The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, visit http://www.dnbyourbenefits.com or call 1-800-422-1749. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms see the Glossary. You can view the Glossary at https://www.healthcare.gov/sbc-glossary or call 1-877-362-8953 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	$1,500 individual or $3,000 family in-network. $3,150/individual or $6,300/family out-of-network.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible.
Are there services covered before you meet your deductible?	Yes. Preventive care primary care services, and prescription drugs are covered before you meet your deductible.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost-sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	No	You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan?	For network providers $5,000 individual / $10,000 family; for out-of-network providers $10,000 individual / $20,000 family	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.
What is not included in the out-of-pocket limit?	Premiums, balance-billing charges, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out–of–pocket limit.
Will you pay less if you use a network provider?	Yes. See www.aetna.com or call 1-800-422-1749 for a list of network providers	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	No	You can see the specialist you choose without a referral.

All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	$35 copay/office visit	50% coinsurance	None
	Specialist visit	$60 copay/visit	50% coinsurance	None
	Preventive care/screening/ immunization	No charge	50% coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services you need are preventive. Then check what your plan will pay for.
If you have a test	Diagnostic test (x-ray, blood work)	20% coinsurance	50% coinsurance	None
	Imaging (CT/PET scans, MRIs)	20% coinsurance	50% coinsurance	
If you need drugs to treat your illness or condition More information about **prescription drug coverage** is available at www.caremark.com	Generic drugs	$5 retail / $10 mail order copay/prescription	Not covered	Up to a 30-day supply at retail pharmacy. Up to a 90-day supply mail order or CVS pharmacy. Maintenance medications may be filled 3 times at a retail pharmacy. After third fill required to purchase refills through mail order or a CVS pharmacy, unless you opt out.
	Preferred brand drugs	20% coinsurance, no deductible Retail ($25 minimum/ $70 maximum) Mail order: ($50 minimum/ $140 maximum)	Not covered	
	Non-preferred brand drugs	35% coinsurance, no deductible Retail ($40 minimum/ $90 maximum) Mail order: ($80 minimum/ $180 maximum)	Not covered	
	Specialty drugs	30% coinsurance, no deductible $0 through PrudentRx program	Not covered	Covers up to a 30-day supply both at retail and mail per prescription
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% coinsurance	50% coinsurance	None
	Physician/surgeon fees	20% coinsurance	50% coinsurance	None
If you need immediate medical attention	Emergency room care	$250 copay per visit	$250 copay per visit	50% coinsurance after deductible for non-emergency use
	Emergency medical	20% coinsurance	20% coinsurance	No coverage for non-emergency use

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
	transportation			
	Urgent care	$60 copay/visit	50% coinsurance	None
If you have a hospital stay	Facility fee (e.g., hospital room)	20% coinsurance	50% coinsurance	Precertification required
	Physician/surgeon fees	20% coinsurance	50% coinsurance	Precertification required
If you need mental health, behavioral health, or substance abuse services	Outpatient services	$60 copay/office visit 20% coinsurance/all other	50% coinsurance	None
	Inpatient services	20% coinsurance	50% coinsurance	Precertification required
If you are pregnant	Office visits	$35 copay/office visit	50% coinsurance	Cost sharing does not apply to certain preventive services. Depending on the type of services, coinsurance may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).
	Childbirth/delivery professional services	20% coinsurance	50% coinsurance	
	Childbirth/delivery facility services	20% coinsurance	50% coinsurance	
If you need help recovering or have other special health needs	Home health care	20% coinsurance	50% coinsurance	120 visits limit. Additional visits require medical necessity.
	Rehabilitation services	$60 copay/office visit in office setting 20% coinsurance in facility	50% coinsurance	30 visit limit for each physical, occupational & speech therapy. Additional visits require medical necessity.
	Habilitation services	$60 copay/office visit in office setting 20% coinsurance in facility	50% coinsurance	
	Skilled nursing care	20% coinsurance	50% coinsurance	Limited to 120 days per calendar year.
	Durable medical equipment	20% coinsurance	50% coinsurance	
	Hospice services	20% coinsurance	50% coinsurance	
If your child needs dental or eye care	Children's eye exam	$60 copay/visit	50% coinsurance	Non-Routine (Diagnostic) only
	Children's glasses	Not covered	Not covered	
	Children's dental check-up	Not covered	Not covered	

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

- Cosmetic surgery
- Dental care (Adult)
- Long-term care
- Non-emergency care when traveling outside the U.S
- Routine eye care (Adult)
- Routine foot care
- Weight loss programs

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

- Acupuncture (if prescribed for rehabilitation purposes)
- Bariatric surgery ($15,000 lifetime limit, institute of quality facilities only)
- Chiropractic care (30 visit limit. Medical necessity required for additional visits)
- Hearing aids (Children to age 15; max. $2,000 every 24 mos-Adults; max $3,000 every 36 mos)
- Infertility treatment (lifetime maximum: $20,000 medical; $15,000 prescription drugs)
- Private-duty nursing (70 shift benefit limit)

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call 1-800-318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact:

Medical Claims
Aetna, P.O. Box 981106, El Paso, TX 79998-1106. 1-800-422-1749 1-877-321-2649

Prescription Drug Claims
Caremark Inc., Appeals Dept MC 109, P.O. Box 52084, Phoenix, AZ 85072-2084

Does this plan provide Minimum Essential Coverage? Yes.
If you don't have Minimum Essential Coverage for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

Does this plan meet Minimum Value Standards? Yes.
If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

Language Access Services:

Para obtener asistencia en Español, llame al 1-800-422-1749.

如果需要中文的帮助，请拨打这个号码 1-800-422-1749

Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-422-1749

Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-800-422-1749

To see examples of how this plan might cover costs for a sample medical situation, see the next section.

About these Coverage Examples:

This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby
(9 months of in-network pre-natal care and a hospital delivery)

The plan's overall deductible	$1500
Specialist copayment	$60
Hospital (facility) coinsurance	20%
Other coinsurance	20%

This EXAMPLE event includes services like:
Specialist office visits (*prenatal care)*
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests (*ultrasounds and blood work)*
Specialist visit *(anesthesia)*

Total Example Cost	**$12,800**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$1,500
Copayments	$420
Coinsurance	$2,260
What isn't covered	
Limits or exclusions	$0
The total Peg would pay is	**$4,180**

Managing Joe's type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

The plan's overall deductible	$1500
Specialist copayment	$60
Hospital (facility) coinsurance	20%
Other coinsurance	20%

This EXAMPLE event includes services like:
Primary care physician office visits (*including disease education)*
Diagnostic tests *(blood work)*
Prescription drugs
Durable medical equipment *(glucose meter)*

Total Example Cost	**$7,400**

In this example, Joe would pay:

Cost Sharing	
Deductibles	$1,500
Copayments	$240
Coinsurance	$1,180
What isn't covered	
Limits or exclusions	$60
The total Joe would pay is	**$2,980**

Mia's Simple Fracture
(in-network emergency room visit and follow up care)

The plan's overall deductible	$1500
Specialist copayment	$60
Hospital (facility) coinsurance	20%
Other coinsurance	20%

This EXAMPLE event includes services like:
Emergency room care *(including medical supplies)*
Diagnostic test *(x-ray)*
Durable medical equipment *(crutches)*
Rehabilitation services *(physical therapy)*

Total Example Cost	**$1,900**

In this example, Mia would pay:

Cost Sharing	
Deductibles	$1,500
Copayments	$60
Coinsurance	$80
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$1,640**

The plan would be responsible for the other costs of these EXAMPLE covered