# GEHA Benefit Plan

**www.geha.com**

**800-821-6136**

GEHA®

**2020**

## A Fee-for-Service High Deductible Health Plan Option with a Preferred Provider Organization

This plan's health coverage qualifies as minimum essential coverage and meets the minimum value standard for the benefits it provides. See page 7 for details. This plan is accredited. See page 12.

**Sponsored and administered by:**
**Government Employees Health Association, Inc.**

**IMPORTANT**
- Rates: Back Cover
- Changes for 2020: Page 15
- Summary of Benefits: Page 128

**Who may enroll in this Plan:** All Federal employees and annuitants who are eligible to enroll in the Federal Employees Health Benefits Program may become members of GEHA. You must be, or must become a member of Government Employees Health Association, Inc.

**To become a member:** You join simply by signing a completed Standard Form 2809, Health Benefits Registration Form, evidencing your enrollment in the Plan.

**Membership dues:** There are no membership dues for the Year 2020.

Enrollment codes for this Plan:

**341 High Deductible Health Plan (HDHP) - Self Only**

**343 High Deductible Health Plan (HDHP) - Self Plus One**

**342 High Deductible Health Plan (HDHP) - Self and Family**

FEHB
Federal Employees Health Benefits Program

Authorized for distribution by the:

United States
Office of Personnel Management

Healthcare and Insurance
http://www.opm.gov/insure

**RI 71-014**

**Important Notice from Government Employees Health Association, Inc. About**

**Our Prescription Drug Coverage and Medicare**

OPM has determined that the Government Employees Health Association, Inc. prescription drug coverage is, on average, expected to pay out as much as the standard Medicare prescription drug coverage will pay for all plan participants and is considered Creditable Coverage. This means you do not need to enroll in Medicare Part D and pay extra for prescription drug coverage. If you decide to enroll in Medicare Part D later, you will not have to pay a penalty for late enrollment as long as you keep your FEHB coverage.

However, if you choose to enroll in Medicare Part D, you can keep your FEHB coverage and your FEHB plan will coordinate benefits with Medicare.

Remember: If you are an annuitant and you cancel your FEHB coverage, you may not re-enroll in the FEHB Program.

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**Please be advised**

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If you lose or drop your FEHB coverage and go 63 days or longer without prescription drug coverage that's at least as good as Medicare's prescription drug coverage, your monthly Medicare Part D premium will go up at least 1% per month for every month that you did not have that coverage. For example, if you go 19 months without Medicare Part D prescription drug coverage, your premium will always be at least 19 percent higher than what many other people pay. You will have to pay this higher premium as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the next Annual Coordinated Election Period (October 15 through December 7) to enroll in Medicare Part D.

**Medicare's Low Income Benefits**

*For people with limited income and resources, extra help paying for a Medicare prescription drug plan is available. Information regarding this program is available through the Social Security Administration (SSA) online at:*

*www.socialsecurity.gov, or call the SSA at 800-772-1213, TTY: 800-325-0778.*

You can get more information about Medicare prescription drug plans and the coverage offered in your area from these places:

Visit www.medicare.gov for personalized help, call 800-MEDICARE 800-633-4227, TTY: 877-486-2048.

# Table of Contents

# Introduction

This brochure describes the benefits of **Government Employees Health Association, Inc.** under our contract (CS 1063) with the United States Office of Personnel Management, as authorized by the Federal Employees Health Benefits law. This Plan is underwritten by Government Employees Health Association, Inc. Customer service may be reached at 800-821-6136 or through our website: www.geha.com. The address for the Government Employees Health Association, Inc. administrative offices is:

Government Employees Health Association, Inc.
P.O. Box 21542
Eagan, MN 55121

This brochure is the official statement of benefits. No verbal statement can modify or otherwise affect the benefits, limitations, and exclusions of this brochure. It is your responsibility to be informed about your health benefits.

If you are enrolled in this Plan, you are entitled to the benefits described in this brochure. If you are enrolled in Self Plus One or Self and Family coverage, each eligible family member is also entitled to these benefits. You do not have a right to benefits that were available before January 1, 2020, unless those benefits are also shown in this brochure.

OPM negotiates benefits and rates with each plan annually. Benefit changes are effective January 1, 2020, and changes are summarized on page 15. Rates are shown at the end of this brochure.

# Plain Language

All FEHB brochures are written in plain language to make them easy to understand. Here are some examples:

- Except for necessary technical terms, we use common words. For instance, "you" means the enrollee or family member, "we" means Government Employees Health Association, Inc.
- We limit acronyms to ones you know. FEHB is the Federal Employees Health Benefits Program. OPM is the United States Office of Personnel Management. If we use others, we tell you what they mean.
- Our brochure and other FEHB plans' brochures have the same format and similar descriptions to help you compare plans.

# Stop Health Care Fraud!

Fraud increases the cost of health care for everyone and increases your Federal Employees Health Benefits Program premium.

OPM's Office of the Inspector General investigates all allegations of fraud, waste, and abuse in the FEHB Program regardless of the agency that employs you or from which you retired.

**Protect Yourself From Fraud** – Here are some things that 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 health care provider, authorized health benefits plan, or OPM representative.
- Let only the appropriate medical professionals review your medical record or recommend services.
- Avoid using health care 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.
- Periodically review your claims history for accuracy to ensure we have not been billed for services you did not receive.
- Do not ask your doctor 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 844-510-0048 or go to www.lighthouse-services.com/geha and explain the situation.
- If we do not resolve the issue:

**CALL - THE HEALTH CARE FRAUD HOTLINE**
**877-499-7295**
**OR go to www.opm.gov/our-inspector-general/hotline-to-report-fraud-waste-or-abuse/complaint-form**
The online reporting form is the desired method of reporting fraud in order to ensure accuracy, and a quicker response time.

**You can also write to:**
**United States Office of Personnel Management**
**Office of the Inspector General Fraud Hotline**
**1900 E Street NW Room 6400**
**Washington, DC 20415-1100**

- 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 over age 26 (unless he/she was disabled and incapable of self-support prior to age 26). A carrier may request that an enrollee verify the eligibility of any or all family members listed as covered under the enrollee's FEHB enrollment.
- If you have any questions about the eligibility of a dependent, check with your personnel office if you are employed, with your retirement office (such as OPM) if you are retired, or with the National Finance Center if you are enrolled under Temporary Continuation of Coverage (TCC).
- Fraud or intentional misrepresentation of material fact is prohibited under the Plan. You can be prosecuted for fraud and your agency may take action against you. Examples of fraud include falsifying a claim to obtain FEHB benefits, trying to or obtaining service or coverage for yourself or for someone else who is not eligible for coverage, or enrolling in the Plan when you are no longer eligible.
- If your enrollment continues after you are no longer eligible for coverage (i.e., you have separated from Federal service) and premiums are not paid, you will be responsible for all benefits paid during the period in which premiums were not paid. You may be billed by your provider for services received. You may be prosecuted for fraud for knowingly using health insurance benefits for which you have not paid premiums. It is your responsibility to know when you or a family member is no longer eligible to use your health insurance coverage.

## Discrimination is Against the Law

Government Employees Health Association, Inc. complies with all applicable Federal civil rights laws, to include both Title VII of the Civil Rights Act of 1964 and Section 1557 of the Affordable Care Act. Pursuant to Section 1557, Government Employees Health Association, Inc. does not discriminate, exclude people, or treat them differently on the basis of race, color, national origin, age, disability, or sex.

# 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. Medical mistakes and their consequences also add significantly to the overall cost of health care. Hospitals and health care providers are being held accountable for the quality of care and reduction in medical mistakes by their accrediting bodies. You can also improve the quality and safety of your own health care and that of your family members by learning more about and understanding your risks. 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 take notes, ask questions and understand answers.

2. **Keep and bring a list of all the medications you take.**
   - Bring the actual medication or give your doctor and pharmacist a list of all the medications and dosages that you take, including non-prescription (over-the-counter) medications and nutritional supplements.
   - 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 medication is what the doctor ordered. Ask the pharmacist about your medication if it looks different than you expected.
   - Read the label and patient package insert when you get your medication, including all warnings and instructions.
   - Know how to use your medication. Especially note the times and conditions when your medication 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 do not 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. Will it be 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 health care 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 or clinic to choose from to get the health care 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.jointcommission.org/speakup.aspx. The Joint Commission's Speak Up™ patient safety program.
- www.jointcommission.org/topics/patient_safety.aspx. The Joint Commission helps health care organizations to improve the quality and safety of the care they deliver.
- www.ahrq.gov/patients-consumers. 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 health care providers and improve the quality of care you receive.
- www.npsf.org. The National Patient Safety Foundation has information on how to ensure safer health care for you and your family.
- www.bemedwise.org. The National Council on Patient Information and Education is dedicated to improving communication about the safe, appropriate use of medications.
- 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 health care professionals working to improve patient safety.

**Preventable Health Care Acquired Conditions ("Never Events")**

When you enter the hospital for treatment of one medical problem, you do not 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 health care 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 called “Never Events”. When such an event occurs, neither your FEHB plan nor you will incur cost 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 Aetna Signature Administrators, UnitedHealthcare Options PPO, or UnitedHealthcare Choice Plus. “Never Event” is defined by your claims administrator using national standards. Never Events are errors in medical care that are clearly identifiable, preventable and serious in their consequences for patients, and that indicate a real problem in the safety and credibility of a health care facility. This policy helps to protect you from preventable medical errors and improve the quality of care you receive.

# FEHB Facts

**Coverage information**

- **No pre-existing condition limitation**

  We will not refuse to cover the treatment of a condition you had before you enrolled in this Plan solely because you had the condition before you enrolled.

- **Minimum essential coverage (MEC)**

  Coverage under this plan qualifies as minimum essential coverage (MEC) and satisfies the Patient Protection and Affordable Care Act's (ACA) individual shared responsibility requirement. Please visit the Internal Revenue Service (IRS) website at www.irs.gov/uac/Questions-and-Answers-on-the-Individual-Shared-Responsibility-Provision for more information on the individual requirement for MEC.

- **Minimum value standard (MVS)**

  Our health coverage meets the minimum value standard of 60% established by the ACA. This means that we provide benefits to cover at least 60% of the total allowed costs of essential health benefits. The 60% standard is an actuarial value; your specific out-of-pocket costs are determined as explained in this brochure.

- **Where you can get information about enrolling in the FEHB Program**

  See www.opm.gov/healthcare-insurance/healthcare for enrollment information as well as:

  - Information on the FEHB Program and plans available to you;
  - A health plan comparison tool;
  - A list of agencies that participate in Employee Express;
  - A link to Employee Express; and
  - Information on and links to other electronic enrollment systems.

  Also, your employing or retirement office can answer your questions, and give you brochures for other plans and other materials you need to make an informed decision about your FEHB coverage. These materials tell you:

  - When you may change your enrollment;
  - How you can cover your family members;
  - What happens when you transfer to another Federal agency, go on leave without pay, enter military service, or retire;
  - What happens when your enrollment ends; and
  - When the next Open Season for enrollment begins.

  We don't determine who is eligible for coverage and, in most cases, cannot change your enrollment status without information from your employing or retirement office. For information on your premium deductions, you must also contact your employing or retirement office.

- **Types of coverage available for you and your family**

  Self Only coverage is for you alone. Self Plus One coverage is an enrollment that covers you and one eligible family member. Self and Family coverage is for you and one eligible family member, or you, your spouse, and your dependent children under age 26, including any foster children authorized for coverage by your employing agency or retirement office. Under certain circumstances, you may also continue coverage for a disabled child 26 years of age or older who is incapable of self-support.

If you have a Self Only enrollment, you may change to a Self Plus One or Self and Family enrollment if you marry, give birth, or add a child to your family. You may change your enrollment 31 days before to 60 days after that event. The Self Plus One or Self and Family enrollment begins on the first day of the pay period in which the child is born or becomes an eligible family member. When you change to Self Plus One or Self and Family because you marry, the change is effective on the first day of the pay period that begins after your employing office receives your enrollment form. Benefits will not be available to your spouse until you are married. A carrier may request that an enrollee verify the eligibility of any or all family members listed as covered under the enrollee's FEHB enrollment.

Your employing or retirement office will **not** notify you when a family member is no longer eligible to receive benefits, nor will we. Please tell us immediately of changes in family member status including your marriage, divorce, annulment, or when your child reaches age 26.

**If you or one of your family members is enrolled in one FEHB plan, you or they cannot be enrolled in or covered as a family member by another enrollee in another FEHB plan.**

If you have a qualifying life event (QLE) – such as marriage, divorce, or the birth of a child – outside of the Federal Benefits Open Season, you may be eligible to enroll in the FEHB Program, change your enrollment, or cancel coverage. For a complete list of QLEs, visit the FEHB website at www.opm.gov/healthcare-insurance/life-events. If you need assistance, please contact your employing agency, Tribal Benefits Officer, personnel/ payroll office, or retirement office.

- **Family member coverage**

Family members covered under your Self and Family enrollment are your spouse (including a valid common law marriage) and children as described in the chart below. A Self Plus One enrollment covers you and your spouse, or one other eligible family member as described in the chart below.

| Children | Coverage |
|---|---|
| Natural children, adopted children, and stepchildren | Natural, adopted children and stepchildren are covered until their 26th birthday. |
| Foster children | Foster children are eligible for coverage until their 26th birthday if you provide documentation of your regular and substantial support of the child and sign a certification stating that your foster child meets all the requirements. Contact your human resources office or retirement system for additional information. |
| Children incapable of self-support | Children who are incapable of self-support because of a mental or physical disability that began before age 26 are eligible to continue coverage. Contact your human resources office or retirement system for additional information. |
| Married children | Married children (but **NOT** their spouse or their own children) are covered until their 26th birthday. |
| Children with or eligible for employer-provided health insurance | Children who are eligible for or have their own employer-provided health insurance are covered until their 26th birthday. |

Newborns of covered children are insured only for routine nursery care during the covered portion of the mother's maternity stay.

You can find additional information at www.opm.gov/healthcare-insurance.

- **Children's Equity Act**

OPM has implemented the Federal Employees Health Benefits Children's Equity Act of 2000. This law mandates that you be enrolled for Self Plus One or Self and Family coverage in the FEHB Program, if you are an employee subject to a court or administrative order requiring you to provide health benefits for your child(ren).

If this law applies to you, you must enroll in Self Plus One or Self and Family coverage in a health plan that provides full benefits in the area where your children live or provide documentation to your employing office that you have obtained other health benefits coverage for your children. If this law applies to you, and only one child is involved in the court or administrative order, you may enroll for Self Plus One coverage in a health plan that provides full benefits in the area where your child lives or provide documentation to your employing office that you have obtained other health benefits coverage for the child. If you do not do so, your employing office will enroll you involuntarily as follows:

- If you have no FEHB coverage, your employing office will enroll you for Self Plus One or Self and Family coverage, as appropriate, in the lowest-cost nationwide plan option as determined by OPM;
- If you have a Self Only enrollment in a fee-for-service plan or in an HMO that serves the area where your children live, your employing office will change your enrollment to Self Plus One or Self and Family, as appropriate, in the same option of the same plan; or
- If you are enrolled in an HMO that does not serve the area where the children live, your employing office will change your enrollment to Self Plus One or Self and Family, as appropriate, in the lowest-cost nationwide plan option as determined by OPM.

As long as the court/administrative order is in effect, and you have at least one child identified in the order who is still eligible under the FEHB Program, you cannot cancel your enrollment, change to Self Only, or change to a plan that does not serve the area in which your children live, unless you provide documentation that you have other coverage for the children. If the court/administrative order is still in effect when you retire, and you have at least one child still eligible for FEHB coverage, you must continue your FEHB coverage into retirement (if eligible) and cannot cancel your coverage, change to Self Only, or change to a plan that does not serve the area in which your children live as long as the court/administrative order is in effect. Similarly, you cannot change to Self Plus One if the court/administrative order identifies more than one child. Contact your employing office for further information.

- **When benefits and premiums start**

The benefits in this brochure are effective January 1. If you joined this Plan during Open Season, your coverage begins on the first day of your first pay period that starts on or after January 1. **If you changed plans or plan options during Open Season and you receive care between January 1 and the effective date of coverage under your new plan or option, your claims will be paid according to the 2020 benefits of your old plan or option.** However, if your old plan left the FEHB Program at the end of the year, you are covered under that plan's 2019 benefits until the effective date of your coverage with your new plan. Annuitants' coverage and premiums begin on January 1. If you joined at any other time during the year, your employing office will tell you the effective date of coverage.

If your enrollment continues after you are no longer eligible for coverage, (i.e., you have separated from Federal service) and premiums are not paid, you will be responsible for all benefits paid during the period in which premiums were not paid. You may be billed for services received directly from your provider. You may be prosecuted for fraud for knowingly using health insurance benefits for which you have not paid premiums. It is your responsibility to know when you or a family member are no longer eligible to use your health insurance coverage.

- **When you retire** — When you retire, you can usually stay in the FEHB Program. Generally, you must have been enrolled in the FEHB Program for the last five years of your Federal service. If you do not meet this requirement, you may be eligible for other forms of coverage, such as Temporary Continuation of Coverage (TCC).

**When you lose benefits**

- **When FEHB coverage ends** — You will receive an additional 31 days of coverage, for no additional premium, when:
  - Your enrollment ends, unless you cancel your enrollment, or
  - You are a family member no longer eligible for coverage.

  Any person covered under the 31 day extension of coverage who is confined in a hospital or other institution for care or treatment on the 31st day of the temporary extension is entitled to continuation of the benefits of the Plan during the continuance of the confinement but not beyond the 60th day after the end of the 31 day temporary extension.

  You may be eligible for spouse equity coverage or assistance with enrolling in a conversion policy (a non-FEHB individual policy).

- **Upon divorce** — If you are divorced from a Federal employee or annuitant, you may not continue to get benefits under your former spouse's enrollment. This is the case even when the court has ordered your former spouse to provide health coverage for you. However, you may be eligible for your own FEHB coverage under either the spouse equity law or Temporary Continuation of Coverage (TCC). If you are recently divorced or are anticipating a divorce, contact your ex-spouse's employing or retirement office to get additional information about your coverage choices. You can also visit OPM's website, www.opm.gov/healthcare-insurance/healthcare/plan-information/guides. A carrier may request that an enrollee verify the eligibility of any or all family members listed as covered under the enrollee's FEHB enrollment.

- **Temporary Continuation of Coverage (TCC)** — If you leave Federal service, Tribal employment, or if you lose coverage because you no longer qualify as a family member, you may be eligible for Temporary Continuation of Coverage (TCC). The Affordable Care Act (ACA) did not eliminate TCC or change the TCC rules. For example, you can receive TCC if you are not able to continue your FEHB enrollment after you retire, if you lose your Federal or Tribal job, if you are a covered dependent child and you turn age 26, regardless of marital status, etc.

  You may not elect TCC if you are fired from your Federal or Tribal job due to gross misconduct.

  **Enrolling in TCC.** Get the RI 79-27, which describes TCC, from your employing or retirement office or from www.opm.gov/healthcare-insurance/healthcare/plan-information/guides. It explains what you have to do to enroll.

