 copayment per allergy injection; Nothing routine screening services 15% of our allowance for other nonsurgical services Non-PPO: 30% of our allowance *	31
Services provided by a hospital:		
<ul style="list-style-type: none"> Inpatient 	PPO: Nothing when services are related to the delivery of a newborn. \$350 copayment per admission for all other admissions Non-PPO: \$450 copayment per admission and 30% of our allowance	62
<ul style="list-style-type: none"> Outpatient 	PPO: 15% of our allowance * Non-PPO: 35% of our allowance *	64
Emergency benefits:		
<ul style="list-style-type: none"> Accidental injury 	Within 72 hours: Nothing for nonsurgical outpatient care, simple repair of laceration and immobilization of sprain, strain, or fracture After 72 hours: PPO: Regular cost-sharing * Non-PPO: Regular cost-sharing *	69
<ul style="list-style-type: none"> Medical emergency 	PPO: 15% of our allowance * Non-PPO: 15% of our allowance *	69
Mental health and substance use disorder treatment:	In-Network: Regular cost-sharing * Out-of-Network: Regular cost-sharing *	71
Prescription drugs:		
<ul style="list-style-type: none"> Retail pharmacy 	Network: Generic: 20% of cost; Brand name: 30% of cost Network Medicare:	80

Benefits	You pay	Page
	NALCSenior Antibiotic generic: Nothing Generic: 10% of cost; Brand name: 20% of cost Non-network: 45% of our allowance Non-network Medicare50% of our allowance	80
<ul style="list-style-type: none"> • Mail order 	Non-Medicare: 60-day supply, \$10 generic/\$60 brand name Non-Medicare: 90-day supply, \$5 NALCSelect generic Non-Medicare: 90-day supply, \$7.99 NALCPreferred generic Non-Medicare: 90-day supply, \$15 generic/\$90 brand name Medicare: 60-day supply, \$7 generic/\$50 brand name Medicare: 90-day supply, \$4 NALCSelect generic Medicare: 90-day supply, \$4 NALCPreferred generic Medicare: 90-day supply, \$10 generic/\$75 brand name Non-Medicare/Medicare: 30-day supply, \$200 specialty drug Non-Medicare/Medicare: 60-day supply, \$300 specialty drug Non-Medicare/Medicare: 90-day supply, \$400 specialty drug	80
Prescription medications for tobacco cessation:		
<ul style="list-style-type: none"> • Retail pharmacy 	Preferred network/Network retail: Nothing Medicare Preferred network/Network retail: Nothing	83
<ul style="list-style-type: none"> • Mail order 	Non-Medicare: 60-day supply, Nothing Non-Medicare: 90-day supply, Nothing Medicare: 60-day supply, Nothing Medicare: 90-day supply, Nothing	83
Dental care:	All charges except as listed in Section 5(g). under the <i>Accidental dental injury benefit</i> .	85
Special features:	<ul style="list-style-type: none"> • 24-hour help line for mental health and substance use disorder • 24-hour Health Information Line • Childhood Weight Management Resource Center • Complex and Chronic Disease Management Program • Diabetes Care Management- Transform Care • Disease management programs – Your Health First • Disease management programs – Gaps in Care 	87

Benefits	You pay	Page
	<ul style="list-style-type: none"> • Enhanced Caremark Direct Retail Program • Health Assessment • Healthy Pregnancies, Healthy Babies Program • Healthy Rewards Program • Musculoskeletal (MSK) Program • NALC Health Benefit Plan Mobile Application • Personal Health Record 	88
Special features:	<ul style="list-style-type: none"> • Services for deaf and hearing impaired • Solutions for Caregivers • Specialty Connect • Substance Use Disorder (SUD) Program • Substance Use Disorder (SUD) Care Management Program • Telehealth Services • Weight Management Program • Worldwide coverage 	90
Protection against catastrophic costs (out-of-pocket maximum):	<p>Services with coinsurance (including mental health and substance use disorder care), nothing after your coinsurance expenses total:</p> <ul style="list-style-type: none"> • \$3500 for PPO providers/facilities • \$7000 for Non-PPO providers/facilities. When you use a combination of PPO and Non-PPO providers your out-of-pocket expense will not exceed \$7000. • \$3100 per person or \$4000 per family for coinsurance for prescription drugs dispensed by an NALC CareSelect network pharmacy and copayment amounts for specialty drugs dispensed by CVS Specialty™. <p>Some costs do not count toward this protection.</p>	26

