



**High Desert & Inland Employee-Employer Trust – PPO Plan 1**  
 Effective Date: 07-01-2020  
**Open Access® Managed Choice® POS – California**

**PLAN DESIGN & BENEFITS (Marketing Purposes Only)**  
**PROVIDED BY AETNA LIFE INSURANCE COMPANY**

<b>PLAN FEATURES</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Deductible</b> (per calendar year)	\$200 Individual \$400 Family	\$1,000 Individual \$2,000 Family
<p>All covered expenses accumulate simultaneously toward both the preferred and non-preferred Deductible. Unless otherwise indicated, the deductible must be met prior to benefits being payable. Member cost sharing for certain services, as indicated in the plan, are excluded from charges to meet the Deductible. Pharmacy expenses do not apply towards the Deductible. The family Deductible is a cumulative Deductible for all family members. The family Deductible can be met by a combination of family members; however, no single individual within the family will be subject to more than the individual Deductible amount.</p>		
<b>Member Coinsurance</b>	10%	30%
Applies to all expenses unless otherwise stated.		
<b>Payment Limit</b> (per calendar year)	\$1,500 Individual \$2,500 Family	\$2,000 Individual \$4,000 Family
<p>All covered expenses accumulate simultaneously toward both the preferred and non-preferred Payment Limit. Certain member cost sharing elements may not apply toward the Payment Limit. Pharmacy expenses apply towards the Payment Limit. Only those out-of-pocket expenses resulting from the application of coinsurance percentage, copays, and deductibles (except any penalty amounts) may be used to satisfy the Payment Limit. The family Payment Limit is a cumulative Payment Limit for all family members. The family Payment Limit can be met by a combination of family members; however, no single individual within the family will be subject to more than the individual Payment Limit amount.</p>		
<b>Lifetime Maximum</b>	Unlimited except where otherwise indicated.	
<b>Payment for Non-Preferred Care**</b>	Not Applicable	Professional: 105% of Medicare Facility: 140% of Medicare
<b>Primary Care Physician Selection</b>	Optional	Not Applicable
<b>Certification Requirements -</b>	Certification for certain types of Non-Preferred care must be obtained to avoid a reduction in benefits paid for that care. Certification for Hospital Admissions, Treatment Facility Admissions, Convalescent Facility Admissions, Home Health Care, Hospice Care and Private Duty Nursing is required - excluded amount applied separately to each type of expense is \$400 per occurrence.	
<b>Referral Requirement</b>	None	None
<b>PREVENTIVE CARE</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Routine Adult Physical Exams/ Immunizations</b>	Covered 100%; deductible waived	Not Covered
1 exam every 12 months for members age 22 to age 65; 1 exam every 12 months for adults age 65 and older.		
<b>Routine Well Child Exams/Immunizations</b>	Covered 100%; deductible waived	Not Covered
7 exams in the first 12 months of life, 3 exams in the second 12 months of life, 3 exams in the third 12 months of life, 1 exam per 12 months thereafter to age 22.		
<b>Routine Gynecological Care Exams</b>	Covered 100%; deductible waived	Not Covered
Recommended: One exam per calendar year. Includes routine tests and related lab fees. Members may choose ob/gyns as PCP's		
<b>Routine Mammograms</b>	Covered 100%; deductible waived	Not Covered
Recommended: One baseline mammogram for covered females age 35-39, one mammogram per calendar year for covered females age 40 and over.		