  Alternatively, you can buy coverage through the Health Insurance Marketplace where, depending on your income, you could be eligible for a new kind of tax credit that lowers your monthly premiums. Visit www.HealthCare.gov to compare plans and see what your premium, deductible, and out-of-pocket costs would be before you make a decision to enroll. Finally, if you qualify for coverage under another group health plan (such as your spouse's plan), you may be able to enroll in that plan, as long as you apply within 30 days of losing FEHBP coverage.

- **Finding Replacement Coverage** — When you contact GEHA, we will assist you with obtaining information about health benefits coverage inside or outside the Marketplace if:
  - Your coverage under TCC or the spouse equity law ends;
  - You decide not to receive coverage under TCC or the spouse equity law; or

- You are not eligible for coverage under TCC or the spouse equity law.

You must contact us in writing within 31 days after you are no longer eligible for coverage. For assistance in finding coverage, please contact us at 800-821-6136 or visit our website at www.geha.com.

Benefits and rates under the replacement coverage will differ from benefits and rates under the FEHB Program. However, you will not have to answer questions about your health and we will not impose a waiting period or limit your coverage due to pre-existing conditions.

- **Health Insurance Marketplace**

If you would like to purchase health insurance through the ACA's Health Insurance Marketplace, please visit www.HealthCare.gov. This is a website provided by the U.S. Department of Health and Human Services that provides up-to-date information on the Marketplace.

# Section 1. How This Plan Works

This Plan is a fee-for-service (FFS) plan. You can choose your own physicians, hospitals, and other health care providers.

OPM requires that FEHB plans be accredited to validate that plan operations and/or care management meet nationally recognized standards. GEHA holds the following accreditations: Health Plan Accreditation with Accreditation Association for Ambulatory Health Care (AAAHC) and Dental Network Accreditation with URAC. To learn more about this plan's accreditations, please visit the following websites: Accreditation Association for Ambulatory Health Care (www.aaahc.org); URAC (www.urac.org).

We reimburse you or your provider for your covered services, usually based on a percentage of the amount we allow. The type and extent of covered services, and the amount we allow, may be different from other plans. Read brochures carefully.

This Plan provides preventive services and screenings to you without any cost sharing; you may choose any available primary care provider for adult and pediatric care, and visits for obstetrical or gynecological care do not require a referral.

**General features of our High Deductible Health Plan (HDHP)**

This plan provides traditional health care coverage with comprehensive medical benefits. HDHPs have higher annual deductibles and annual out-of-pocket maximum limits than other types of FEHB plans, but they also offer a Health Savings Account (HSA) or Health Reimbursement Arrangement (HRA) option that gives you more flexibility and control over how to use and pay for your health care benefits. Please see below for more information about these savings features.

**We have a Preferred Provider Organization (PPO)**

Our fee-for-service plan offers services through a PPO. This means that we designate certain hospitals and other health care providers as "preferred providers." We assign you a "home network" based on the state where you live. Your home network is listed on your GEHA ID card. Please refer to the chart below to determine your home network.

| Aetna Signature Administrators |
|---|
| Alaska, Arizona, California, Connecticut, Georgia, Kentucky, Maine, Massachusetts, Michigan, Nevada, New Hampshire, New Jersey, New York, Oregon, Pennsylvania, Rhode Island, Vermont and Washington |
| **UnitedHealthcare Options PPO** |
| Alabama, Arkansas, Colorado, Delaware, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Louisiana, Maryland, Minnesota, Mississippi, Missouri, Montana, Nebraska, New Mexico, North Carolina, North Dakota, Ohio, Oklahoma, South Carolina, South Dakota, Tennessee, Utah, Virginia, Washington DC, West Virginia, Wisconsin and Wyoming |
| **UnitedHealthcare Choice Plus** |
| Florida and Texas |

The PPO organ/tissue transplant network for all members is LifeTrac. The PPO dialysis network for all members is the Preferred Outpatient Dialysis Network.

You have access to PPO providers inside and outside your home network. When you use a PPO provider in your home network, you are only responsible for the deductible, copayment, and coinsurance for covered charges. When you use a PPO provider that is outside your home network (in a GEHA network listed above but not printed on your GEHA ID card), GEHA will pay a PPO benefit based on a contracted rate, negotiated amount or a billed charge. You are still only responsible for the deductible, copayment, and coinsurance for covered charges. If you expect that you or a dependent will be residing outside of your home network for a temporary period of time, please contact GEHA for special assistance.

To find PPO providers, use the provider search tool on the www.geha.com website or call GEHA at 800-296-0776. When you phone for an appointment, please remember to verify that the physician is still a PPO provider. GEHA providers are required to meet licensure and certification standards established by State and Federal authorities, however, inclusion in the network does not represent a guarantee of professional performance nor does it constitute medical advice.

You always have the right to choose a PPO provider or a non-PPO provider for medical treatment. When you see a provider not in the GEHA PPO network, GEHA will pay at the non-PPO level and you will pay a higher percentage of the cost.

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 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. However, if the services are rendered at a PPO hospital, we will pay up to the Plan allowable for services of radiologists, anesthesiologists, emergency room physicians, hospitalists, neonatologists and pathologists who are not preferred providers at the preferred provider rate. In addition, providers outside the United States will be paid at the PPO level of benefits.

## How we pay providers

Fee-for-service plans reimburse you or your provider for covered services. They do not typically provide or arrange for health care. Fee-for-service plans let you choose your own physicians, hospitals and other health care providers.

The FFS plan reimburses you for your health care expenses, usually on a percentage basis. These percentages, as well as deductibles, methods for applying deductibles to families and the percentage of coinsurance you must pay vary by plan.

We offer a preferred provider organization (PPO) arrangement. This arrangement with health care providers gives you enhanced benefits or limits your out-of-pocket expenses.

We reserve the right to audit medical expenses to ensure that the provider's billed charges match the services that you received.

### Preventive care services

Preventive care services are generally covered with no cost-sharing and are not subject to coinsurance, deductibles or annual limits when received from a network provider.

### Annual deductible

The annual deductible is $1,500 for Self Only enrollment and $3,000 for Self Plus One or for Self and Family enrollment when you use PPO providers. Only plan allowance paid for services or supplies from PPO providers counts toward this amount. The annual deductible is $3,000 for Self Only enrollment and $6,000 for Self Plus One or for Self and Family enrollment when you use non-PPO providers. Any of the above expenses for PPO providers also count toward this non-PPO amount. Non-PPO expenses will not accumulate to the PPO deductible. The annual deductible must be met before Plan benefits are paid for care other than preventive care services.

### Health Savings Account (HSA)

You are eligible for an HSA if you are enrolled in an HDHP, not covered by any other health plan that is not an HDHP (including a spouse's health plan, but does not include specific injury insurance and accident, disability, dental care, vision care, or long-term care coverage), not enrolled in Medicare, have not received VA (except for veterans with a service-connected disability) or Indian Health Service (IHS) benefits within the last three months, not covered by your own or your spouse's flexible spending account (FSA), and are not claimed as a dependent on someone else's tax return.

- You may use the money in your HSA to pay all or a portion of the annual deductible, coinsurance, or other out-of-pocket costs that meet the IRS definition of a qualified medical expense.
- Distributions from your HSA are tax-free for qualified medical expenses for you, your spouse, and your dependents, even if they are not covered by an HDHP.
- You may withdraw money from your HSA for items other than qualified medical expenses, but it will be subject to income tax and, if you are under 65 years old, an additional 20% penalty tax on the amount withdrawn.
- For each month that you are enrolled in an HDHP and eligible for an HSA, the HDHP will pass through (contribute) a portion of the health plan premium to your HSA. In addition, you (the account holder) may contribute your own money to your HSA up to an allowable amount determined by IRS rules. Your HSA dollars earn tax-free interest.
- You may allow the contributions in your HSA to grow over time, like a savings account. The HSA is portable – you may take the HSA with you if you leave the Federal government or switch to another plan.

### Health Reimbursement Arrangement (HRA)

If you are not eligible for an HSA, or become ineligible to continue an HSA, you are eligible for a Health Reimbursement Arrangement (HRA). Although an HRA is similar to an HSA, there are major differences.

- An HRA does not earn interest.
- An HRA is not portable if you leave the Federal government or switch to another plan.

**Catastrophic protection**

We protect you against catastrophic out-of-pocket expenses for covered services. The IRS limits annual out-of-pocket expenses for covered services, including deductibles and coinsurance, to no more than $6,900 for Self Only enrollment, or $13,800 for a Self Plus One or Self and Family enrollment when you use PPO providers. The out-of-pocket limit for this Plan may differ from the IRS limit, but cannot exceed that amount.

**Health education resources and account management tools**

Our website, at www.geha.com, offers access to the Health e-Report® Newsletter and our Healthy Living resources for information on general health topics, health care news, cancer and other specific diseases, drugs/medication interactions, children's health and patient safety information.

You will find facts and frequently asked questions about health savings accounts and health reimbursement arrangements on our website at www.geha.com. You can access your HRA account balance in addition to complete claim payment history through our website at www.geha.com. To access your HSA account balance, go to www.hsabank.com.

## Your rights and responsibilities

OPM requires that all FEHB plans provide certain information to their FEHB members. You may get information about us, our networks, and our providers. OPM's FEHB website (www.opm.gov/insure) lists the specific types of information that we must make available to you. Some of the required information is listed below.

- Government Employees Health Association, Inc. was founded in 1937 as the Railway Mail Hospital Association. For over 80 years, GEHA has provided health insurance benefits to Federal employees and retirees.
- GEHA is incorporated as a General Not-For-Profit Corporation pursuant to Chapter 355 of the Revised Statutes of the State of Missouri.
- GEHA's provider network includes over 9,300 hospitals and over 2.7 million in-network physician locations throughout the United States. In circumstances where there is limited access to network providers, GEHA may negotiate discounts with some providers, which will reduce your overall out-of-pocket expenses.

You are also entitled to a wide range of consumer protections and have specific responsibilities as a member of this Plan. You can view the complete list of these rights and responsibilities by visiting our website, www.geha.com. You can also contact us to request that we mail a copy to you.

If you wish to make a suggestion or a formal complaint or if you want more information about us, call 800-821-6136, or write to GEHA, P. O. Box 21542, Eagan, MN 55121. You may also visit our website at www.geha.com.

By law, you have the right to access your protected health information (PHI). For more information regarding access to PHI, visit our website at www.geha.com/phi to obtain our Notice of Privacy Practices. You can also contact us to request that we mail you a copy of that Notice.

## 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.

# Section 2. Changes for 2020

Do not rely only on these change descriptions; this Section is not an official statement of benefits. For that, go 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**

- Your share of the non-postal or postal premium will increase for Self Only, Self Plus One and Self and Family. See back cover.
- If you reside in Florida, your PPO network has been changed to UnitedHealthcare - Choice Plus. Previously, the PPO network for Florida was Aetna Signature Administrators. See page 12.
- The Plan will no longer require preauthorization for physical, occupational, and speech therapy. See Section 5(a), page 54, for details of coverage.
- The telehealth benefit will now include coverage for dermatology care. See Section 5(a) page 49, Section 5(e) page 83, and Section 5(g) page 97 for details of coverage.
- The Starter Fill Program allows members to receive a 14 or 15 day supply of specialty drugs for the first two months of therapy. This applies to certain specialty drug categories for members who are new to therapy and helps to minimize drug waste and unnecessary costs. See Section 5(f), pages 88 and 94, for specific information about this program.
- The Plan will now cover only generic contraceptives at 100% under the preventive benefit. Brand preferred and non-preferred contraceptives will be covered at the applicable cost share as shown in Section 5(f) *Preventive care medications*, page 94. If there is no generic equivalent or you are unable to use the generic contraceptive, cost sharing will be waived for the brand option.
- Vasectomies will no longer be covered under the preventive benefit, per updated IRS guidelines for qualified HDHP plans. This procedure will now be covered as outlined in Section 5(b) *Surgical procedures*, page 63.
- Your cost share for non-preferred brand medications will increase from 25% to 40% of the Plan allowance. Generic and preferred brand cost share will remain at 25% of the Plan allowance. See Section 5(f) *Covered medications and supplies*, page 93.
- For specialty medications that are dispensed by other sources (physician offices, home health agencies, outpatient hospitals) under the medical benefit instead of the pharmacy benefit, you will pay an additional copayment of $300 for a 30-day supply of a preferred specialty drug or $500 for a 30-day supply of a non-preferred specialty drug. This copayment is in addition to the applicable coinsurance cost share. See Section 5(f) *Specialty drug benefits*, page 94.
- Optum will coordinate kidney transplants in states where the network is UnitedHealthcare Options PPO or UnitedHealthcare Choice Plus. See member notification instructions for kidney transplants in Section 5(b) *Organ/tissue transplants,* page 68.
- The Plan will provide four pairs of compression stockings per calendar year without a preauthorization requirement.

**We have clarified the following:**

- We have updated language that cognitive rehabilitative therapy will be covered when medically necessary following brain injury or traumatic brain injury. See Section 5(a), page 55.
- We have provided additional resources through Lighthouse Services for reporting fraud, waste and abuse under *Stop Health Care Fraud!*, page 3.
- We provided clarification that the Health Advice Line is available 24 hours a day. References updated throughout the brochure.
- We have added clarifying language to the definition for Intensive Outpatient Treatment (IOP) in Section 10. *Definitions*, page 122.

- We have added language regarding the Plan's role in assisting enrollees to find non-group insurance coverage under Section 1. *FEHB Facts*, page 10.
- We have added language in Section 3 and Section 7 under *Overseas Claims* to clarify that precertification is not required for procedures or hospitalizations outside the United States, but claims for these services will be reviewed for benefit eligibility and medical necessity. See pages 25 and 104.
- We have revised Section 5(f) *Non-covered medications and supplies* to clarify that the exclusions apply specifically to the pharmacy benefit. See page 96.
- We have added language at the beginning of Sections 5(a), 5(b), 5(c) and 5(d) clarifying that we provide benefits at the PPO level of coverage if you are admitted to a non-PPO hospital due to a medical emergency. See pages 48, 62, 73, 80.
- We have updated references to precertification and preauthorization throughout the brochure and added definitions for these terms in Section 10 to provide better consistency and clarity. See page 124.
- We have revised Section 3, *How to precertify a radiology/imaging procedure* to show that US Imaging will no longer be providing assistance with scheduling procedures. See page 24.
- We have provided additional language regarding recurring oral specialty and non-specialty medications that they must be obtained through the pharmacy benefit and outlining when they will not be covered. See Section 5(f) *Specialty drug benefits*, page 94.
- We have added language to further clarify Residential Treatment Center benefits. See pages 76, 84.
- We have added language under the You Pay column in Section 5(e). *Mental Health and Substance Use Disorders* to indicate the out of pocket responsibility when a member goes to non-PPO providers for services. See page 84.
- We have updated the list of Not Covered services in Section 5(e). *Mental Health and Substance Use Disorders*. The changes are to clarify existing exclusions, not new additions. See page 85.
- We have updated the specialty drug categories list that appears in Section 5(f) under *CVS Caremark Formulary*. See page 90.
- We have added a note to all instances of the telehealth benefit specifying that practitioners must be licensed in the state where the patient is physically located at the time services are rendered. See pages 49, 83, 97.
- We have updated Section 3 *Other services that require preauthorization* and Section 5(a) *Treatment therapies* to reflect coverage for total parenteral nutrition (TPN) and to indicate preauthorization is required. See pages 22 and 52.
- We have updated Section 3 *Other services that require preauthorization* to remove over the counter products from the list of treatments for advanced wound therapy. See page 22.
- We have corrected the Deductible definition in Section 4 to accurately reflect that the Self and Family enrollment covers you and all other eligible family members. See page 26.
- We have updated Section 5. *Savings – HSAs and HRAs* in the *Funding* section to indicate when GEHA funds the last HSA pass through contribution in a plan year. See page 35.

# Section 3. How You Get Care

**Identification cards**

We will send you an identification (ID) card when you enroll. You should carry your ID card with you at all times. You must show it whenever you receive services from a Plan provider, or fill a prescription at a Plan pharmacy. Until you receive your ID card, use your copy of the Health Benefits Election Form, SF-2809, your health benefits enrollment confirmation (for annuitants), or your electronic enrollment system (such as Employee Express) confirmation letter.

If you do not receive your ID card within 30 days after the effective date of your enrollment, or if you need replacement cards, call us at 800-821-6136 or write to us at GEHA, P. O. Box 21542, Eagan, MN 55121. You may also request replacement cards through our website: www.geha.com.

**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 and who bills for the covered services. If you use our preferred providers, you will pay less.

- **Covered providers**

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

**Under the Plan,** we consider covered providers to be medical practitioners who perform covered services when acting within the scope of their license or certification under applicable state law.

These covered providers may include: a licensed doctor of medicine (M.D.) or a licensed doctor of osteopathy (D.O.); chiropractor; nurse midwife; nurse anesthetist; audiologist; dentist; optometrist; licensed clinical social worker; licensed clinical psychologist; licensed professional counselor; licensed marriage and family therapist; podiatrist; speech, physical and occupational therapist; nurse practitioner/clinical specialist; nursing school administered clinic; physician assistant; registered nurse first assistants; certified surgical assistants; board certified behavior analyst; board certified assistant behavior analyst; registered behavior technician; Christian Science practitioner, and a dietitian as long as they are providing covered services which fall within the scope of their state licensure or statutory certification.

The terms "doctor", "physician", "practitioner" or "professional provider" includes any provider when the covered service is performed within the scope of their license or certification. The term "primary care physician" includes family or general practitioners, pediatricians, obstetricians/gynecologists and medical internists, and mental health/ substance use disorder treatment providers.

**Practitioners must be licensed in the state where the patient is physically located at the time services are rendered.**

- **Covered facilities**

Covered facilities include:

- Freestanding ambulatory facility
  - A facility which is licensed by the state as an ambulatory surgery center or has Medicare certification as an ambulatory surgical center, has permanent facilities and equipment for the primary purpose of performing surgical and/or renal dialysis procedures on an outpatient basis; provides treatment by or under the supervision of doctors and nursing services whenever the patient is in the facility; does not provide inpatient accommodations; and is not, other than incidentally, a facility used as an office or clinic for the private practice of a doctor or other professional.

- If the state does not license Ambulatory Surgical Centers and the facility is not Medicare certified as an ambulatory surgical center, then they must be accredited with AAAHC (Accreditation Association for Ambulatory Health Care), AAAASF (American Association for Accreditation for Ambulatory Surgery Facilities), IMQ (Institute for Medical Quality) or TJC (The Joint Commission).
- Ambulatory Surgical Facilities in the state of California do not require a license if they are physician owned. To be covered these facilities must be accredited by one of the following: AAAHC (Accreditation Association for Ambulatory Health Care), AAAASF (American Association for Accreditation for Ambulatory Surgery Facilities), IMQ (Institute for Medical Quality) or TJC (The Joint Commission).

- Christian Science nursing organization/facilities that are accredited by The Commission for Accreditation of Christian Science Nursing Organization/Facilities Inc.
- Hospice
  A facility which meets all of the following:
  - Primarily provides inpatient hospice care to terminally ill persons;
  - Is certified by Medicare as such, or is licensed or accredited as such, by the jurisdiction it is in;
  - Is supervised by a staff of M.D.'s or D.O.'s, at least one of whom must be on call at all times;
  - Provides 24-hour-a-day nursing services under the direction of an R.N. and has a full-time administrator; and
  - Provides an ongoing quality assurance program.
- Skilled Nursing Facility licensed by the state or certified by Medicare if the state does not license these facilities. See limitations on page 78.
- Hospital
  - An institution which is accredited as a hospital under the Hospital Accreditation Program of The Joint Commission (TJC) or the Commission on Accreditation of Rehabilitation Facilities (CARF) or is certified by Medicare; or
  - A medical institution which is operated pursuant to law, under the supervision of a staff of doctors, and with 24-hour-a-day nursing service, and which is primarily engaged in providing general inpatient acute care and treatment of sick and injured persons through medical, diagnostic, and major surgical facilities, all of which must be provided on its premises or have such arrangements by contract or agreement; or
  - An institution which is operated pursuant to law, under the supervision of a staff of doctors and with 24-hour-a-day nursing service and which provides services on the premises for the diagnosis, treatment, and care of persons with mental/substance use disorders and has, for each patient, a written treatment plan which must include diagnostic assessment of the patient and a description of the treatment to be rendered and provides for follow-up assessments by, or under, the direction of the supervising doctor.

The term hospital does not include a convalescent home or skilled nursing facility, or any institution or part thereof which: a) is used principally as a convalescent facility, nursing facility, or facility for the aged; b) furnishes primarily domiciliary or custodial care, including training in the routines of daily living; or c) is operating as a school.

- Residential Treatment Centers (RTCs) must be accredited by a nationally recognized organization (e.g. CARF, Council on Accreditation (COA) or The Joint Commission (formerly JCAHO)) and licensed by the state, district or territory (if applicable) to provide residential treatment for medical conditions, mental health conditions and/or substance use disorder. If the RTC is not accredited nationally, or if state licensure is available but not obtained, the facility must be Medicare certified. Accredited health care facilities (see page 85 for exclusions.) provide 24-hour residential evaluation, treatment, and comprehensive specialized services relating to the individual's medical, physical, mental health, and/or substance use disorder therapy needs.
- Partial Hospital Program or Intensive Outpatient Treatment Facility
  - Is licensed by the state, district or territory (if applicable) as a Day Treatment Program Facility;
  - And is accredited for behavioral health services by a nationally recognized organization.

- **Transitional care**

**Specialty care**: If you have a chronic or disabling condition and

- lose access to your specialist because we drop out of the Federal Employees Health Benefits (FEHB) Program and you enroll in another FEHB plan; or
- lose access to your PPO specialist because we terminate our contract with your specialist for reasons other than for cause,

you may be able to continue seeing your specialist and receiving any PPO benefits for up to 90 days after you receive notice of the change. Contact us or, if we drop out of the Program, contact your new plan.

If you are in the second or third trimester of pregnancy and you lose access to your PPO specialist based on the above circumstances, you can continue to see your specialist and your PPO benefits will continue until the end of your postpartum care, even if it is beyond the 90 days.

- **If you are hospitalized when your enrollment begins**

We pay for covered services from the effective date of your enrollment. However, if you are in the hospital when your enrollment in our Plan begins, call our customer service department immediately at 800-821-6136. For members residing in Florida and Texas, call UnitedHealthcare Clinical Services at 877-585-9643. If you are new to the FEHB Program, we will reimburse you for your covered services while you are in the hospital beginning on the effective date of your coverage.

If you changed from another FEHB plan to us, your former plan will pay for the hospital stay until:

- you are discharged, not merely moved to an alternative care center;
- the day your benefits from your former plan run out; or
- the 92nd day after you become a member of this Plan, whichever happens first.

These provisions apply only to the benefits of the hospitalized person. If your plan terminates participation in the FEHB in whole or in part, or if OPM orders an enrollment change, this continuation of coverage provision does not apply. In such cases, the hospitalized person's benefits under the new plan begin on the effective date of enrollment.

**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 from us in advance of obtaining medical care or services. In other words, a pre-service claim for benefits (1) requires precertification or preauthorization and (2) will result in a reduction of benefits if you do not obtain precertification or preauthorization.

- **Inpatient hospital admission (including Residential Treatment Centers, Skilled Nursing Facility, Long Term Acute Care, or Rehab Facility)**

**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 or not they have contacted us.

**How to precertify an admission to a Hospital, Residential Treatment Centers, Skilled Nursing Facility, Long Term Acute Care or Rehab Facility**

**First,** you, your representative, your physician or your hospital must call Conifer Health Solutions (Medical Management Service – IMMS) before a hospital admission, residential treatment center admission, or services requiring precertification are rendered. The toll-free number is 800-242-1025. For members residing in Florida and Texas, call UnitedHealthcare Clinical Services at 877-585-9643. For admissions to Skilled Nursing Facilities, Long Term Acute Care Facilities, or Rehabilitation Facilities please call OrthoNet to precertify at 877-304-4419.

Next, provide the following information:

- enrollee's name and plan identification number;
- patient's name, birth date, and phone number;
- reason for hospitalization, proposed treatment, or surgery;
- name and phone number of admitting doctor;
- name of hospital or facility; and
- number of days requested for hospital stay.

We will then tell the doctor and/or hospital the number of approved inpatient days and we will send written confirmation of our decision to you, your doctor, and the hospital.

**Warning:**

You must get precertification for certain services. Failure to do so will result in the following penalties:

- We will reduce our benefits for the Inpatient Hospital stay, Long Term Acute Care stay or Rehabilitation Facility stay by $500 if no one contacts us for precertification. If the stay is not medically necessary, we will only pay for any covered medical services and supplies that are otherwise payable on an outpatient basis.
- We will reduce our benefits for the Skilled Nursing Facility stay if no one contacts us for precertification. If the stay is not medically necessary we will not pay any benefits.

**Exceptions:**

You do not need precertification in these cases:

- You are admitted to a hospital outside the United States;
- You have another group health insurance policy that is the primary payor for the hospital stay; or
- Medicare Part A is the primary payor 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 payor and you **do** need precertification.

- **Non-urgent care claims**

For non-urgent care claims, we will tell the physician and/or hospital the number of approved inpatient days, or the care that we approve for other services that must have preauthorization. We will make our decision within 15 days of receipt of the pre-service claim.

If matters beyond our control require an extension of time, we may take up to an additional 15 days for review and we will notify you of the need for an extension of time before the end of the original 15-day period. Our notice will include the circumstances underlying the request for the extension and the date when a decision is expected.

If we need an extension because we have not received necessary information from you, our notice will describe the specific information required and we will allow you up to 60 days from the receipt of the notice to provide the information.

- **Urgent care claims**

If you have an **urgent care claim** (i.e., when waiting for the regular time limit for your medical care or treatment could seriously jeopardize your life, health, or ability to regain maximum function, or in the opinion of a physician with knowledge of your medical condition, would subject you to severe pain that cannot be adequately managed without this care or treatment), we will expedite our review and notify you of our decision within 72 hours. If you request that we review your claim as an urgent care claim, we will review the documentation you provide and decide whether or not it is an urgent care claim by applying the judgment of a prudent layperson that possesses an average knowledge of health and medicine.

If you fail to provide sufficient information, we will contact you within 24 hours after we receive the claim to let you know what information we need to complete our review of the claim. You will then have up to 48 hours to provide the required information. We will make our decision on the claim within 48 hours of (1) the time we received the additional information, or (2) the end of time frame, whichever is earlier.

We may provide our decision orally within these time frames, but we will follow up with written or electronic notification within three days of oral notification.

You may request that your urgent care claim on appeal be reviewed simultaneously by us and OPM. Please let us know that you would like a simultaneous review of your urgent care claim by OPM either in writing at the time you appeal our initial decision, or by calling us at 800-821-6136. You may also call OPM's FEHB 2 at 202-606-3818 between 8 a.m. and 5 p.m. Eastern Time to ask for the simultaneous review. We will cooperate with OPM so they can quickly review your claim on appeal. In addition, if you did not indicate that your claim was a claim for urgent care, then call us at 800-821-6136. If it is determined that your claim is an urgent care claim, we will expedite our review (if we have not yet responded to your claim).

- **Concurrent care claims**

A concurrent care claim involves care provided over a period of time or over a number of treatments. We will treat any reduction or termination of our pre-approved course of treatment before the end of the approved period of time or number of treatments as an appealable decision. This does not include reduction or termination due to benefit changes or if your enrollment ends. If we believe a reduction or termination is warranted, we will allow you sufficient time to appeal and obtain a decision from us before the reduction or termination takes effect.

If you request an extension of an ongoing course of treatment at least 24 hours prior to the expiration of the approved time period and this is also an urgent care claim, we will make a decision within 24 hours after we receive the claim.

- **The Federal Flexible Spending Account Program – FSAFEDS**

- Health Care FSA (HCFSA) – Reimburses you for eligible out-of-pocket health care expenses (such as copayments, deductibles, physician prescribed over-the-counter drugs and medications, vision and dental expenses, and much more) for you and your tax dependents, including adult children (through the end of the calendar year in which they turn 26).
- FSAFEDS offers paperless reimbursement for your HCFSA through a number of FEHB and FEDVIP plans. This means that when you or your provider files claims with your FEHB or FEDVIP plan, FSAFEDS will automatically reimburse your eligible out-of-pocket expenses based on the claim information it receives from your plan.

- **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 - see *Warning* under *Inpatient hospital admission* earlier in this Section and *If your hospital stay needs to be extended* below.

- **Maternity care**

  You do not need precertification of 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, your physician or the hospital must contact us 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 his or her own right. If the newborn is eligible for coverage, regular medical or surgical benefits apply rather than maternity benefits.

- **NICU cases**

  Confinements of infants in the neonatal care unit at any level must be reported to GEHA. GEHA, in collaboration with Optum NRS, will review NICU cases, and assign a level of care based on the infant's acuity and consistent with TIOP (March of Dimes report Toward Improving the Outcome of Pregnancy), the 2004 AAP (American Academy of Pediatrics) statement regarding hospital levels of care and NUBC (National Uniform Billing Committee). The facility is notified of the assigned level of care at the time the case is first reviewed and when a change occurs. If the facility bills for a higher level of care than is approved, you will be responsible for the difference between the higher level of care charge and the lower approved level of care charge.

- **If your hospital stay needs to be extended**

  If your hospital stay - including for maternity care - needs to be extended, you, your representative, your doctor or the hospital must ask us to approve the additional days. If you remain in the hospital beyond the number of days we approved and 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.

- **Other services that require preauthorization**

  Some surgeries and procedures, services and equipment require precertification or preauthorization.

  For members residing in Florida and Texas, your provider must call UnitedHealthcare Clinical Services at 877-585-9643 for any services listed below, with the exception of those marked with an asterisk.

  For the asterisked (*) services, and for all other members, you or your provider need to call us at 800-821-6136 or visit www.geha.com for preauthorization information:

  - ACI (Autologous Cultured Chrondrocytes), also called Genzyme tissue repair (or Carticel) for knee cartilage damage;
  - Abdominoplasty/panniculectomy/lipectomy;
  - Ablative and surgical treatment of venous insufficiency including sclerotherapy and microphlebectomy;
  - Advanced wound therapy provided in an outpatient setting such as skin substitutes, negative pressure wound therapy (wound vac systems), hyperbaric oxygen therapy (HBO);

- *Applied behavioral therapy;
- Attended full-channel nocturnal polysomnography laboratory sleep test performed in a healthcare facility;
- Back/spine surgeries;
- Bariatric procedures;
- Blepharoplasty or any other type of eyelid surgery or brow lift;
- Botox injections;
- Breast reconstruction except immediate reconstruction for diagnosis of cancer;
- Certain prescription drugs including Total Parenteral Nutrition;
- Chronic dialysis provided at a dialysis unit, outpatient hospital facility or in the home;
- Coma stimulation;
- Durable medical equipment (DME);
- ECT (electroconvulsive therapy);
- Epidural injections;
- Experimental/investigational surgery or treatment;
- Facet injections;
- *Genetic testing;
- Growth hormone therapy (GHT);
- Gynecomastia-cosmetic (see mammoplasty);
- *High tech outpatient radiology/imaging;
- Home health services provided by a qualified medical social worker (M.S.W.);
- Injectable drugs for arthritis, psoriasis or hepatitis;
- Injectable hematopoietic drugs (drugs for anemia, low white blood count);
- Inpatient hospital mental health and substance use disorder benefits, inpatient care at residential treatment centers and intensive day treatment;
- Intrathecal pump insertion for pain management (morphine pump, baclofen pump);
- Low-dose computed tomography (LDCT);
- Mammoplasty, reduction (unilateral/bilateral);
- Mastectomy performed prophylactically;
- Morbid obesity surgeries;
- *Non-surgical outpatient cancer treatment, including chemotherapy and radiation, online preauthorization through www.eviti.com;
- *Organ and tissue transplant procedures;
- Orthognathic surgery (jaw), including TMJ;
- *Other selected therapy services including cardiac and pulmonary rehabilitation;
- Prosthetic devices;
- Psychological testing;
- Rhinoplasty and septoplasty;
- Scar revisions;
- Skilled Nursing: Outpatient - Includes Home Skilled Nursing Care, intravenous (IV) therapy, and TPN;
- *Speech generating devices;
- Surgical correction of congenital anomalies;
- Surgical treatment of gender dysphoria;

- Surgical treatment of hyperhidrosis (benefits will not be approved unless alternative therapies such as botox injections or topical aluminum chloride and pharmacotherapy have been unsuccessful);
- Sympathectomy by thoracoscopy or laparoscopy;
- TMS (Transcranial Magnetic Stimulation);
- *Transplants, except cornea (for kidney transplant notification instructions, refer to Section 5(b), page 68, under Organ/Tissue Transplants);
- UPPP Uvulopalatopharyngoplasty;
- *Ventricular assistive device (VAD) including post-hospital device supplies;
- Vision therapy; and
- Other surgeries, as identified by the Plan.

- **Radiology/ Imaging procedures preauthorization**

Radiology preauthorization is the process by which prior to scheduling specific imaging procedures we evaluate the medical necessity of your proposed procedure to ensure the appropriate procedure is being requested for your condition. In most cases your physician will take care of preauthorization. Because you are still responsible for ensuring that we are asked to preauthorize your procedure, you should ask your doctor to contact us.

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

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

**How to preauthorize a radiology/imaging procedure:**

For outpatient CT, MRI, MRA, NC and PET studies, you, your representative or your doctor must call eviCore Healthcare before scheduling the procedure. The toll-free number is 866-879-8317. Provide the following information: patient's name, plan identification number, birth date, requested procedure, clinical support for request, name and telephone number of ordering provider. Once you have received preauthorization approval, see below for scheduling services.

After you obtain preauthorization from eviCore Healthcare, you may be contacted for optional assistance in scheduling your radiology/imaging procedure(s).

You will not be contacted for this service if you have other primary coverage, Medicare A and B primary or Medicare Part B only.

**Warning:**

You must get preauthorization for certain services. Failure to do so will result in a reduction of our benefits for these procedures by $100 if no one contacts us for preauthorization. If the procedure is not medically necessary, we will not pay any benefits.

**Exceptions:**

You do not need preauthorization in these cases:

- You have another health insurance policy that is the primary payor, including Medicare Part A and B or Part B only;
- The procedure is performed outside the United States;
- You are an inpatient in a hospital or observation stay; or
- The procedure is performed as an emergency.

- **If your treatment needs to be extended**

If you request an extension of an ongoing course of treatment at least 24 hours prior to the expiration of the approved time period and this is also an urgent care claim, we will make a decision within 24 hours after we receive the claim.

**If you disagree with our pre-service claims decision**

If you have a **pre-service claim** and you do not agree with our decision regarding precertification of an inpatient admission or preauthorization of other services, you may request a review in accord with the procedures detailed below.

If you have already received the service, supply, or treatment, then you have a **post-service claim** and must follow the entire disputed claims process detailed in Section 8.

- **To reconsider a non-urgent care claim**

Within 6 months of our initial decision, you may ask us in writing to reconsider our initial decision. Follow Step 1 of the disputed claims process detailed in Section 8 of this brochure.

In the case of a pre-service claim and subject to a request for additional information, we have 30 days from the date we receive your written request for reconsideration to:

1. Precertify your hospital stay or, if applicable, arrange for the health care provider to give you the care or grant your request for preauthorization for a service, drug, or supply; or
2. Ask you or your provider for more information. You or your provider must send the information so that we receive it within 60 days of our request. We will then decide within 30 more days. If we do not receive the information within 60 days, we will decide within 30 days of the date the information was due. We will base our decision on the information we already have. We will write to you with our decision.
3. Write to you and maintain our denial.

- **To reconsider an urgent care claim**

In the case of an appeal of a pre-service urgent care claim, within 6 months of our initial decision, you may ask us in writing to reconsider our initial decision. Follow Step 1 of the disputed claims process detailed in Section 8 of this brochure.

Unless we request additional information, we will notify you of our decision within 72 hours after receipt of your reconsideration request. We will expedite the review process, which allows oral or written requests for appeals and the exchange of information by telephone, electronic mail, facsimile, or other expeditious methods.

- **To file an appeal with OPM**

After we reconsider your **pre-service claim**, if you do not agree with our decision, you may ask OPM to review it by following Step 3 of the disputed claims process detailed in Section 8 of this brochure.

**Overseas Claims**

For covered services you receive by physicians and hospitals outside the United States and Puerto Rico, send a completed Overseas Claim Form and the itemized bills to: GEHA, Foreign Claims Department, P.O. Box 21542, Eagan, MN 55121. Obtain Overseas Claim Forms from www.geha.com.

Precertification is not required when procedures are performed or you are admitted to a hospital outside of the United States. However, the procedure/service to be performed, the number of days required to treat your condition, and any other applicable benefit criteria, will be reviewed for benefit eligibility and/or medical necessity.

If you have questions about the processing of overseas claims, contact us at 877-320-9469 or by email overseas@geha.com. If possible, include a receipt showing the exchange rate on the date the claimed services were performed. Covered providers outside the United States will be paid at the PPO level of benefits, subject to deductible and coinsurance.

When members living abroad are stateside and seeking medical care, contact us at 800-821-6136, or visit www.geha.com to locate an in-network provider. If you utilize an out-of-network provider, out-of-network benefits would apply.

# Section 4. Your Costs for Covered Services

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

**Coinsurance**

Coinsurance is the percentage of our allowance that you must pay for your care. Coinsurance doesn't begin until you meet your deductible. We will base this percentage on either the billed charge or the Plan allowance, whichever is less.

Example: Under the HDHP, you pay 25% of our allowance for non-PPO office visits.