**PLAN DESIGN & BENEFITS (Marketing Purposes Only)  
 PROVIDED BY AETNA LIFE INSURANCE COMPANY**

<b>Women's Health</b>	Covered 100%; deductible waived	Not Covered
Includes: Screening for gestational diabetes, HPV (Human- Papillomavirus) DNA testing, counseling for sexually transmitted infections, counseling and screening for human immunodeficiency virus, screening and counseling for interpersonal and domestic violence, breastfeeding support, supplies and counseling. Contraceptive methods, sterilization procedures, patient education and counseling. Limitations may apply.		
<b>Routine Digital Rectal Exam</b>	Covered 100%; deductible waived	Not Covered
Recommended: For covered males age 40 and over.		
<b>Prostate-specific Antigen Test</b>	Covered 100%; deductible waived	Not Covered
Recommended: For covered males age 40 and over.		
<b>Colorectal Cancer Screening</b>	Covered 100%; deductible waived	Not Covered
Recommended: For all members age 45 and over.		
<b>Routine Eye Exams</b>	Covered 100%; deductible waived	Not Covered
1 routine exam per 24 months.		
<b>Routine Hearing Screening</b>	Covered 100%; deductible waived	Not Covered
<b>PHYSICIAN SERVICES</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Office Visits to PCP</b>	\$10 copay; deductible waived	30%; after deductible
Includes services of an internist, general physician, family practitioner or pediatrician.		
<b>Specialist Office Visits</b>	\$10 copay; deductible waived	30%; after deductible
<b>Audiometric Hearing Exam</b>	\$10 copay; deductible waived	30%; after deductible
<b>Pre-Natal Maternity</b>	Covered 100%; deductible waived	30%; after deductible
<b>Walk-in Clinics</b>	\$10 copay; deductible waived	30%; after deductible
Walk-in Clinics are network, free-standing health care facilities. They are an alternative to a physician's office visit for treatment of unscheduled, non-emergency illnesses and injuries and the administration of certain immunizations. It is not an alternative for emergency room services, or the ongoing care provided by a physician. Neither an emergency room, nor the outpatient department of a hospital, shall be considered a Walk-in Clinic.		
<b>Allergy Testing</b>	\$10 copay; deductible waived	30%; after deductible
<b>Allergy Injections</b> (serum covered 100%)	\$10 copay; deductible waived	30%; after deductible
<b>DIAGNOSTIC PROCEDURES</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Diagnostic X-ray</b>	\$10 copay; deductible waived	30%; after deductible
If performed as a part of a physician office visit and billed by the physician, expenses are covered subject to the applicable physician's office visit member cost sharing.		
<b>Diagnostic Laboratory</b>	\$10 copay; deductible waived	30%; after deductible
If performed as a part of a physician office visit and billed by the physician, expenses are covered subject to the applicable physician's office visit member cost sharing.		
<b>Diagnostic Outpatient Complex Imaging</b>	\$10 copay; deductible waived	30%; after deductible
<b>EMERGENCY MEDICAL CARE</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Urgent Care Provider</b>	\$10 copay; deductible waived	30%; after deductible
<b>Non-Urgent Use of Urgent Care Provider</b>	Not Covered	Not Covered
<b>Emergency Room</b>	\$100 copay; deductible waived	Same as in-network care
Copay waived if admitted		
<b>Non-Emergency Care in an Emergency Room</b>	Not Covered	Not Covered
<b>Emergency Use of Ambulance</b>	10%; after deductible	Same as in-network care
<b>Non-Emergency Use of Ambulance</b>	Not Covered	Not Covered