**Cost-sharing**

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

**Deductible**

A deductible is a fixed amount of covered expenses you must incur for certain covered services and supplies before we start paying benefits for them. Coinsurance amounts do not count toward any deductible. When a covered service or supply is subject to a deductible, only the Plan allowance for the service or supply counts toward the deductible.

PPO: 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 $1,500. Under a Self Plus One enrollment or a Self and Family enrollment, the deductible is considered satisfied and benefits are payable for you and other eligible family members when the combined covered expenses applied to the calendar year deductible for your enrollment reach $3,000. Only plan allowance paid for services or supplies from PPO providers counts toward this amount.

Non-PPO: 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 $3,000. Under a Self Plus One enrollment or a Self and Family enrollment, the deductible is considered satisfied and benefits are payable for you and other eligible family members when the combined covered expenses applied to the calendar year deductible for your enrollment reach $6,000. Any of the above expenses for PPO providers also count toward this non-PPO amount. Non-PPO expenses will not accumulate to the PPO deductible.

If the billed amount (or the Plan allowance that providers we contract with have agreed to accept as payment in full) is less than the remaining portion of your deductible, you pay the lower amount.

Example: If the billed amount is $100, the PPO 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 ($1,500 for Self Only and $3,000 for Self and Family and $3,000 Self Plus One) has been satisfied.

Note: If you change plans during Open Season and the effective date of your new plan is after January 1 of the next year, you do not have to start a new deductible under your old plan between January 1 and the effective date of your new plan. If you change plans at another time during the year, you must begin a new deductible under your new plan.

If you change options in this Plan during the year, we will credit the amount of covered expenses already applied toward the deductible of your old option to the deductible of your new option.

**If your provider routinely waives your cost**

If your provider routinely waives (does not require you to pay) your 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 25% coinsurance, the actual charge is $75. We will pay $56.25 (75% of the actual charge of $75).

**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 or not you are responsible for the total charge depends on the contracts that the Plan 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 800-821-6136, or write to GEHA, P. O. Box 21542, Eagan, MN 55121.

**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 10.

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. For more information about out-of-area services, see *We have a Preferred Provider Organization (PPO*) in Section 1.

- **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 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, with HDHP, you pay just 5% of our $100 allowance ($5). Because of the agreement, your PPO physician will not bill you for the $50 difference between our allowance and his/her 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 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 with HDHP you pay 25% of our $100 allowance ($25). 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 his/her bill.

The following table illustrates the examples of how much you have to pay out-of-pocket, under the HDHP, 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 | 95% of our allowance: $95 | 75% of our allowance: $75 |
| You owe: Coinsurance | 5% of our allowance: $5 | 25% of our allowance: $25 |
| +Difference up to charge? | No: $0 | Yes: $50 |
| **TOTAL YOU PAY** | $5 | $75 |

**Your catastrophic protection out-of-pocket maximum for deductibles and coinsurance**

For HDHP covered medical and surgical services with coinsurance, we pay 100% of our allowable amount for the remainder of the calendar year after out-of-pocket expenses for deductibles and coinsurance exceed:

**PPO and Non-PPO**

**PPO**

- For High Deductible Health Plan Option, the out-of-pocket maximum is $5,000 for Self Only enrollment, $10,000 when enrollment is Self Plus One or Self and Family when you use PPO providers. Only out-of-pocket expenses from PPO providers count toward those limits.
- An individual under Self Plus One and Self and Family enrollment will never have to satisfy more than what is required for the out-of-pocket maximum under a Self Only enrollment.

**Non-PPO**

- For High Deductible Health Plan Option the out-of-pocket maximum is $7,000 for Self Only enrollment; $14,000 when enrollment is Self Plus One or Self and Family if you use non-PPO providers. Any of the above expenses for PPO providers also count toward this limit. Non-PPO coinsurance will not accumulate to the PPO maximum. Your eligible out-of-pocket expenses will not exceed this amount whether or not you use PPO Providers.
- An individual under Self Plus One and Self and Family enrollment will never have to satisfy more than what is required for the out-of-pocket maximum under a Self Only enrollment.

Out-of-pocket expenses for PPO and non-PPO benefits are the expenses you pay for covered services.

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

- Expenses you pay for non-covered services;
- Expenses in excess of our allowable amount or maximum benefit limitations;
- Expenses in excess of plan limits, for dental and manipulative therapy;
- The cost for non-approved medication and drugs that we exclude;
- Any amounts you pay because benefits have been reduced for non-compliance with our cost containment requirements (see Section 3); and
- The difference between the cost of generic and brand name medication.

**Carryover**

If you changed to this Plan during Open Season from a plan with a catastrophic protection benefit and the effective date of the change was after January 1, any expenses that would have applied to that plan's catastrophic protection benefit during the prior year will be covered by your old plan if they are for care you received in January before your effective date of coverage in this Plan. If you have already met your old plan's catastrophic protection benefit level in full, it will continue to apply until the effective date of your coverage in this Plan. If you have not met this expense level in full, your old plan will first apply your covered out-of-pocket expenses until the prior year's catastrophic level is reached and then apply the catastrophic protection benefit to covered out-of-pocket expenses incurred from that point until the effective date of your coverage in this Plan. Your old plan will pay these covered expenses according to this year's benefits; benefit changes are effective January 1.

Note: If you change options in this Plan during the year, we will credit the amount of covered expenses already accumulated toward the catastrophic out-of-pocket limit of your old option to the catastrophic protection limit of your new option.

**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 Veteran 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 covered 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.

# Section 5. High Deductible Health Plan Benefits

See Section 2 for how our benefits changed this year and page 128 for a benefits summary.

# Section 5. High Deductible Health Plan Overview

This Plan offers a High Deductible Health Plan (HDHP). The HDHP benefit package is described in this section. Make sure that you review the benefits that are available under the benefit product in which you are enrolled.

HDHP Section 5, which describes the HDHP benefits, is divided into subsections. Please read *Important things you should keep in mind about these benefits* at the beginning of each subsection. Also read the *General Exclusions* in Section 6, they apply to benefits in the following subsections. To obtain claim forms, claims filing advice, or more information about HDHP benefits, contact us at 800-821-6136 or on our website at www.geha.com.

Our HDHP option provides comprehensive coverage for high-cost medical events and a tax-advantaged way to help you build savings for future medical expenses. The Plan gives you greater control over how you use your health care benefits.

When you enroll in this HDHP, we establish either a Health Savings Account (HSA) or a Health Reimbursement Arrangement (HRA) for you. We automatically pass through a portion of the total health Plan premium to your HSA or credit an equal amount to your HRA based upon your eligibility. Your full annual HRA credit will be available on your effective date of enrollment. To ensure that GEHA pays for the set-up and administrative fees, it is important that you follow the instructions you receive in the mail about how to set up your HSA.

With this Plan, preventive care is covered in full if rendered by preferred providers. As you receive other non-preventive medical care, you must meet the Plan's deductible before we pay benefits according to the benefits described on page 48. You can choose to use funds available in your HSA to make payments toward the deductible, or you can pay toward your deductible entirely out-of-pocket, allowing your savings to continue to grow.

This HDHP includes five key components: savings; preventive care; traditional medical coverage health care that is subject to the deductible; catastrophic protection for out-of-pocket expenses; and health education resources and account management tools.

- **Preventive care**

  The Plan covers preventive care services from preferred providers, such as periodic health evaluations (e.g., annual physicals), screening services (e.g., cancer screenings, cardiac screenings, and mammograms), well-child care, and child and adult immunizations. These services are covered at 100% if you use a network provider and the services are described in Section 5. *Preventive care*. Preventive care for children is covered at 100%. Y*ou do not have to meet the deductible before using these services.*

  This Plan also provides vision care benefits through EyeMed Vision Care, and provides dental coverage. *You do not have to meet the deductible before using these services.*

  The calendar year deductible ***does not*** apply to the following services:

  - Supplemental vision care through EyeMed Vision Care;
  - Dental benefits (100% of Plan allowance for diagnostic and preventive services twice per person per calendar year).

- **Traditional medical coverage**

  After you have paid the Plan's deductible, we pay benefits under *Traditional medical coverage* described in Section 5. The Plan typically pays 95% for in-network and 75% for out-of-network care.

  **Covered services include:**

  - Medical services and supplies provided by physicians and other health care professionals;
  - Surgical and anesthesia services provided by physicians and other health care professionals;
  - Hospital services; other facility or ambulance services;
  - Emergency services/accidents;
  - Mental health and substance use disorder treatment; and
  - Prescription drug benefits (covered at 75% or 60%).

- **Savings**

  Health Savings Accounts or Health Reimbursement Arrangements provide a means to help you pay out-of-pocket expenses (see pages 35 - 40 for more details).

- **Health Savings Accounts (HSAs)**

  By law, HSAs are available to members who are not enrolled in Medicare, cannot be claimed as a dependent on someone else's tax return, have not received VA (except for veterans with a service-connected disability) and/or Indian Health Service (IHS) benefits within the last three months or do not have other health insurance coverage other than another High Deductible Health Plan. In 2020, for each month you are eligible for an HSA premium pass through, we will contribute $75 per month to your HSA for a Self Only enrollment or $150 per month for a Self and Family enrollment or $150 per month for Self Plus One enrollment. In addition to our monthly contribution, you have the option to make additional tax-free contributions to your HSA, so long as total contributions do not exceed the limit established by law, which is $3,550 for an individual and $7,100 for Self Plus One or Self and Family. See maximum contribution information on pages 35 - 40. You can use funds in your HSA to help pay your health plan deductible. You own your HSA, so the funds can go with you if you change plans or employment.

  **Federal tax tip:** There are tax advantages to fully funding your HSA as quickly as possible. Your HSA contribution payments (not GEHA's pass-through contributions) are fully deductible on your Federal tax return. By fully funding your HSA early in the year, you have the flexibility of paying qualified medical expenses from tax-free HSA dollars or after tax out-of-pocket dollars. If you don't deplete your HSA and you allow the contributions and the tax-free interest to accumulate, your HSA grows more quickly for future expenses.

  **HSA features include:**

  - Your HSA is administered by FDIC-insured HSA Bank™.
  - Your contributions to the HSA are tax deductible.
  - You may establish pre-tax HSA deductions from your paycheck to fund your HSA up to IRS limits using the same method that you use to establish other deductions (i.e., Employee Express, MyPay, etc.).
  - Your HSA earns tax-free interest.
  - You can make tax-free withdrawals for qualified medical expenses for you, your spouse and dependents (see IRS Publication 502 for a complete list of eligible expenses).
  - Your unused HSA funds and interest accumulate from year-to-year.
  - It's portable - the HSA is owned by you and is yours to keep, even when you leave Federal employment or retire.
  - When you need it, funds up to the actual HSA balance are available.

  **Important consideration if you want to participate in a Health Care Flexible Spending Account (HCFSA):** If you are enrolled in this HDHP with a Health Savings Account (HSA), and start or become covered by a HCFSA (such as FSAFEDS offers – see Section 3), this HDHP cannot continue to contribute to your HSA. Similarly, you cannot contribute to an HSA if your spouse enrolls in an HCFSA. Instead, when you inform us of your coverage in an HCFSA, we will establish an HRA for you.

- **Health Reimbursement Arrangements (HRA)**

  If you are not eligible for an HSA, for example you are enrolled in Medicare or have another health plan, we will administer and provide an HRA instead. You must notify us that you are ineligible for an HSA.

  In 2020, we will give you an HRA credit of $900 per calendar year for a Self Only enrollment and $1,800 per calendar year for a Self and Family enrollment and $1,800 for Self Plus One enrollment. You can use funds in your HRA to help pay your health plan deductible and/or for certain expenses that don't count toward the deductible.

  **HRA features include:**

  - For our HDHP option, the HRA is administered by GEHA

- Entire HRA credit (prorated from your effective date to the end of the plan year) is available from your effective date of enrollment
- Tax-free credit can be used to pay for qualified medical expenses for you and any individuals covered by this HDHP
- Unused credits carryover from year-to-year
- HRA credit does not earn interest
- HRA credit is forfeited if you leave Federal employment or switch health insurance plans. Members leaving GEHA mid-year will be expected to return a portion of the annual contribution to GEHA only if they have filed claims against the funds (prorated based on the number of months in the Plan) and will forfeit their remaining HRA account balance at that time.
- An HRA does not affect your ability to participate in an FSAFEDS Health Care Flexible Spending Account (HCFSA). However, you must meet FSAFEDS eligibility requirements.

- **Net deductible after pass through**

"Net deductible after pass through" means the remaining deductible amount if you use the GEHA premium pass through contribution to help pay your health plan deductible. By using the premium pass through to pay first dollar costs for qualified medical expenses, your out-of-pocket deductible cost on this plan is substantially reduced.

| | **Self Only** | **Self Plus One/Self and Family** |
|---|---|---|
| Annual In-Network Deductible | $1,500 | $3,000 |
| GEHA's HSA/HRA premium pass through contribution | $900 | $1,800 |
| **Net deductible after pass through** | **$600** | **$1,200** |

- **Catastrophic protection for out-of-pocket expenses**

Your annual maximum for out-of-pocket expenses (deductibles and coinsurance) for covered services is limited to $5,000 per person for Self Only or $10,000 for Self Plus One (not to exceed $5,000 per person) and $10,000 when enrollment is Self and Family enrollment (any combination of family members, not to exceed $5,000 per person) when you use PPO providers. If you use a non-PPO provider the annual maximum for out-of-pocket expenses is $7,000 for Self Only or $14,000 for Self Plus One (not to exceed $7,000 per person) and $14,000 when enrollment is Self and Family (any combination of family members, not to exceed $7,000 per person). However, certain expenses do not count toward your out-of-pocket maximum and you must continue to pay these expenses once you reach your out-of-pocket maximum (such as expenses in excess of the Plan's allowable amount or benefit maximum). Refer to Section 4, *Your catastrophic protection out-of-pocket maximum*, and Section 5, *Traditional medical coverage subject to the deductible*, for more details.

- **Health education resources and account management tools**

Section 5(h) describes the health education resources and account management tools available to you to help you manage your health care and your health care dollars.

## Section 5. Savings – HSAs and HRAs

| Feature Comparison | Health Savings Account (HSA) | Health Reimbursement Arrangement (HRA) provided when you are ineligible for an HSA |
|---|---|---|
| **Administrator** | The Plan will provide you the documents required to establish an HSA for you with HSA Bank™ (P. O. Box 939, Sheboygan, WI 53082-0939, toll-free 866-471-5964, www.hsabank.com), this is HDHP's fiduciary (an administrator, trustee or custodian as defined by Federal tax code and approved by IRS). | GEHA is the HRA fiduciary for this Plan. (P.O. Box 168, Independence, MO, 64051-0168,toll-free 800-821-6136, www.geha.com ). |
| **Fees** | Set-up and monthly administrative fees are paid by the HDHP. | None |
| **Eligibility** | Eligibility for an HSA is determined on the first day of the month coincident to or following your effective date of enrollment.<br><br>You must:<br>• Enroll in this HDHP;<br>• Have no other health insurance coverage (does not apply to specific injury, accident, disability, dental, vision or long-term care coverage);<br>• Not be enrolled in Medicare;<br>• Not be claimed as a dependent on someone else's tax return;<br>• Not have received VA (except for veterans with a service-connected disability) benefits in the last three months;<br>• Not have received Indian Health Services (IHS) benefits in the last three months; and<br>• Complete and return all banking paperwork.<br><br>If you do not set up your health savings account with HSA Bank within 60 days we will enroll you in the HRA. | You must enroll in this HDHP.<br><br>Eligibility is determined on the first day of the month following your effective date of enrollment and will be prorated for length of enrollment.<br><br>If you enroll in our HDHP and do not qualify for an HSA, we will establish an HRA for you.<br><br>If your eligibility changes mid-year, please contact GEHA at 800-821-6136. |
| **Funding** | If you are eligible for HSA contributions, a portion of your monthly health plan premium is deposited to your HSA each month. Premium pass through contributions are based on the effective date of your enrollment in the HDHP.<br><br>Note: If your effective date in the HDHP is after the 1st of the month, the earliest your HSA will be established is the 1st of the following month. If you are new to this Plan based on an Open Season change, your first premium pass through will be made available no earlier than February as new enrollees and terminations from Open Season are still being received in January. Your last HSA pass through contribution for the current plan year will fund in January of the following plan year as | The entire amount of your HRA will be available to you upon your enrollment. Eligibility for the annual credit will be determined on the last day of the month following your effective date of enrollment and will be prorated for length of enrollment.<br><br>Members leaving GEHA mid-year will be expected to return a portion of the annual contribution to GEHA only if they have filed claims against the funds (prorated based on the number of months in the Plan), and will forfeit their remaining HRA account balance at that time. |

| Feature Comparison | Health Savings Account (HSA) | Health Reimbursement Arrangement (HRA) provided when you are ineligible for an HSA |
|---|---|---|
| **Funding (continued)** | long as you maintain eligibility through the end of the current plan year.<br><br>In addition, you may establish pre-tax HSA deductions from your paycheck to fund your HSA up to IRS limits using the same method that you use to establish other deductions (i.e., Employee Express, MyPay, etc). | |
| • **Self Only enrollment** | For 2020, a monthly premium pass through of $75 will be made by the HDHP directly into your HSA. | For 2020, your HRA annual credit is $900 (prorated for mid-year enrollment).<br><br>Members leaving GEHA mid-year will be expected to return a portion of the annual contribution to GEHA only if they have filed claims against the funds (prorated based on the number of months in the Plan), and will forfeit their remaining HRA account balance at that time. |
| • **Self Plus One enrollment** | For 2020, a monthly premium pass through of $150 will be made by the HDHP directly into your HSA. | For 2020, your HRA annual credit is $1,800 (prorated for mid-year enrollment).<br><br>Members leaving GEHA mid-year will be expected to return a portion of the annual contribution to GEHA only if they have filed claims against the funds (prorated based on the number of months in the Plan), and will forfeit their remaining HRA account balance at that time. |
| • **Self and Family enrollment** | For 2020, a monthly premium pass through of $150 will be made by the HDHP directly into your HSA. | For 2020, your HRA annual credit is $1,800 (prorated for mid-year enrollment).<br><br>Members leaving GEHA mid-year will be expected to return a portion of the annual contribution to GEHA only if they have filed claims against the funds (prorated based on the number of months in the Plan), and will forfeit their remaining HRA account balance at that time. |
| **Contributions/ credits** | The maximum that can be contributed to your HSA is an annual combination of HDHP premium pass through and your contribution funds, which when combined, do not exceed the maximum contribution amount set by the IRS of $3,550 for an individual and $7,100 for Self Plus One or Self and Family.<br><br>If you enroll during Open Season, you are eligible to fund your account up to the maximum contribution limit set by the IRS. To determine the amount you may contribute, subtract the amount the Plan will contribute to your account for the year from the maximum allowable contribution. | The full HRA credit will be available, subject to proration, on the effective date of enrollment. The HRA does not earn interest.<br><br>Members leaving GEHA mid-year will be expected to return a portion of the annual contribution to GEHA only if they have filed claims against the funds (prorated based on the number of months in the Plan), and will forfeit their remaining HRA account balance at that time. |

| Feature Comparison | Health Savings Account (HSA) | Health Reimbursement Arrangement (HRA) provided when you are ineligible for an HSA |
|---|---|---|
| **Contribution/ credits (continued)** | You are eligible to contribute up to the IRS limit for partial year coverage as long as you maintain your HDHP enrollment for 12 months following the last month of the year of your first year of eligibility. To determine the amount you may contribute, take the IRS limit and subtract the amount the Plan will contribute to your account for the year.<br><br>If you do not meet the 12 month requirement, the maximum contribution amount is reduced by 1/12 for any month you were ineligible to contribute to an HSA. If you exceed the maximum contribution amount, a portion of your tax reduction is lost and a 10% penalty is imposed. There is an exception for death or disability. Contact HSA Bank™ (P. O. Box 939, Sheboygan, WI 53082-0939, toll free 866-471-5964, www.hsabank.com) for more details.<br><br>You may rollover funds you have in other HSAs to this HDHP HSA (rollover funds do not affect your annual maximum contribution under this HDHP).<br><br>HSAs earn tax-free interest (does not affect your annual maximum contribution).<br><br>Catch-up contribution are discussed on page 39. | |
| • **Self Only enrollment** | You may make an annual maximum contribution of $2,650. | You cannot contribute to the HRA. |
| • **Self Plus One enrollment** | You may make an annual maximum contribution of $5,300. | You cannot contribute to the HRA. |
| • **Self and Family enrollment** | You may make an annual maximum contribution of $5,300. | You cannot contribute to the HRA. |
| **Access funds** | You can access your HSA by the following methods:<br>• Debit card<br>• Withdrawal form<br>• Checks<br>• Online banking | For qualified medical expenses covered by your health plan, your provider is automatically reimbursed when claims are submitted through our HDHP plan. For expenses not covered by the HDHP, such as orthodontia, our Health Reimbursement Arrangement Claim Form is located online at www.geha.com or by request to Customer Service at 800-821-6136. This form is used to get reimbursement from your HRA for qualified out-of-pocket medical expenses that are not submitted to GEHA by your doctor, hospital, dentist or pharmacy. It can also be used to request reimbursement for paid Medicare premiums. |

| Feature Comparison | Health Savings Account (HSA) | Health Reimbursement Arrangement (HRA) provided when you are ineligible for an HSA |
|---|---|---|
| **Distributions/ withdrawals**<br>• **Medical** | You can pay the out-of-pocket expenses for yourself, your spouse or your dependents (even if they are not covered by the HDHP) from the funds available in your HSA. These distributions are tax-free if used for qualified medical expenses.<br>Note: Medical expenses are not allowable if they occur before the first full month your enrollment is effective, and they are not reimbursable from your HSA until the first of the month following the effective date of your enrollment in this HDHP and the date your HSA account is established.<br>See IRS Publication 502 for a list of eligible medical expenses. | You can pay the out-of-pocket expenses for qualified medical expenses for individuals covered under the HDHP.<br>Non-reimbursed qualified medical expenses are allowable if they occur after the effective date of your enrollment in this Plan.<br>See Availability of funds below for information on when funds are available in the HRA.<br>See IRS Publication 502 for a list of eligible medical expenses. Physician prescribed over-the-counter drugs and Medicare premiums are also reimbursable. Most other types of medical insurance premiums are not reimbursable. |
| • **Non-medical** | If you are under age 65, withdrawal of funds for non-medical expenses will create a 20% income tax penalty in addition to any other income taxes you may owe on the withdrawn funds.<br>When you turn age 65, distributions can be used for any reason without being subject to the 20% penalty, however they will be subject to ordinary income tax. | Not applicable - distributions will not be made for anything other than non-reimbursed qualified medical expenses.<br>Medicare premiums are reimbursable. |
| **Availability of funds** | Funds are not available for withdrawal until all the following steps are completed:<br>• Your enrollment in this HDHP is effective (effective date is determined by your agency in accordance with the event permitting the enrollment change);<br>• You must complete and send the HSA application to HSA Bank™. You complete the HSA application process either online or via paper forms;<br>• The fiduciary receives your application, and sends record of the account to GEHA; and<br>• GEHA contributes funds by the 15th of the month following the month of your effective date. | The entire amount of your HRA will be available to you upon your enrollment in the HDHP. |
| **Account owner** | FEHB enrollee | HDHP |
| **Portable** | You can take this account with you when you change plans, separate or retire.<br>If you do not enroll in another HDHP, you can no longer contribute to your HSA. See pages 13 and 35 for HSA eligibility. | If you retire and remain in this HDHP, you may continue to use and accumulate credits in your HRA.<br>If you terminate employment or change health plans, only eligible expenses incurred while covered under the HDHP will be eligible for |

| Feature Comparison | Health Savings Account (HSA) | Health Reimbursement Arrangement (HRA) provided when you are ineligible for an HSA |
|---|---|---|
| **Portable (continued)** | | reimbursement subject to timely filing requirements. Unused funds are forfeited. |
| **Annual rollover** | Yes, accumulates without a maximum cap. | Yes, accumulates without a maximum cap. |

**If you have an HSA**

- **Contributions**

  All contributions are aggregated and cannot exceed the maximum contribution amount set by the IRS. You may contribute your own money to your account through payroll deductions, or you may make lump sum contributions at any time, in any amount not to exceed an annual maximum limit. If you contribute, you can claim the amount you contributed for the year as a tax deduction when you file your income taxes. Your own HSA contributions are either tax-deductible or pre-tax (if made by payroll deduction). You receive tax advantages in either case. To determine the amount you may contribute, subtract the amount the Plan will contribute to your account for the year from the maximum contribution amount set by the IRS. You have until April 15th of the following year to make HSA contributions for the current year.

  If you newly enroll in an HDHP during Open Season and your effective date is after January1st or you otherwise have partial year coverage, you are eligible to fund your account up to the maximum contribution limit set by the IRS as long as you maintain your HDHP enrollment for 12 months following the last month of the year of your first year of eligibility. If you do not meet this requirement, a portion of your tax reduction is lost and a 10% penalty is imposed. There is an exception for death or disability. Contact HSA Bank™ (P. O. Box 939, Sheboygan, WI 53082-0939, toll free 866-471-5964, www.hsabank.com) for more details.

- **Catch-up contributions**

  If you are age 55 or older, the IRS permits you to make additional "catch-up" contributions to your HSA. The allowable catch-up contribution is $1,000. Contributions must stop once an individual is enrolled in Medicare. Additional details are available on the U.S. Department of Treasury website at www.treasury.gov/resource-center/faqs/Taxes/Pages/Health-Savings-Accounts.aspx.

- **If you die**

  If you have not named a beneficiary and you are married, your HSA becomes your spouse's; otherwise, your HSA becomes part of your taxable estate.

- **Qualified expenses**

  You can pay for "qualified medical expenses" as defined by IRS Code 213(d). These expenses include, but are not limited to, medical plan deductibles, diagnostic services covered by your plan, long-term care premiums, health insurance premiums if you are receiving Federal unemployment compensation, **physician prescribed** over-the-counter drugs, LASIK surgery, and some nursing services.

  When you enroll in Medicare, you can use the account to pay Medicare premiums or to purchase health insurance other than a Medigap policy. You may not, however, continue to make contributions to your HSA once you are enrolled in Medicare.

  For a detailed list of IRS-allowable expenses, request a copy of IRS Publication 502 by calling 800-829-3676, or visit the IRS website at www.irs.gov and click on "Forms and Instructions." Note: Although physician prescribed over-the-counter drugs are not listed in the publication, they are reimbursable from your HSA. Also, insurance premiums are reimbursable under limited circumstances.

- **Non-qualified expenses** — You may withdraw money from your HSA for items other than qualified health expenses, but it will be subject to income tax and if you are under 65 years old, an additional 20% penalty tax on the amount withdrawn.
- **Tracking your HSA balance** — You will receive a periodic statement that shows the "premium pass through", withdrawals, and interest earned on your account. In addition, you will receive an Explanation of Payment statement when you withdraw money from your HSA.
- **Minimum reimbursements from your HSA** — You can request reimbursement in any amount. Just like a normal bank account, you cannot reimburse yourself for expenses that are greater than the balance in the account.

**If you have an HRA**

- **Why an HRA is established** — If you don't qualify for an HSA when you enroll in this HDHP, or later become ineligible for an HSA, we will establish an HRA for you. If you are enrolled in Medicare, you are ineligible for an HSA and we will establish an HRA for you. You must tell us if you become ineligible to contribute to an HSA.
- **How an HRA differs** — Please review the chart on pages 35-39, which details the differences between an HRA and an HSA. The major differences are:
  - You cannot make contributions to an HRA;
  - Funds in your HRA are forfeited if you leave the HDHP;
  - An HRA does not earn interest; and
  - HRAs can only pay for qualified medical expenses, such as deductibles and coinsurance expenses, for individuals covered by the HDHP. FEHB law does not permit qualified medical expenses to include services, drugs, or supplies related to abortions; except when the life of the mother would be endangered if the fetus were carried to term, or when the pregnancy is the result of an act of rape or incest.

# Section 5. Preventive Care

**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.
- If you are enrolled in a Federal Employees Dental/Vision Insurance Program (FEDVIP) Dental Plan, your FEHB plan will be First/Primary payor of any Benefit payments and your FEDVIP plan is secondary to your FEHB plan. See Section 9, *Coordinating benefits with other coverage*.
- Benefits in this Section are covered in full if rendered by preferred providers. Preventive services from a non-preferred provider would be applied to your calendar year deductible and payable under traditional medical coverage benefits. Preventive care for children is covered in full from preferred and non-preferred providers. The calendar year deductible does not apply to benefits in this Section. For other covered services not listed below see Section 5(a).
- There is no calendar year deductible for the dental benefits listed below.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost-sharing works. Also, read Section 9 about coordinating benefits with other coverage, or if you are age 65 and over. If Medicare is your primary payor, GEHA will provide secondary benefits for covered charges. The high deductible health plan deductible and coinsurance is not waived for Medicare members.
- The benefits listed below are for the charges billed by a hospital, physician, or other health care professional for your care.

| Benefit Description | You pay |
|---|---|
| **Note: The calendar year deductible does not apply to PPO benefits in this Section.** | |
| **Preventive care, adult** | |
| We provide benefits for a comprehensive range of preventive care and professional services for adults age 22 and over, including the preventive services recommended under the Patient Protection and Affordable Care Act, such as:<br>• Age and gender appropriate annual preventive medical examination, which may include certain biometric screening measures (Body Mass Index (BMI), blood pressure, cholesterol tests, glucose and Hemoglobin A1c tests, colorectal cancer screening) performed or ordered by your doctor as part of that annual preventive medical examination.<br><br>We provide Annual A and B rated routine screenings as recommended by U.S. Preventive Services Task Force (USPSTF), which includes:<br><br>Routine physical every year and screenings, such as:<br>• Total blood cholesterol<br>• Colorectal cancer screening, including:<br>- Annual coverage of one fecal occult blood test<br>- Colonoscopy (surgeon and facility charges) every 10 years, ages 50-75<br>- Sigmoidoscopy (surgeon and facility charges) every 5 years, ages 50-75<br>- FIT-DNA Screening every 3 years, ages 50-75<br>• Depression<br>• Diabetes screening in adults who are overweight, obese, or have high blood pressure, ages 40-70<br>• Hepatitis C virus infection screening for members at high risk for infection.<br>• High Blood Pressure | PPO: Nothing<br><br>Non-PPO: Covered under *Traditional medical coverage subject to deductible* |

*Preventive care, adult - continued on next page*

| Benefit Description | You pay |
|---|---|
| **Preventive care, adult (cont.)** | |
| • HIV<br>• Lung cancer screening<br>- Annual low-dose computed tomography (LDCT) in adults ages 55 to 80, who have a 30 pack per year smoking history and currently smoke or have quit within the past 15 years (pre-authorization required, see page 24)<br><br>Individual counseling on prevention and reducing health risks<br><br>Well woman care based on current recommendations such as:<br>• Breast cancer screening<br>• Cervical cancer screening (Pap smear)<br>• Chlamydia/gonorrhea screening<br>• Contraceptive methods and counseling<br>• Human papillomavirus (HPV) testing<br>• Routine mammogram, covered for women, including 3D mammograms<br>• Osteoporosis screening<br>- For women age 65 or older or women age 60 or older who are at increased risk, as recommended by specialty organizations such as the USPSTF or the National Osteoporosis Foundation<br>• Annual counseling for sexually transmitted infections<br>• Annual counseling and screening for human immune-deficiency virus<br>• Screening and counseling for interpersonal and domestic violence<br>• Gonorrhea prophylactic medication to protect newborns<br>• Perinatal depression: counseling and interventions<br><br>Note: Aspirin, fluoride, bowel prep, generic raloxifene, generic tamoxifen, folic acid and generic statins with physician prescription are covered as preventive with the appropriate age/gender or dosage limits with no patient copay. For more specific details visit www.geha.com/prescriptions.<br><br>Note: Counseling for tobacco/e-cigarette cessation for adult males, pregnant and non-pregnant females, children and adolescents is covered as preventive. See Section 5(a) under Educational classes and programs, page 60 .<br><br>Note: You must see your doctor for the specific purpose of preventive care in order to have the visit considered under this preventive care benefit. If you have a screening or blood test done during a visit to your doctor that is for medical reasons other than prevention, you will likely have to share in some of the cost.<br><br>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 listing of services will be subject to the applicable member copayments, coinsurance, and deductible. | PPO: Nothing<br><br>Non-PPO: Covered under *Traditional medical coverage subject to deductible* |
| • Adult immunizations endorsed by the Centers for Disease Control and Prevention (CDC) based on the Advisory Committee on Immunization Practices (ACIP) schedule. | PPO: Nothing<br><br>Non-PPO: Nothing, except any difference between our Plan allowance and the billed amount |

*Preventive care, adult - continued on next page*

| Benefit Description | You pay |
|---|---|
| **Preventive care, adult (cont.)** | |
| Note: A complete list of preventive care services recommended under the U.S. Preventive Services Task Force (USPSTF) is available online at:<br><br>USPSTF: www.uspreventiveservicestaskforce.org/Page/Name/uspstf-a-and-b-recommendations<br><br>HHS: www.healthcare.gov/preventive-care-benefits<br><br>CDC: www.cdc.gov/vaccines/schedules/index.html<br><br>Women's preventive services: www.healthcare.gov/preventive-care-women<br><br>For additional information: www.healthfinder.gov/myhealthfinder/default.aspx | |
| *Not covered:*<br>• *Physical exams and immunizations required for obtaining or continuing employment or insurance, attending schools or camps, sports physicals, or travel.*<br>• *Immunizations, boosters, and medications for travel or work-related exposure.* | *All charges* |
| **Preventive care, children** | |
| Well-child visits examinations, and immunizations as described in the Bright Future Guidelines provided by the American Academy of Pediatrics<br><br>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 listing of services will be subject to the applicable member copayments, coinsurance, and deductible.<br><br>Note: Counseling for tobacco/e-cigarette cessation for adult males, pregnant and non-pregnant females, children and adolescents is covered as preventive. See Section 5(a) under Educational classes and programs, page 60.<br><br>Note: A complete list of preventive care services recommended under the U.S Preventive Services Task Force (USPSTF) is available online at:<br><br>USPSTF: www.uspreventiveservicestaskforce.org/Page/Name/uspstf-a-and-b-recommendations<br><br>HHS: www.healthcare.gov/preventive-care-children<br><br>CDC: www.cdc.gov/vaccines/schedules/index.html<br><br>For additional information: www.healthfinder.gov/myhealthfinder/default.aspx<br><br>Note: For a complete list of the American Academy of Pediatrics Bright Futures Guidelines go to: brightfutures.aap.org/Pages/default.aspx | PPO: Nothing<br><br>Non-PPO: Nothing, except any difference between our Plan allowance and the billed amount |
| *Not covered:*<br>• *Professional fees for automated lab tests*<br>• *Physical exams and immunizations required for obtaining or continuing employment or insurance, attending schools or camps, sports physicals, or travel*<br>• *Immunizations, boosters, and medication for travel or work-related exposure* | *All charges* |

| Benefit description | | |
|---|---|---|
| **Dental services** | **(Scheduled Allowance) We Pay** | **You Pay** |
| Diagnostic and preventive services, including examination, prophylaxis (cleaning), X-rays of all types and fluoride treatment | We will pay 100% of the Plan allowance for preventive dental as follows:<br>• Two examinations per person per year<br>• Two prophylaxis (cleanings) per person per year<br>• Two fluoride treatments per person per year<br>• $150 in allowed X-ray charges per person per year | All charges in excess of the scheduled amounts listed to the left |
| **Amalgam Restorations**<br>**Resin - Based Composite Restorations**<br>**Gold Foil Restorations**<br>**Inlay/Onlay Restorations** | $21 One surface<br>$28 Two or more surfaces | All charges in excess of the scheduled amounts listed to the left |
| **Simple extractions** | $21 Simple extraction | All charges in excess of the scheduled amount listed to the left |

## Supplemental vision care

**Connection Vision® Powered by EyeMed Vision Care -** Member Services: 877-808-8538

Website: www.geha.com/vision.