**PLAN DESIGN & BENEFITS (Marketing Purposes Only)  
 PROVIDED BY AETNA LIFE INSURANCE COMPANY**

<b>HOSPITAL CARE</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Inpatient Coverage</b> Your cost sharing applies to all covered benefits incurred during your inpatient stay.	10%; after deductible	30%; after deductible
<b>Inpatient Maternity Coverage</b> (includes delivery and postpartum care) Your cost sharing applies to all covered benefits incurred during your inpatient stay.	10%; after deductible	30%; after deductible
<b>Outpatient Hospital Expenses</b> Your cost sharing applies to all covered benefits incurred during your outpatient visit.	10%; after deductible	30%; after deductible
<b>Outpatient Surgery - Hospital</b> Your cost sharing applies to all covered benefits incurred during your outpatient visit.	10%; after deductible	30%; after deductible
<b>Outpatient Surgery - Freestanding Facility</b> Your cost sharing applies to all covered benefits incurred during your outpatient visit.	10%; after deductible	30%; after deductible
<b>MENTAL HEALTH SERVICES</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Mental Health Inpatient</b> Your cost sharing applies to all covered benefits incurred during your inpatient stay.	10%; after deductible	30%; after deductible
<b>Mental Health Office Visits</b> Your cost sharing applies to all covered benefits incurred during your outpatient visit.	Covered 100%; deductible waived	30%; after deductible
<b>Other Mental Health Services</b>	Covered 100%; deductible waived	30%; after deductible
<b>SUBSTANCE ABUSE</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Substance Abuse Inpatient</b> Your cost sharing applies to all covered benefits incurred during your inpatient stay.	10%; after deductible	30%; after deductible
<b>Residential Treatment Facility</b>	10%; after deductible	30%; after deductible
<b>Substance Abuse Rehabilitation Visits</b> Your cost sharing applies to all covered benefits incurred during your outpatient visit.	Covered 100%; deductible waived	30%; after deductible
<b>Other Substance Abuse Treatment</b>	Covered 100%; deductible waived	30%; after deductible
<b>OTHER SERVICES</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Skilled Nursing Facility</b> Limited to 100 days per calendar year. Your cost sharing applies to all covered benefits incurred during your inpatient stay.	10%; after deductible	30%; after deductible
<b>Home Health Care</b> Limited to 120 visits per calendar year. Each visit by a nurse or therapist is one visit. Each visit up to 4 hours by a home health care aide is one visit.	10%; after deductible	30%; after deductible
<b>Hospice Care - Inpatient</b> Your cost sharing applies to all covered benefits incurred during your inpatient stay.	Covered 100%; deductible waived	30%; after deductible
<b>Hospice Care - Outpatient</b> Your cost sharing applies to all covered benefits incurred during your outpatient visit.	Covered 100%; deductible waived	30%; after deductible
<b>Acupuncture</b> Limited to 20 visits per calendar year	\$25 copay; deductible waived	30%; after deductible
<b>Spinal Manipulation Therapy</b> Limited to 20 visits per calendar year.	10%; deductible waived	30%; after deductible



**PLAN DESIGN & BENEFITS (Marketing Purposes Only)  
 PROVIDED BY AETNA LIFE INSURANCE COMPANY**

<b>Outpatient Speech Therapy</b>	\$10 copay; deductible waived	30%; after deductible
<b>Outpatient Physical and Occupational Therapy</b>	\$10 copay; deductible waived	30%; after deductible
<b>Autism Behavioral Therapy</b>	Refer to Outpatient Mental Health	Refer to MBH Outpatient Mental Health
Covered same as any other Outpatient Mental Health benefit		
<b>Autism Applied Behavior Analysis</b>	Refer to Other Mental Health Services	Refer to Other Mental Health Services
Covered same as any other Outpatient Mental Health Other Services benefit		
<b>Autism Physical Therapy</b>	Covered 100%; deductible waived	30%; after deductible
<b>Autism Occupational Therapy</b>	Covered 100%; deductible waived	30%; after deductible
<b>Autism Speech Therapy</b>	Covered 100%; deductible waived	30%; after deductible
<b>Durable Medical Equipment</b>	10%; after deductible	30%; after deductible
<b>Hearing Aids - Every 24 months.</b>	Covered 100%; deductible waived	Covered 100%; deductible waived
<b>Diabetic Supplies -- (if not covered under Pharmacy benefit)</b>	Covered same as any other medical expense.	Covered same as any other medical expense.
<b>Orthotics</b>	10%; after deductible	30%; after deductible
Orthotics and special footwear covered for persons with foot disfigurement.		
<b>Women's Contraceptive drugs and devices not obtainable at a pharmacy</b>	Covered 100%; deductible waived	Covered same as any other expense.
<b>Affordable Care Act Mandated Women's Contraceptives</b>	Covered 100%; deductible waived	Covered same as any other expense.
<b>Vision Eyewear</b>	Not Covered	Not Covered
<b>Transplants</b>	10%; after deductible Preferred coverage is provided at an IOE contracted facility only.	30%; after deductible Non-Preferred coverage is provided at a Non-IOE facility.
<b>Bariatric Surgery</b>	10%; after deductible	30%; after deductible
<b>Out of Area Dependents</b>	Coverage provided at the non-preferred benefit level of the plan if in-network provider is not available.	
<b>FAMILY PLANNING</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Infertility Treatment</b>	Your cost sharing is based on the type of service and where it is performed	Your cost sharing is based on the type of service and where it is performed
Diagnosis and treatment of the underlying medical condition only.		
<b>GIFT</b>	Not Covered	Not Covered
<b>Comprehensive Infertility Services</b>	Not Covered	Not Covered
Artificial insemination and ovulation induction		
<b>Advanced Reproductive Technology (ART)</b>	Not Covered	Not Covered
In-vitro fertilization (IVF), zygote intrafallopian transfer (ZIFT), gamete intrafallopian transfer (GIFT), cryopreserved embryo transfers, intracytoplasmic sperm injection (ICSI), or ovum microsurgery		
<b>Vasectomy</b>	Your cost sharing is based on the type of service and where it is performed	30%; after deductible
<b>Tubal Ligation</b>	Covered 100%; deductible waived	30%; after deductible