- You will receive a separate vision ID card from EyeMed to use for these services.
- EyeMed will process all in-network claims systematically. Members will only be responsible for copays and amounts over allowances at the time of service.
- Out-of-network services will be paid in full at the time of service, and the member will submit an out-of-network claim form for reimbursement to the following address:

  EyeMed Vision Care
  Attn: OON Claims
  P.O. Box 8504
  Mason, OH 45040-7111

The following supplemental vision services are covered outside of the HDHP and are not subject to the Plan deductible. Reimbursement of material benefit is limited to a choice of one pair of frames, eyeglass lenses, or contact lenses. Eyeglass lenses are in lieu of contact lenses. Any unused portion of the funded benefit cannot be applied to offset the cost of additional services.

| Vision Benefit | | | | |
|---|---|---|---|---|
| **Vision benefits** | **Examination** | **Eyeglass Lenses** | **Frames** | **Contact Lenses** |
| **Reimbursement Frequency** | 12 months | 12 months | 24 months | 12 months |

| **Eye Examination Benefit** | **In-Network** | **Out-of-Network** |
|---|---|---|
| Eye exam including dilation as necessary | Covered in full after a $5 exam copay | Reimbursed up to $45 |
| **Exam Options:** | **In-Network** | **Out-of-Network** |
| *Standard contact lens fit and follow-up* | You pay no more than $55 | You pay full retail price |
| *Premium contact lens fit and follow-up* | You pay no more than 90% of retail price | You pay full retail price |
| **Frames:** | **In-Network** | **Out-of-Network** |
| *Any available frame at provider location* | Covered in full if retail price of the frame selected is $100 or less. For frames costing more than $100, you pay 80% of retail price over $100 | Reimbursed up to $45 |
| **Eyeglass Lenses (pair):** | **In-Network** | **Out-of-Network** |
| *Standard plastic single vision* | $10 materials copay | Reimbursed up to $25 |
| *Standard plastic bifocal* | $10 materials copay | Reimbursed up to $40 |
| *Standard plastic trifocal* | $10 materials copay | Reimbursed up to $50 |
| *Standard plastic lenticular* | $10 materials copay | Reimbursed up to $80 |
| *Standard progressive lens* | You pay no more than $75 | Reimbursed up to $40 |
| *Premium progressive lens* | Schedule 1: $95<br>Schedule 2: $105<br>Schedule 3: $120<br>Schedule 4: $75 copay + (80% of Retail Charge) less $120 allowance | Reimbursed up to $40 |
| **Lens Options:** | **In-Network** | **Out-of-Network** |
| *UV treatment* | You pay $15 | You pay full retail price |
| *Tint (solid and gradient)* | You pay $15 | You pay full retail price |
| *Standard plastic scratch coating* | You pay $15 | You pay full retail price |
| *Standard polycarbonate* | You pay $40 | You pay full retail price |
| *Standard anti-reflective coating* | You pay $45 | You pay full retail price |
| *Polarized* | You pay 80% of the retail price | You pay full retail price |
| *Photochromatic / Transitions plastic* | You pay $75 | You pay full retail price |
| *Premium anti-reflective* | Price, based on manufacturer | You pay full retail price |
| *Other add-ons* | You pay 80% of the retail price | You pay full retail price |

| Contact Lenses: (In lieu of frame and eyeglass lenses) | In-Network | Out-of-Network |
|---|---|---|
| *Conventional* | You pay the $10 material copay for lenses costing $110 or less plus 85% on the retail price over $110 | Reimbursed up to $110 |
| *Disposable* | You pay the $10 material copay for lenses costing $110 or less plus the retail price over $110 | Reimbursed up to $110 |
| *Medically necessary* | $10 copay, paid in full, requires pre-approval by EyeMed | Reimbursed up to $250 |
| **Laser Vision Correction:** | **In-Network** | **Out-of-Network** |
| Lasik or PRK from U.S. Laser Network | 15% off retail price or 5% off promotional price | You pay full retail price |
| **Additional Pairs of Glasses or Contacts:** | 40% off the retail price for complete pair eyeglass and 15% off the retail price for conventional contact lenses after the funded benefit has been used | You pay full retail price |

*Standard/Premium progressive lenses not covered – fund as a Bifocal lens. Members receive a 20% discount on items not covered by the plan at network providers that cannot be combined with any other discounts or promotional offers. Discount does not apply to network providers' professional services or contact lenses. Limitations and exclusions apply. There are certain brand name Vision Materials in which the manufacturer imposes a no-discount practice. Benefit allowances provide no remaining balance for future use within the same Benefit Frequency. Underwritten by Combined Insurance Company of America, 5050 Broadway, Chicago, IL 60640, except in New York.*

## Section 5. Traditional Medical Coverage Subject to the Deductible

**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.
- Preventive care is covered at 100% (see pages 41 - 46) if rendered by preferred providers and is not subject to the calendar year deductible. Preventive care from non-preferred providers is covered under Traditional medical coverage subject to the deductible.
- The deductible is $1,500 for Self Only enrollment and $3,000 for a Self Plus One enrollment or Self and Family enrollment each calendar year when you use PPO providers. The deductible is $3,000 for Self Only enrollment and $6,000 for Self Plus One or Self and Family enrollment when you use non-PPO providers. Any of the above expenses for PPO providers also count toward the non-PPO amounts. Non-PPO expenses will not accumulate to the PPO deductible. The Self Plus One or the Self and Family deductible can be satisfied by one or more family members. The deductible applies to all benefits under Traditional medical coverage. You must pay your deductible before your Traditional medical coverage may begin.
- Under Traditional medical coverage, you are responsible for your coinsurance for covered expenses.
- You are protected by an annual catastrophic maximum on out-of-pocket expenses for covered services. After your coinsurance and deductibles total $5,000 per person or $10,000 per family for a Self Plus One enrollment or a Self and Family enrollment in any calendar year when you use a PPO provider, you do not have to pay any more for covered services. If you use a non-PPO provider, your maximum out-of-pocket expenses are $7,000 per person or $14,000 per family for a Self Plus One or a Self and Family enrollment in any calendar year. However, certain expenses do not count toward your out-of-pocket maximum and you must continue to pay these expenses once you reach your out-of-pocket maximum (such as expenses in excess of the Plan's benefit maximum, or if you use out-of-network providers, amounts in excess of the Plan allowance).
- In-network benefits apply only when you use a network provider. When a network provider is not available, out-of-network benefits apply.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost-sharing works. Also, read Section 9 for information about how we pay if you have other coverage, or if you are age 65 or over.

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Deductible before Traditional medical coverage begins** | |
| The deductible applies to almost all benefits in this Section. In the You pay column, we say "no deductible" when it does not apply. When you receive covered services, you are responsible for paying the allowable charges until you meet the deductible. | 100% of allowable charges until you meet the deductible of $1,500 for Self Only enrollment or $3,000 for a Self Plus One enrollment or a Self and Family enrollment when you use PPO providers. 100% of allowable charges until you meet the deductible of $3,000 for Self Only enrollment or $6,000 for a Self Plus One enrollment or a Self and Family enrollment when you use non-PPO providers. Any of the above expenses for PPO providers also count toward this non-PPO amount. |
| After you meet the deductible, we pay the allowable charge (less your coinsurance) until you meet the annual catastrophic out-of-pocket maximum. | In-network: After you meet the deductible, you pay the indicated coinsurance for covered services. You may choose to pay the coinsurance from your HSA or HRA, or you can pay for them out-of-pocket. If you have an HRA, we will withdraw the amount from your HRA if funds are available.<br><br>Out-of-network: After you meet the deductible, you pay the indicated coinsurance based on our Plan allowance and any difference between our allowance and the billed amount. |

# Section 5(a). Medical Services and Supplies Provided by Physicians and Other Health Care 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 deductible is $1,500 for Self Only and $3,000 for Self Plus One or Self and Family when you use PPO providers. The deductible is $3,000 for Self Only and $6,000 for Self Plus One or Self and Family when you use non-PPO providers. Any of the above expenses for PPO providers also count toward this non-PPO amount. The Self Plus One or the Self and Family deductible can be satisfied by one or more family members. The calendar year deductible applies to all benefits in this Section. Note: Preventive services from non-preferred providers would be applied to your deductible and payable under Traditional medical coverage benefits. Non-covered charges and charges in excess of the Plan allowable do not count toward the deductible.
- After you have satisfied your deductible, coverage begins for Traditional medical services.
- Under your Traditional medical coverage, you will be responsible for your coinsurance amounts for eligible medical expenses and prescriptions.
- 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.
- The amounts listed below are for the charges billed by the physician or other health care professional for your care.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost-sharing works. Also, read Section 9 for information about how we pay if you have other coverage, or if you are age 65 or over. If Medicare is your primary payor, GEHA will provide secondary benefits for covered charges. The high deductible health plan deductible and coinsurance are not waived for Medicare members.
- When using a PPO hospital, the professionals who provide services may not all be PPO providers. If they are not, they will be paid by this Plan as non-PPO providers. However, if the services are performed by non-PPO radiologists, anesthesiologists, emergency room physicians, hospitalists, neonatologists or pathologists at a PPO hospital, we will pay up to the Plan allowable at the preferred provider rate.
- We will provide PPO benefits if you are admitted to a non-PPO hospital due to a medical emergency. We will also provide PPO benefits if you receive care from professionals who provide services in a non-PPO hospital, when admitted due to a medical emergency. You will be responsible for the difference between the plan allowance and the billed amount.
- **YOU MUST GET PREAUTHORIZATION FOR CERTAIN OUTPATIENT IMAGING PROCEDURES. FAILURE TO DO SO WILL RESULT IN A MINIMUM OF $100 PENALTY.** Please refer to preauthorization information in Section 3 to be sure which procedures require preauthorization. Penalties are not subject to the catastrophic limit.

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Diagnostic and treatment services** | |
| Professional services of physicians<br>• In physician's office<br>• Office medical consultations<br>• Second surgical opinions<br>• Emergency room physician care (non-accidental injury)<br>• During a hospital stay<br>• At home<br>• In an urgent care facility<br><br>Note: See page 60 for coverage of Christian Science practitioners. | PPO: 5% of the Plan Allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| **MinuteClinic®**<br><br>MinuteClinic® is available in several states and the District of Columbia. Walk-in medical clinics are located inside select CVS Pharmacy locations and no appointment is necessary.<br><br>MinuteClinic® is staffed by certified family nurse practitioners and physician assistants who diagnose, treat and write prescriptions for common illnesses, injuries and skin conditions. MinuteClinic® also offers physical exams, routine vaccinations and screenings for disease monitoring. To locate a MinuteClinic®, visit cvs.com/minuteclinic/clinic-locator or call 866-389-2727. | 5% of the Plan Allowance |
| **Telehealth with MDLIVE**<br><br>Telemedicine professional services for:<br>• Minor acute conditions (see Section 10 for definition)<br>• Dermatology conditions (see Section 10 for definition)<br><br>Note: For more information on telehealth benefits, please see Section 5(g) *Wellness and Other Special Features*.<br><br>Note: Practitioners must be licensed in the state where the patient is physically located at the time services are rendered. | Nothing<br><br>Note: HDHP members who have met their deductible will be charged by MDLIVE, but GEHA will then reimburse the member 100% of the Plan Allowance. |
| **Lab, X-ray and other diagnostic tests** | |
| Tests, such as:<br>• Blood tests<br>• Urinalysis<br>• Non-routine Pap tests<br>• Pathology<br>• X-rays<br>• Non-routine mammograms<br>• CT, MRI, MRA, Nuclear Cardiology and PET studies (outpatient requires preauthorization)<br>• Double contrast barium enemas<br>• Ultrasound<br>• Electrocardiogram and EEG | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount<br><br>Note: If your PPO provider uses a non-PPO lab, imaging facility or radiologist, we will pay non-PPO benefits for lab and radiology charges |

*Lab, X-ray and other diagnostic tests - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Lab, X-ray and other diagnostic tests (cont.)** | |
| • Non-routine colonoscopy<br>• Prostate-Specific Antigen (PSA) tests<br>• Specialized diagnostic genetic testing (preauthorization required)<br><br>Note: Benefits are available for specialized diagnostic genetic testing when it is medically necessary to diagnose and/or manage a patient's existing medical condition. Benefits are not provided for genetic panels when some or all of the tests included in the panel are experimental or investigational, or are not medically necessary. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount<br><br>Note: If your PPO provider uses a non-PPO lab, imaging facility or radiologist, we will pay non-PPO benefits for lab and radiology charges |
| *Not covered:*<br>• *Professional fees for automated lab tests.*<br>• *Physical exams and immunizations required for obtaining or continuing employment or insurance, attending schools or camps, sports physicals, or travel.*<br>• *Immunizations, boosters, and medications for travel or work-related exposure.* | *All charges* |
| **Maternity care** | |
| Complete maternity (obstetrical) care, such as:<br>• Screening for gestational diabetes for pregnant women<br>• Prenatal care<br>• Delivery<br>• Postnatal care<br>• Sonograms<br><br>Note: Here are some things to keep in mind:<br>• You do not need to precertify your vaginal delivery; see page 22 for other circumstances, such as extended stays for you or your baby.<br>• You may remain in the hospital up to 48 hours after a vaginal delivery and 96 hours after a cesarean delivery. We will cover an extended stay if medically necessary, but you must precertify.<br>• We cover routine nursery care of the newborn child during the covered portion of the mother's maternity stay.<br>• We pay hospitalization and surgeon services for non-maternity care the same as for illness and injury.<br>• Hospital services are covered under the Section 5(c) and Surgical benefits Section 5(b).<br>• We will cover other care of an infant who requires non-routine treatment if we cover the infant under a Self Plus One enrollment or Self and Family enrollment. Surgical benefits, not maternity benefits, apply to circumcision.<br>• Skilled nursing services, intravenous/infusion therapy and injections (such as Rhogam) are covered the same as other medical benefits for diagnostic and treatment services. | PPO: Nothing<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

*Maternity care - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Maternity care (cont.)** | |
| • Any maternity services considered preventive will be covered by the Plan at 100% (no deductible). See Section 5. *Preventive care* for additional information.<br><br>Note: When a newborn requires definitive treatment during or after the mother's confinement, the newborn is considered a patient in his or her own right. If the newborn is eligible for coverage, regular medical or surgical benefits apply rather than maternity benefits.<br><br>Note: Maternity care expenses incurred by a Plan member serving as a surrogate mother are covered by the Plan subject to reimbursement from the other party to the surrogacy contract or agreement. The involved Plan member must execute our Reimbursement Agreement against any payment she may receive under a surrogacy contract or agreement. Expenses of the newborn child are not covered under this or any other benefit in a surrogate mother situation. | PPO: Nothing<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| • Breastfeeding support and counseling for each birth.<br><br>Note: Refer to Section 5(a) under *Durable medical equipment (DME)* for obtaining breast pump and supplies. You must obtain the breast pump and supplies from our contracted provider. | PPO: Nothing (no deductible)<br><br>Non PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount for support and counseling |
| *Not covered:*<br>• *Home uterine monitoring devices.*<br>• *Charges related to abortions except when the life of the mother would be endangered if the fetus were carried to term or when the pregnancy is the result of rape or incest.*<br>• *Charges for services and supplies incurred after termination of coverage.*<br>• *Childbirth education classes, services for birth coaching or labor support.* | *All charges* |
| **Family planning** | |
| A range of voluntary family planning services, limited to:<br>• Contraceptive methods and counseling<br>• Voluntary sterilizations (tubal ligation)<br>• Surgically implanted contraceptives<br>• Injectable contraceptive drugs (such as Depo-Provera)<br>• Intrauterine devices (IUDs)<br>• Diaphragms<br><br>Note: We cover other contraceptives under the *Prescription drug benefits* in Section 5(f). | PPO: Nothing (no deductible)<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered:*<br>• *Reversal of voluntary surgical sterilizations*<br>• *Genetic counseling and genetic screening*<br>• *Preimplantation genetic diagnosis (PGD)*<br>• *Expenses for sperm collection and storage* | *All charges* |

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Infertility services** | |
| • Diagnosis and treatment of infertility, except as shown in *Not covered* | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered:*<br>• *Infertility services after voluntary sterilizations*<br>• *Fertility drugs*<br>• *Genetic counseling and genetic screening*<br>• *Preimplantation genetic diagnosis (PGD)*<br>• *Assisted reproductive technology (ART) procedures, such as:*<br>- *Artificial insemination (AI)*<br>- *In vitro fertilization (IVF)*<br>- *Embryo transfer and gamete intrafallopian transfer (GIFT) and zygote intrafallopian transfer (ZIFT)*<br>- *Intravaginal insemination (IVI)*<br>- *Intracervical insemination (ICI)*<br>- *Intrauterine insemination (IUI)*<br>• *Services and supplies related to ART procedures*<br>• *Cost of donor sperm*<br>• *Cost of donor egg* | *All charges* |
| **Allergy care** | |
| • Testing and treatment, including materials (such as allergy serum)<br>• Allergy testing is limited to 100 tests per person per calendar year<br>Note: Each individual test performed as part of a group or panel is counted individually against the 100 test limit.<br>• Allergy injections | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered:*<br>• *Clinical ecology and environmental medicine*<br>• *Provocative food testing*<br>• *Non-FDA approved sublingual allergy desensitization drugs* | *All charges* |
| **Treatment therapies** | |
| • Antibiotic therapy – Intravenous (IV)/Infusion (preauthorization required)<br>• Total Parenteral Nutrition (TPN) (preauthorization required)<br>• Outpatient cardiac rehabilitation following qualifying event/condition<br>• Chemotherapy and radiation therapy (preauthorization required)<br>Note: High dose chemotherapy in association with autologous bone marrow transplants is limited to those transplants listed on page 68. Specialty benefits may apply, see page 94 . | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

*Treatment therapies - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Treatment therapies (cont.)** | |
| • Intravenous (IV)/Infusion Therapy (preauthorization required)<br>• Respiratory and inhalation therapies<br>• Growth hormone therapy (GHT)<br><br>Note: GHT is covered under the prescription drug benefit. We only cover GHT when we preauthorize the treatment. Call 800-821-6136 for preauthorization. We will ask you to submit information that establishes GHT is medically necessary. Ask us to authorize GHT before you begin treatment; otherwise, we will only cover GHT services from the date you submit the information. If you do not ask or if we determine GHT is not medically necessary, we will not cover the GHT or related services and supplies. See *Other services that require preauthorization* in Section 3.<br><br>Note: Some medications required for treatment therapies may be available through the CVS Caremark Mail Service Pharmacy or a participating network pharmacy. Medications obtained from these sources are covered under the *Prescription drug benefits* in Section 5(f).<br><br>Applied Behavioral Therapy Benefit<br>• Required Diagnosis of ASD (Autism Spectrum Disorder) by a provider qualified to make the diagnosis: Board Certified Behavior Analyst (BCBA), psychiatrist, pediatrician.<br>• Initiation of treatment and on-going treatment and intensity of treatment must be medically necessary and appropriate for the child.<br>• Available to children, ages 12 months through age 17.<br>• A Functional Behavioral Assessment must be submitted prior to treatment and must demonstrate appropriateness of ABA Therapy.<br>• Services must be directed by a Board Certified Behavior Analyst and services may be provided by Board Certified Assistant Behavior Analysts (BCaBA) or Registered Behavior Technicians (RBTs).<br>• Ages 12 months through age 17 qualify for a total of 680 hours per year, which is inclusive of the services of the Board Certified Behavior Analyst, Board Certified Assistant Behavior Analyst, and Registered Behavior Technician.<br>• Approval of on-going services requires demonstrated involvement by family.<br>• Services provided by the school are not reimbursable by the health plan. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| Dialysis -<br>• Dialysis – hemodialysis and peritoneal dialysis (preauthorization required)<br>• GEHA has a Preferred Outpatient Dialysis Network<br>• We bundle charges for dialysis; labs drawn during the week of dialysis treatments, and drugs and supplies provided on the day of dialysis are part of the bundled out-of-network dialysis payment.<br>• Up to three outpatient dialysis treatments are covered each week (any combination of hemodialysis and peritoneal dialysis) | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

*Treatment therapies - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Treatment therapies (cont.)** | |
| • Home dialysis training for the member and a helper are covered outside of the bundled out-of-network payment | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered:*<br>• *Chelation therapy except for acute arsenic, gold or lead poisoning*<br>• *Maintenance cardiac rehabilitation*<br>• *Topical hyperbaric oxygen therapy*<br>• *Prolotherapy* | *All charges* |
| **Physical, occupational, and speech therapy** | |
| • Up to 60 outpatient therapy visits per person per calendar year for the combined services of the following:<br>- Qualified physical therapists<br>- Qualified occupational therapists<br>- Qualified speech therapists<br><br>Inpatient therapy services do not require precertification and are not applied to the 60 visit benefit.<br><br>Services must be ordered by a physician. Orders must include the specific professional skills the patient needs, the medical necessity for the therapy, and an anticipated length of time the services are needed.<br><br>Therapy must be therapeutic, consistent with medically-accepted standards of care, and not experimental, investigational, or solely educational in nature.<br><br>Combined therapy visits may be used for rehabilitative therapy or habilitative therapy.<br>• Rehabilitative: Therapy is initiated to restore bodily function when there has been a total or partial loss of bodily function due to illness, surgery, or injury.<br>• Habilitative: Therapy is initiated to address a genetic, congenital, or early acquired disorder resulting in significant deficit of Activities of Daily Living (ADL), fine motor, or gross motor skills. Therapy services are provided to enhance functional status and is focused on developing skills that were never present.<br><br>Note: When you receive therapy from a qualified therapist in the outpatient setting which is medically necessary and meets the criteria for rehabilitative or habilitative therapy, your therapy is covered up to the Plan limits. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered:*<br>• *Exercise programs*<br>• *Long-term rehabilitation therapy*<br>• *Maintenance therapy—measurable improvement is not expected or progress is no longer demonstrated.* | *All charges* |

*Physical, occupational, and speech therapy - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Physical, occupational, and speech therapy (cont.)** | |
| • *Hot and cold packs*<br>• *Computers, tablets, computer programs/games used in association with communication aides, internet or phone services used in conjunction with communication devices*<br>• *Hippotherapy*<br>• *Rehabilitative services intended to teach or enhance Instrumental Activities of Daily Living (therapy to promote skills associated with independent living, such as shopping, using a phone, cleaning, laundry, preparing meals, managing medications, driving, or managing money/finances)*<br>• *Sensory Therapy, Auditory Therapy or Sensory Integration Therapy* | *All charges* |
| **Cognitive Rehabilitation** | |
| Provided when medically necessary following brain injury or traumatic brain injury.<br><br>Services will only be covered when provided by:<br>• Speech, occupational and/or physical therapists<br>• Psychologists<br>• Physicians<br><br>while practicing within their scope of care. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| **Hearing services (testing, treatment and supplies)** | |
| • For treatment related to illness or injury, including evaluation and diagnostic hearing tests performed by an M.D., D.O., or audiologist.<br><br>Note: For routine hearing screening performed during a child's preventive care visit, see Section 5 *Preventive care children.*<br>• Implanted hearing-related devices, such as bone anchored hearing aids (BAHA) and cochlear implants.<br><br>Note: For benefits for the devices, see Section 5(a) *Orthopedic and prosthetic devices.* | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered:*<br>• *Hearing services that are not shown as covered* | *All charges* |
| **Vision services (testing, treatment and supplies)** | |
| • First pair of contact lenses or standard ocular implant lenses if required to correct an impairment existing after intraocular surgery or accidental injury.<br>• Outpatient Vision therapy visits by an ophthalmologist or optometrist require preauthorization. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered:*<br>• *Computer programs of any type, including but not limited to those to assist with vision therapy* | *All charges* |

*Vision services (testing, treatment and supplies) - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Vision services (testing, treatment and supplies) (cont.)** | |
| • *Eyeglasses or contact lenses and examinations for them, except for the supplemental vision plan*<br>• *Radial keratotomy and other refractive surgeries*<br>• *Special multifocal ocular implant lenses* | *All charges* |
| **Foot care** | |
| • Routine foot care only when you are under active treatment for a metabolic or peripheral vascular disease, such as diabetes | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| • Diabetic shoes and shoe inserts individually designed and fitted to offload pressure points on the diabetic foot are limited to $150 per person per calendar year | PPO: All charges in excess of $150 (no deductible)<br>Non-PPO: All charges in excess of $150 (no deductible) |
| *Not covered:*<br>• *Cutting, trimming of toenails or removal of corns, calluses, or similar routine treatment of conditions of the foot, except as stated above* | *All charges* |
| **Orthopedic and prosthetic devices** | |
| • Artificial limbs and eyes<br>• Prosthetic sleeve or sock<br>• Externally worn breast prostheses and surgical bras, including necessary replacements following a mastectomy<br>• Internal prosthetic devices, such as artificial joints, pacemakers, and surgically implanted breast implant following mastectomy<br>• Implanted hearing-related devices, such as bone anchored hearing aids (BAHA) and cochlear implants<br><br>Note: For information on the professional charges for the surgery to insert an implant, see Section 5(b*) Surgical procedures.* For information on the hospital and/or ambulatory surgery center benefits, see Section 5(c) *Services provided by a hospital or other facility, and ambulance services.*<br><br>Note: We will pay only for the cost of the standard item. Coverage for specialty items such as bionics is limited to the cost of the standard item. | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered:*<br>• *Orthopedic and corrective shoes, arch supports, foot orthotics, heel pads and heel cups*<br>• *Bioelectric, computer programmed prosthetic devices* | *All charges* |

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Durable medical equipment (DME)** | |
| Durable medical equipment (DME) is equipment and supplies that:<br>- Are prescribed by your attending physician (i.e., the physician who is treating your illness or injury)<br>- Are medically necessary<br>- Are primarily and customarily used only for a medical purpose<br>- Are generally useful only to a person with an illness or injury<br>- Are designed for prolonged use<br>- Serve a specific therapeutic purpose in the treatment of an illness or injury<br><br>We cover rental or purchase of durable medical equipment, at our option, including repair and adjustment.<br><br>Covered items include:<br>• Oxygen<br>• Rental of Dialysis Equipment<br>• Hospital beds<br>• Wheelchairs<br>• Crutches<br>• Walkers<br><br>Note: Call us at 800-821-6136 to obtain a contract provider or PPO provider in your area. Your chosen provider should call for preauthorization. We may contact you to recommend a provider in your area to decrease your out-of-pocket expense.<br><br>Note: Coverage for specialty equipment such as specialty wheelchairs and beds is limited to the cost of the standard care and is subject to a home evaluation.<br><br>Note: Please see the definition for Medical Necessity, page 122.<br><br>Note: Refer to Section 5(f) for glucose meter and diabetic supplies, page 89. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| Breast pump and supplies:<br>• One double channel electric breast pump with double suction capability is purchased for breast-feeding patients with a physician's prescription every two years. A new prescription is required when requesting a new/replacement pump. Additional pumps may be obtained from the GEHA breast pump contracted provider at the member's expense.<br>- There is no cost to the member when the designated pump is obtained through GEHA's breast pump contracted provider. You must obtain the breast pump and supplies from our contracted provider. | Plan's Contracted DME Provider: Nothing (no deductible)<br><br>Non-Contracted DME Provider: All Charges |

*Durable medical equipment (DME) - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Durable medical equipment (DME) (cont.)** | |
| - An initial all-inclusive supply kit is provided with a new pump order. Two supplemental supply kits are allowed in a 12 month period. Supplemental supply kits contain new tubing and canisters. All other requested supplies can be obtained from the GEHA contracted provider at the member's expense. Call 800-482-1993 anytime in the last 2 months of pregnancy and submit your physician's order. The pump and supplies will be delivered within 1-5 business days. | Plan's Contracted DME Provider: Nothing (no deductible)<br><br>Non-Contracted DME Provider: All Charges |
| Speech generating devices (electronic voice output communication aids, which are electronic augmentative and alternative communication systems used to supplement or replace speech or writing for individuals with severe speech impairments) for patients suffering from severe expressive speech disorders and have a medical condition that warrants the use of such device. Requires a formal speech and language evaluation by licensed speech therapist. Must be preauthorized. | PPO: All charges in excess of $1,250 per calendar year<br><br>Non-PPO: All charges in excess of $1,250 per calendar year |
| *Not covered:*<br>• *Computers, tablets, computer programs/games used in association with communication aides, internet or phone services used in conjunction with communication devices*<br>• *Air purifiers, air conditioners, heating pads, cold therapy units, whirlpool bathing equipment, sun and heat lamps, exercise devices (even if ordered by a doctor), and other equipment that does not meet the definition of durable medical equipment (see Section 10)*<br>• *Lifts, such as seat, chair or van lifts*<br>• *Wigs*<br>• *Bone stimulators except for established non-union fractures*<br>• *Devices or programs to eliminate bed wetting*<br>• *If a member is a patient in a facility other than the member's primary residence, or in a distinct part of a facility that provides services such as skilled nursing, rehabilitation services, or provides medical or nursing, DME will not be covered separately for rental or purchase.* | *All charges* |
| **Home health services** | |
| 50 in-home intermittent visits per person per calendar year, not to exceed one visit up to two hours per day when:<br>• A registered nurse (R.N.), a licensed practical nurse (L.P.N.) under the supervision of a registered nurse, or qualified* medical social worker (M.S.W.) provides the services<br>• The attending physician orders the care<br>• The physician identifies the specific professional skills required by the patient and the medical necessity for skilled services<br>• The physician indicates the length of time the services are needed<br>• Medical social services provided by a qualified* medical social worker may be covered under the home health service benefit when the member meets the following criteria: | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

*Home health services - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Home health services (cont.)** | |
| - Member must be in need of home health services on an intermittent basis; home health skilled nursing, physical therapy, speech-language, or occupational therapy.<br>- Member must be under the care of a physician who signs the plan of care.<br>- The plan of care indicates how the services which are required necessitate the skills of a qualified* medical social worker to be performed safely and effectively.<br>- In-home assessment services from a qualified* medical social worker are required to support accurate diagnosis and amelioration of social determinants of health identified as an impediment to the effective treatment of the patient's medical condition or rate of recovery.<br><br>*Services performed by a qualified medical social worker are only eligible for reimbursement when furnished through a licensed home health agency or under the supervision of an eligible physician actively involved in the member's care.<br><br>Note: Covered services are based on our review for medical necessity.<br><br>Note: Please refer to the *Specialty drug benefits* beginning on page 94 for information on benefits for home infusion therapies. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered:*<br>• *Nursing care requested by, or for the convenience of, the patient or the patient's family*<br>• *Services primarily for hygiene, feeding, exercising, moving the patient, homemaking, companionship or giving oral medications.*<br>• *Home care primarily for personal assistance that does not include a medical component and is not diagnostic, therapeutic, or rehabilitative*<br>• *Custodial care*<br>• *Services or supplies furnished by immediate relatives or household members, such as spouse, parents, children, brothers or sisters by blood, marriage or adoption*<br>• *Hourly nursing where there is no skilled need or the need is beyond a two hour visit per day (otherwise known as private duty nursing) provided in the acute care facility, post-acute facilities (skilled nursing facilities), rehabilitation facilities, long-term acute care facilities, long term care facilities, in the home*<br>• *On-going licensed/unlicensed dialysis assistance in the home after initial dialysis training* | *All charges* |

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Manipulative therapy** | |
| Manipulative therapy services limited to:<br>• 20 visits per person per calendar year for manipulation of the spine.<br>• Adjunctive procedures such as ultrasound, electrical muscle stimulation, and vibratory therapy.<br>• X-rays, used to detect and determine nerve interferences due to spinal subluxations or misalignments ($25 per person per calendar year). | PPO and Non-PPO<br>All charges in excess of $20 per visit<br>All charges in excess of $25 for X-rays of the spine |
| *Not covered:*<br>• *Any treatment not specifically listed as covered*<br>• *Maintenance therapy - measurable improvement is not expected or progress is no longer demonstrated* | *All charges* |
| **Alternative treatments** | |
| Acupuncture:<br>• Benefits are limited to 20 procedures per person per calendar year for medically necessary acupuncture treatments for:<br>- Anesthesia<br>- Pain relief<br><br>Christian Science Practitioners:<br>• Benefits are limited to 50 sessions per person per calendar year<br><br>Christian Science Facilities:<br>• Nursing care and room and board in a facility accredited by the Commission for Accreditation of Christian Science Nursing Organizations up to 30 days per person per calendar year | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered:*<br>• *All other alternative treatments, including clinical ecology and environmental medicine*<br>• *Any treatment not specifically listed as covered*<br>• *Naturopathic services* | *All charges* |
| **Educational classes and programs** | |
| Coverage is limited to:<br>• Tobacco Cessation/E-cigarettes – We cover counseling sessions including proactive telephone counseling, group counseling and individual counseling for adult males, pregnant and non-pregnant females, children and adolescents. Benefits are payable for up to two attempts per person per calendar year, with up to four counseling sessions per attempt. | PPO: Nothing (no deductible)<br>Non-PPO: Nothing, except any difference between our Plan allowance and the billed amount (no deductible) |

*Educational classes and programs - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Educational classes and programs (cont.)** | |
| • In addition, we cover over-the-counter (with a physician's prescription) and prescription smoking cessation drugs approved by the FDA. The quantity of drugs reimbursed will be subject to recommended courses of treatment. You may obtain smoking cessation drugs with your plan identification card, through the CVS Caremark Mail Service Pharmacy or a non-Network Retail pharmacy. (See page 93 for filing instructions in Section 5(f) *Prescription drug benefits*.) | PPO: Nothing (no deductible)<br><br>Non-PPO: Nothing, except any difference between our Plan allowance and the billed amount (no deductible) |
| • Diabetes Education – Provided by Certified Diabetes Educators or physician through a program certified by the American Diabetes Association. The following program criteria needs to be met:<br>- Consists of services by healthcare professionals (physicians, registered dieticians, registered nurses, registered pharmacists);<br>- Designed to educate the member about medically necessary diabetes self-care upon initial diagnosis; and<br>- Ordered by the physician treating the member's diabetes that includes a statement signed by the physician that the service is needed.<br>- Up to 10 hours of instruction allowed per year. | PPO: Nothing up to the Plan allowance (up to 10 hours of instruction, no deductible)<br><br>Non-PPO: Nothing up to the Plan allowance and any difference between our allowance and the billed amount (up to 10 hours of instruction, no deductible) |
| • Nutritional Counseling – Provided by a dietitian with state license or statutory certification. Nutritional counseling must be ordered by a physician | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

# Section 5(b). Surgical and Anesthesia Services Provided by Physicians and Other Health Care 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 deductible is $1,500 for Self Only and $3,000 for Self Plus One or Self and Family when you use PPO providers. The deductible is $3,000 for Self Only and $6,000 for Self Plus One or Self and Family when you use non-PPO providers. Any of the above expenses for PPO providers also count toward this non-PPO amount. The Self Plus One or the Self and Family deductible can be satisfied by one or more family members. The deductible applies to all benefits in this Section.
- After you have satisfied your deductible, your Traditional medical coverage begins.
- Under your Traditional medical coverage, you will be responsible for your coinsurance amounts for eligible medical expenses and prescriptions.
- 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.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost-sharing works. Also, read Section 9 for information about how we pay if you have other coverage, or if you are age 65 or over. If Medicare is your primary payor, GEHA will provide secondary benefits for covered charges. The high deductible health plan deductible and coinsurance are not waived for Medicare members.
- The services listed below are for the charges billed by a physician or other health care professional for your surgical care. See Section 5(c) for charges associated with the facility (i.e., hospital, surgical center, etc.).
- When using a PPO hospital, the professionals who provide services may not all be PPO providers. If they are not, they will be paid by this Plan as non-PPO providers. However, if the services are performed by non-PPO radiologists, anesthesiologists, emergency room physicians, hospitalists, neonatologists or pathologists at a PPO hospital, we will pay up to the Plan allowable at the preferred provider rate.
- We will provide PPO benefits if you are admitted to a non-PPO hospital due to a medical emergency. We will also provide PPO benefits if you receive care from professionals who provide services in a non-PPO hospital, when admitted due to a medical emergency. You will be responsible for the difference between the plan allowance and the billed amount.
- **YOU MUST GET PREAUTHORIZATION FOR SOME SURGICAL PROCEDURES.** Please refer to the preauthorization information shown in Section 3 to be sure which services require preauthorization.

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Surgical procedures** | |
| A comprehensive range of services, such as:<br>• Operative procedures<br>• Treatment of fractures, including casting<br>• Normal pre- and post-operative care by the surgeon<br>• Correction of amblyopia and strabismus<br>• Endoscopy procedures<br>• Biopsy procedures<br>• Removal of tumors and cysts<br>• Voluntary sterilization for men (e.g., vasectomy)<br>• Correction of congenital anomalies - limited to children under the age of 18 unless there is a functional deficit (see *Reconstructive surgery*)<br>• Surgical treatment of obesity is covered for adults aged 18 years or older, with presence of persistent severe obesity, documented in contemporaneous clinical records, defined as any of the following:<br>- Body mass index (BMI) (see appendix) exceeding 40; or<br>- BMI greater than 35 in conjunction with any of the following severe co-morbidities:<br>• Clinically significant obstructive sleep apnea; or<br>• Coronary heart disease, with objective documentation (by exercise stress test, radionuclide stress test, pharmacologic stress test, stress echocardiography, CT angiography, coronary angiography, heart failure or prior myocardial infarction); or<br>• Hemodynamically significant cardiomyopathy; or<br>• Refractory Hyperlipidemia defined as failure to achieve acceptable levels of lipids despite maximal diet and pharmacological therapy; or<br>• Severe arthropathy of the spine or weight bearing joints when obesity prohibits appropriate surgical management; or<br>• Medically refractory hypertension (blood pressure greater than 140 mmHg systolic and/or 90 mmHg diastolic) despite concurrent use of 3 anti-hypertensive agents of different classes; or<br>• Type 2 diabetes<br>• For adolescents (under age 18) who have documented completed bone growth and presence of obesity with specified co-morbidities defined as:<br>- BMI exceeding 40 with one or more of the following serious co-morbidities:<br>• Clinically significant obstructive sleep apnea; or<br>• Type 2 diabetes mellitus; or<br>• Pseudo tumor comorbidities; or<br>• Medically refractory hypertension.<br>OR | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

*Surgical procedures - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Surgical procedures (cont.)** | |
| - BMI exceeding 50 with one or more of the following less serious co-morbidities:<br>• Dyslipidemias; or<br>• Nonalcoholic steatohepatitis; or<br>• Venous stasis disease; or<br>• Significant impairment in activities of daily living; or<br>• Intertriginous soft-tissue infections; or<br>• Stress urinary incontinence; or<br>• Gastroesophageal reflux disease; or<br>• Weight-related arthropathies that impair physical activity.<br><br>For eligibility of coverage for surgical treatment for obesity, there must also be demonstration of each of the following:<br>• Documentation of failure to lower the body mass index within the last twelve months through a medically supervised program of diet and exercise of at least six months duration.<br>• Psychological clearance of the member's ability to understand and adhere to the pre-and post-operative program, based on a psychological assessment performed by a licensed professional mental health practitioner.<br>• Member has not smoked in the six months prior to surgery.<br>• Member has not been treated for substance use for one year prior to surgery and there is no evidence of substance use during the one-year period prior to surgery.<br><br>Benefits for subsequent surgery for morbid obesity, performed on an inpatient or outpatient basis, are subject to each of the following additional pre-surgical requirements:<br>• All criteria listed above for the initial procedure must be met again, except when performed to treat a documented, clinically significant complication from the prior morbid obesity surgery.<br>• Previous surgery for morbid obesity was at least two years prior to repeat procedure.<br>• Weight loss from the initial procedure was less than 50% of the member's excess body weight at the time of the initial procedure.<br>• Documented evidence demonstrating that the member complied with previously prescribed post-operative nutrition and exercise program.<br><br>Note: Benefits are payable only for bariatric surgery which meets the above criteria. Bariatric surgery must be preauthorized.<br>• Insertion of internal prosthetic devices (see Section 5(a) *Orthopedic and prosthetic devices* for device coverage information)<br>• Treatment of burns | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