**High Desert & Inland Employee-Employer Trust – PPO Plan 1**  
 Effective Date: 07-01-2020  
**Open Access® Managed Choice® POS – California**

**PLAN DESIGN & BENEFITS (Marketing Purposes Only)**  
**PROVIDED BY AETNA LIFE INSURANCE COMPANY**

PHARMACY		IN-NETWORK	OUT-OF-NETWORK
<b>Pharmacy Plan Type</b>		Advanced Control Plan - Aetna or Standard Opt-Out Plan – Aetna	
<b>Generic Drugs</b>			
	<b>Retail</b>	\$8 copay	25% of submitted cost up to \$250 max. copay per prescription
	<b>Mail Order</b>	\$8 copay	Not Applicable
<b>Preferred Brand-Name Drugs</b>			
	<b>Retail</b>	\$20 copay	25% of submitted cost up to \$250 max. copay per prescription
	<b>Mail Order</b>	\$30 copay	Not Applicable
<b>Non-Preferred Brand-Name Drugs</b>			
	<b>Retail</b>	\$35 copay	25% of submitted cost up to \$250 max. copay per prescription
	<b>Mail Order</b>	\$50 copay	Not Applicable
<b>Specialty Drugs</b>			
	<b>Preferred Specialty</b>	30% up to a \$150 copay maximum	Not Applicable
	<b>Non-Preferred Specialty</b>	30% up to a \$150 copay maximum	Not Applicable
<b>Pharmacy Day Supply and Requirements</b>			
	<b>Retail</b>	Up to a 30-day supply	
	<b>Mail Order</b>	Up to a 31-90-day supply from CVS Caremark® Mail Service Pharmacy.	
	<b>Specialty</b>	Up to a 30-day supply from CVS Specialty® Pharmacy. First prescription fill at any retail or specialty pharmacy. Subsequent fills must be through CVS Specialty® Pharmacy.	

**Choose Generics with Dispense as Written (DAW) override** - member pays applicable copay of the physician required brand. If the member requests brand when a generic is available, the member pays the applicable copay plus the difference between the generic price and the brand price.

**Plan Includes:** Diabetic supplies and Contraceptive drugs and devices obtainable from a pharmacy.

Performance Enhancing Drugs limited to 6 tablets per month.

Oral fertility drugs included.

Oral chemotherapy drugs covered 100%

Precertification included

Step Therapy included

Formulary Exclusions may apply

Affordable Care Act mandated female contraceptives and preventive medications covered 100% in-network.

**Plan Includes:** Diabetic supplies and Contraceptive drugs and devices obtainable from a pharmacy.

**GENERAL PROVISIONS**

**Dependents Eligibility** Spouse, children from birth to age 26 regardless of student status.

\*\*We cover the cost of services based on whether doctors are "in network" or "out of network." We want to help you understand how much we pay for your out-of-network care. At the same time, we want to make it clear how much more you will need to pay for this "out-of-network" care.

- For doctors and other professionals, the amount is based on what Medicare pays for these services. The government sets the Medicare rate. Exactly how much we "recognize" depends on the plan you or your employer picks.

- For hospitals and other facilities, the amount is based on what Medicare pays for these services. The government sets the Medicare rate. Exactly how much we "recognize" depends on the plan you or your employer picks.





**PLAN DESIGN & BENEFITS (Marketing Purposes Only)  
PROVIDED BY AETNA LIFE INSURANCE COMPANY**

Your doctor sets his or her own rate to charge you. It may be higher -- sometimes much higher -- than what your plan "recognizes." Your doctor may bill you for the dollar amount that we don't "recognize." You must also pay any copayments, coinsurance and deductibles under your plan. No dollar amount above the "recognized charge" counts toward your deductible or out-of-pocket maximums. To learn more about how we pay out-of-network benefits visit our website.

Plans are provided by Aetna Life Insurance Company. While this material is believed to be accurate as of the production date, it is subject to change.

Health benefits and health insurance plans contain exclusions and limitations. Not all health services are covered.

See plan documents for a complete description of benefits, exclusions, limitations and conditions of coverage. Plan features and availability may vary by location and are subject to change. You may be responsible for the health care provider's full charges for any non-covered services, including circumstances where you have exceeded a benefit limit contained in the plan. Providers are independent contractors and are not our agents. Provider participation may change without notice. We do not provide care or guarantee access to health services.

If you are in a plan that requires the selection of a primary care physician and your primary care physician is part of an integrated delivery system or physician group, your primary care physician will generally refer you to specialists and hospitals that are affiliated with the delivery system or physician group.

The following is a list of services and supplies that are generally *not covered*. However, your plan documents may contain exceptions to this list based on state mandates or the plan design or rider(s) purchased by your employer.



**PLAN DESIGN & BENEFITS (Marketing Purposes Only)  
PROVIDED BY AETNA LIFE INSURANCE COMPANY**

- All medical and hospital services not specifically covered in, or which are limited or excluded by your plan documents.
- Cosmetic surgery, including breast reduction.
- Custodial care.
- Dental care and dental X-rays.
- Donor egg retrieval
- Experimental and investigational procedures, except for coverage for medically necessary routine patient care costs for members participating in a cancer clinical trial.
- Home births
- Immunizations for travel or work, except where medically necessary or indicated.
- Implantable drugs and certain injectable drugs including injectable infertility drugs.
- Infertility services, including artificial insemination and advanced reproductive technologies such as IVF, ZIFT, GIFT, ICSI and other related services, unless specifically listed as covered in your plan documents.
- Long-term rehabilitation therapy.
- Non-medically necessary services or supplies.
- Outpatient prescription drugs (except for treatment of diabetes), unless covered by a prescription plan rider and over-the-counter medications (except as provided in a hospital) and supplies.
- Radial keratotomy or related procedures.
- Reversal of sterilization.
- Services for the treatment of sexual dysfunction/enhancement, including therapy, supplies or counseling or prescription drugs.
- Special duty nursing.
- Therapy or rehabilitation other than those listed as covered.
- Weight control services including surgical procedures, medical treatments, weight control/loss programs, dietary regimens and supplements, appetite suppressants and other medications; food or food supplements, exercise programs, exercise or other equipment; and other services and supplies that are primarily intended to control weight or treat obesity, including Morbid Obesity, or for the purpose of weight reduction, regardless of the existence of comorbid conditions.

Aetna receives rebates from drug manufacturers that may be taken into account in determining Aetna's Preferred Drug List. Rebates do not reduce the amount a member pays the pharmacy for covered prescriptions. CVS Caremark® Mail Service Pharmacy and CVS Specialty® Pharmacy are licensed pharmacy subsidiaries of CVS Health Corporation that operate through mail order. The charges that Aetna negotiates with CVS Caremark® Mail Pharmacy and CVS Specialty® Pharmacy may be higher than the cost they pay for the drugs and the cost of the mail order pharmacy services they provide. For these purposes, the pharmacies' cost of purchasing drugs takes into account discounts, credits and other amounts that they may receive from wholesalers, manufacturers, suppliers and distributors.

In case of emergency, call 911 or your local emergency hotline, or go directly to an emergency care facility.

Translation of the material into another language may be available. Please call Member Services at **1-888-982-3862**. Puede estar disponible la traducción de este material en otro idioma. Por favor llame a Servicios al Miembro al **1-888-982-3862**.

Plan features and availability may vary by location and group size.  
For more information about Aetna plans, refer to **www.aetna.com**.

© 2014 Aetna Inc.