*Surgical procedures - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Surgical procedures (cont.)** | |
| • Assistant surgeons are covered up to 20% of our allowance for the surgeon's charge for procedures when it is medically necessary to have an assistant surgeon. Registered nurse first assistants and certified surgical assistants are covered up to 15% of our allowance for the surgeon's charge for the procedure if medically necessary to have an assistant surgeon.<br>• Surgical treatment of gender dysphoria such as surgical change of sex characteristics (bilateral mastectomy), genital reconstructive surgeries (vaginectomy, urethroplasty, scrotoplasty, penectomy, vaginoplasty, labiaplasty and clitoroplasty) and augmentation mammoplasty.<br>- Requirements:<br>• Must be 18 years of age or older<br>• Must have documented evidence of persistent gender dysphoria<br>• Must have evidence of well-controlled physical and mental health conditions<br>• Must have letter from qualified mental health professional supporting decision for procedure (two letters if requesting genital reconstructive surgery)<br>- Additional information in addition to above based on specific surgical requests:<br>• Genital reconstructive surgeries require 1) an additional letter of support from a qualified mental health provider, 2) 12 months of hormone therapy as appropriate for member's gender goal, and 3) greater than 12 months living a gender role congruent with gender identity.<br>• Augmentation mammoplasty requires 1)18 months of hormone therapy as appropriate for member's gender goal, and 2) documentation that size is not sufficient for comfort in social role.<br><br>Note: Post-operative care is considered to be included in the fee charged for a surgical procedure by a doctor. Any additional fees charged by a doctor are not covered unless such charge is for an unrelated condition.<br><br>Note: Voluntary sterilizations, surgically implanted contraceptives, injectable contraceptive drugs (such as Depo-Provera), intrauterine devices (IUDs), and diaphragms are listed as covered under Section 5(a) *Family planning*. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| When multiple or bilateral surgical procedures performed during the same operative session add time or complexity to patient care, our benefits are:<br>• For the primary procedure based on:<br>- Full Plan allowance<br>• For the secondary and subsequent procedures based on:<br>- One-half of the Plan allowance | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

*Surgical procedures - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Surgical procedures (cont.)** | |
| Note: Multiple or bilateral surgical procedures performed through the same incision are "incidental" to the primary surgery. That is, the procedure would not add time or complexity to patient care. We do not pay extra for incidental procedures. | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered:*<br>• *Reversal of voluntary sterilization*<br>• *Services of a standby physician or surgeon*<br>• *Routine treatment of conditions of the foot (see Foot care)*<br>• *Surgical treatment of hyperhidrosis unless alternative therapies such as botox injections or topical aluminum chloride and pharmacotherapy have been unsuccessful* | *All charges* |
| **Reconstructive surgery** | |
| • Surgery to correct a functional defect<br>• Surgery to correct a condition caused by injury or illness if:<br>- the condition produced a major effect on the member's appearance and<br>- the condition can reasonably be expected to be corrected by such surgery<br>• Surgery to correct a condition that existed at or from birth and is a significant deviation from the common form or norm – limited to children under the age of 18 unless there is a functional deficit. Examples of congenital anomalies are: cleft lip; cleft palate; birth marks; and webbed fingers and toes.<br>• All stages of breast reconstruction surgery following a mastectomy, such as:<br>- surgery to produce a symmetrical appearance of breasts<br>- treatment of any physical complications, such as lymphedemas<br>- breast prostheses; and surgical bras and replacements (see Section 5(a) *Orthopedic and prosthetic devices* for coverage)<br>Note: We pay for internal breast prostheses as hospital benefits if billed by a hospital. If included with the surgeon's bill, surgery benefits will apply.<br>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. | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not Covered:*<br>• *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 promptly or as soon as the member's medical condition permits*<br>• *Surgeries related to sexual dysfunction* | *All Charges* |

*Reconstructive surgery - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Reconstructive surgery (cont.)** | |
| • *Surgeries to correct congenital anomalies for individuals age 18 and older unless there is a functional deficit*<br>• *Charges for photographs to document physical conditions*<br>• *Transgender procedures not specifically listed above such as: rhinoplasty, face-lifting, lip enhancement, facial bone reduction, blepharoplasty, body contouring, reduction thyroid chondroplasty, hair removal, voice modification, skin resurfacing or other procedures used for feminization, chin or nose implants or lip reductions or other procedures used for masculization, transgender reversal unless secondary to surgical complications* | *All Charges* |
| **Oral and maxillofacial surgery** | |
| Oral surgical procedures, limited to:<br>• Reduction of fractures of the jaws or facial bones<br>• Surgical correction of cleft lip, cleft palate<br>• Excision of cysts and incision of abscesses unrelated to tooth structure<br>• Extraction of impacted (unerupted or partially erupted) teeth<br>• Alveoloplasty, partial or radical removal of the lower jaw with bone graft<br>• Excision of tori, tumors, leukoplakia, premalignant and malignant lesions, and biopsy of hard and soft oral tissues<br>• Open reduction of dislocations and excision, manipulation, aspiration or injection of temporomandibular joints<br>• Removal of foreign body, skin, subcutaneous areolar tissue, reaction-producing foreign bodies in the musculoskeletal system and salivary stones and incision/excision of salivary glands and ducts<br>• Repair of traumatic wounds<br>• Incision of the sinus and repair of oral fistulas<br>• Surgical treatment of trigeminal neuralgia<br>• Repair of accidental injury to sound natural teeth such as: expenses for X-rays, drugs, crowns, bridgework, inlays and dentures. We may review X-rays and/or treatment records in order to determine benefit coverage. Masticating (biting or chewing) incidents are not considered to be accidental injuries.<br>• Orthognathic surgery for the following conditions:<br>- severe sleep apnea only after conservative treatment of sleep apnea has failed<br>- cleft palate and Pierre Robin Syndrome<br>- Orthognathic surgery for any other condition is not covered<br>• Other oral surgery procedures that do not involve the teeth or their supporting structures | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

*Oral and maxillofacial surgery - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Oral and maxillofacial surgery (cont.)** | |
| *Not covered:*<br>• *Oral implants and transplants*<br>• *Procedures that involve the teeth or their supporting structures (such as the periodontal membrane, gingiva, and alveolar bone)*<br>• *Orthodontic treatment*<br>• *Any oral or maxillofacial surgery not specifically listed as covered*<br>• *Orthognathic surgery, except as outlined above for severe sleep apnea, cleft palate and Pierre Robin Syndrome (even if necessary because of TMJ dysfunction or disorder)* | *All charges* |
| **Organ/Tissue transplants** | |
| These **solid organ transplants** are subject to medical necessity and experimental/investigational review by the Plan. Refer to *Other services* in Section 3 for preauthorization procedures.<br><br>Solid organ transplants limited to:<br>• Autologous pancreas islet cell transplant (as an adjunct to total or near total pancreatectomy) only for patients with chronic pancreatitis<br>• Cornea<br>• Heart<br>• Heart/Lung<br>• Intestinal transplants<br>- Isolated small intestine<br>- Small intestine with the liver<br>- Small intestine with multiple organs, such as the liver, stomach, and pancreas<br>• Kidney<br>- Notify the Plan of a pending kidney transplant. If you are a member, or if you are an Aetna provider, call GEHA at 800-821-6136. If you are a UnitedHealthcare Options PPO or UnitedHealthcare Choice Plus provider, please call UHC Provider Services for benefit verification at 877-343-1887.<br>• Kidney/pancreas<br>• Liver<br>• Lung single/bilateral/lobar<br>• Pancreas | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| **Blood or marrow stem cell transplants**<br><br>The Plan extends coverage for the diagnoses as indicated below. Refer to *Other services* in Section 3 for preauthorization procedures. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

*Organ/Tissue transplants - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Organ/Tissue transplants (cont.)** | |
| 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. For the diagnoses listed below, the medical necessity limitation is considered satisfied if the patient meets the staging description.<br>• Allogeneic transplants for:<br>- Acute lymphocytic or non-lymphocytic (i.e., myelogenous) leukemia<br>- Acute myeloid leukemia<br>- Advanced Hodgkin's lymphoma with recurrence (relapsed)<br>- Advanced Myeloproliferative Disorders (MPDs)<br>- Advanced non-Hodgkin's lymphoma with recurrence (relapsed)<br>- Amyloidosis<br>- Chronic lymphocytic leukemia/small lymphocytic lymphoma (CLL/SLL)<br>- Chronic myelogenous leukemia<br>- Hemoglobinopathy<br>- Marrow Failure and Related Disorders (i.e., Fanconi's, Paroxysmal Noctural Hemoglobinuria, Pure Red Cell Aplasia)<br>- Myelodysplasia/Myelodysplastic syndromes<br>- Severe combined immunodeficiency<br>- Severe or very severe aplastic anemia<br>• Autologous transplants for:<br>- Acute lymphocytic or non-lymphocytic (i.e., myelogenous) leukemia<br>- Advanced Hodgkin's lymphoma with recurrence (relapsed)<br>- Advanced non-Hodgkin's lymphoma with recurrence (relapsed)<br>- Amyloidosis<br>- Breast cancer<br>- Ependymoblastoma<br>- Epithelial ovarian cancer<br>- Neuroblastoma | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| Blood or Marrow Stem Cell Transplants: Plan's denial is limited to indicators for transplant such as refractory or relapsed disease, cytogenetics, subtype, staging or the diagnosis.<br>• Allogeneic transplants for:<br>- Advanced neuroblastoma<br>- Infantile malignant osteopetrosis | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

*Organ/Tissue transplants - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Organ/Tissue transplants (cont.)** | |
| - Mucopolysaccharidoses/Mucolipidoses<br>- Phagocytic/Hemophagocytic deficiency diseases (e.g., Wiskott-Aldrich syndrome)<br>• Autologous transplants for:<br>- Advanced Childhood kidney cancers<br>- Advanced Ewing sarcoma<br>- Aggressive non-Hodgkins lymphomas (Mantle Cell lymphoma, adult T-cell leukemia/lymphoma, peripheral T-cell lymphomas and aggressive Dendritic Cell neoplasms)<br>- Childhood rhabdomyosarcoma<br>- Mantle Cell (Non-Hodgkin lymphoma)<br>- Multiple myeloma<br>- Testicular, mediastinal, retroperitoneal and ovarian germ cell tumors<br>- Waldenstrom's macroglobulinemia | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| 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. Refer to *Other services* in Section 3 for preauthorization procedures:<br>• Allogeneic transplants for:<br>- Acute lymphocytic or non-lymphocytic (i.e., myelogenous) leukemia<br>- Acute myeloid leukemia<br>- Advanced Hodgkin's lymphoma with recurrence (relapsed)<br>- Advanced Myeloproliferative Disorders (MPDs)<br>- Advanced non-Hodgkin's lymphoma with recurrence (relapsed)<br>- Amyloidosis<br>- Chronic lymphocytic leukemia/small lymphocytic lymphoma (CLL/SLL)<br>- Chronic myelogenous leukemia<br>- Hemoglobinopathy<br>- Marrow failure and related disorders (i.e., Fanconi's, Paroxysmal Nocturnal Hemoglobinuria, Pure Red Cell Aplasia)<br>- Multiple myeloma<br>- Myelodysplasia/Myelodysplastic syndromes<br>- Severe combined immunodeficiency<br>- Severe or very severe aplastic anemia<br>• Autologous transplants for:<br>- Acute lymphocytic or non-lymphocytic (i.e., myelogenous) leukemia<br>- Advanced Hodgkin's lymphoma with recurrence (relapsed)<br>- Advanced non-Hodgkin's lymphoma with recurrence (relapsed) | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

*Organ/Tissue transplants - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Organ/Tissue transplants (cont.)** | |
| - Amyloidosis<br>- Neuroblastoma | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| These **tandem blood or marrow stem cell transplants for covered transplants** are subject to medical necessity review by the Plan. Refer to *Other services* in Section 3 for preauthorization procedures.<br>• Autologous tandem transplants for:<br>- AL Amyloidosis<br>- Multiple myeloma (de novo and treated)<br>- Recurrent germ cell tumors (including testicular cancer) | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| Donor expenses<br>• We will cover donor screening tests and donor search expenses for up to four potential donors of organ/tissue transplants.<br><br>Note: We cover related medical and hospital expenses of the donor when we cover the recipient.<br><br>Note: All allowable charges incurred for a surgical transplant, whether incurred by the recipient or donor will be considered expenses of the recipient and will be covered the same as for any other illness or injury subject to the limits stated below. This benefit applies only if the recipient is covered by the Plan and if the donor's expenses are not otherwise covered. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| Transportation Benefit<br>• We will also provide up to $10,000 per covered transplant for transportation (mileage or airfare) to a Plan designated facility and reasonable temporary living expenses (i.e., lodging and meals) for the recipient and one other individual (or in the case of a minor, two other individuals), if the recipient lives more than 100 miles from the designated transplant facility. Transportation benefits are only payable when GEHA is the primary payor.<br>• Transportation benefits are payable for follow-up care up to one year following the transplant. The transportation benefit is not available for cornea or kidney transplants. You must contact Customer Service at 800-821-6136 for what are considered reasonable temporary living expenses. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| Limited Benefits<br>• The process for preauthorizing organ transplants is more extensive than the normal process. Before your initial evaluation as a potential candidate for a transplant procedure, you or your doctor must contact GEHA's Care Management Department so we can arrange to review the clinical results of the evaluation and determine if the proposed procedure meets our definition of "medically necessary" and is on the list of covered transplants. Coverage for the transplant must be authorized in advance, in writing. (Cornea and kidney transplants do not require preauthorization.) | |

*Organ/Tissue transplants - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Organ/Tissue transplants (cont.)** | |
| • We will pay for a second transplant evaluation recommended by a physician qualified to perform the transplant, if: the transplant diagnosis is covered and the physician is not associated or in practice with the physician who recommended and will perform the organ transplant. A third transplant evaluation is covered only if the second evaluation does not confirm the initial evaluation.<br>• The transplant must be performed at a Plan-designated organ transplant facility to receive maximum benefits. GEHA uses a defined transplant network, which may be different than the Preferred Provider Network.<br>• If benefits are limited to $100,000 per transplant, included in the maximum are all charges for hospital, medical and surgical care incurred while the patient is hospitalized for a covered transplant surgery and subsequent complications related to the transplant. Outpatient expenses for chemotherapy and any process of obtaining stem cells or bone marrow associated with bone marrow transplant (stem cell support) are included in benefits limit of $100,000 per transplant. Tandem bone marrow transplants approved as one treatment protocol are limited to $100,000 when not performed at a Plan designated facility. All treatment within 120 days following the transplant is subject to the $100,000 limit except expenses for aftercare. Outpatient prescription drugs are not a part of the $100,000 limit. | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount<br>If precertification is not obtained or a Plan-designated organ transplant facility is not used, our allowance will be limited for hospital and surgery expenses up to a maximum of $100,000 per transplant. If we cannot refer a member in need of a transplant to a designated facility, the $100,000 maximum will not apply. |
| • Chemotherapy and procedures related to bone marrow transplantation must be performed only at a Plan-designated organ transplant facility to receive maximum benefits.<br>• Simultaneous transplants such as kidney/pancreas, heart/lung, heart/liver, are considered as one transplant procedure and are limited to $100,000 when not performed at a Plan-designated organ transplant facility. | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered:*<br>• *Services or supplies for or related to surgical transplant procedures (including administration of high-dose chemotherapy) for artificial or human organ/tissue transplants not listed as specifically covered*<br>• *Donor screening tests and donor search expenses, except those listed above*<br>• *Expenses for sperm collection and storage* | *All charges* |
| **Anesthesia** | |
| Professional fees for the administration of anesthesia in:<br>• Hospital (inpatient)<br>• Hospital outpatient department<br>• Ambulatory surgical center<br>• Office | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered*<br>• *Anesthesia related to non-covered surgeries or procedures.* | *All charges* |

# 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.
- The deductible is $1,500 for Self Only and $3,000 for Self Plus One or Self and Family when you use PPO providers. The deductible is $3,000 for Self Only and $6,000 for Self Plus One or Self and Family when you use non-PPO providers. Any of the above expenses for PPO providers also count toward this non-PPO amount. The Self Plus One or the Self and Family deductible can be satisfied by one or more family members. The deductible applies to all benefits in this Section.
- After you have satisfied your deductible, your Traditional medical coverage begins.
- Under your Traditional medical coverage, you will be responsible for your coinsurance amounts for eligible medical expenses and prescriptions.
- 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.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost-sharing works. Also, read Section 9 for information about how we pay if you have other coverage or if you are age 65 or over. If Medicare is your primary payor, GEHA will provide secondary benefits for covered charges. The high deductible health plan deductible and coinsurance are not waived for Medicare members.
- The amounts listed below are for the charges billed by the facility (i.e., hospital or surgical center) or ambulance service for your surgery or care. Any costs associated with the professional charge (i.e., physicians, etc.) are in Sections 5(a) or 5(b). See page 60 for coverage of a Christian Science facility.
- When using a PPO hospital, the professionals who provide services may not all be PPO providers. If they are not, they will be paid by this Plan as non-PPO providers. However, if services are performed by non-PPO radiologists, anesthesiologists, emergency room physicians, hospitalists, neonatologists or pathologists at a PPO hospital, we will pay up to the Plan allowable at the preferred provider rate.
- We will provide PPO benefits if you are admitted to a Non-PPO hospital due to a medical emergency. We will also provide PPO benefits if you receive care from professionals who provide services in a non-PPO hospital, when admitted due to a medical emergency. You will be responsible for the difference between the plan allowance and the billed amount.
- 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 20% with submitted invoice or two times the Medicare allowance without an invoice. Providers are encouraged to notify us on admission to determine benefits payable.
- When you receive hospital observation services, we apply outpatient benefits to covered services up to 48 hours. Inpatient benefits will apply only when your physician formally admits you to the hospital as an inpatient. It is your responsibility to ensure that we are contacted for precertification if you are admitted as an inpatient.
- **YOU MUST GET PRECERTIFICATION FOR HOSPITAL STAYS INCLUDING OBSERVATION CARE EXCEEDING 48 HOURS. FAILURE TO DO SO WILL RESULT IN A MINIMUM $500 PENALTY**. Please refer to the precertification information shown in Section 3 to be sure which services require precertification. Confinement which are considered not medically necessary will not be covered. Penalties are not subject to the catastrophic limit.

| Benefit Description | You pay<br>After the calendar year deductible... |
|---|---|
| **Inpatient hospital** | |
| Room and board, such as:<br>• Ward, semiprivate, or intensive care accommodations<br>• General nursing care<br>• Meals and special diets<br><br>Note: We only cover a private room if we determine it to be medically necessary. Otherwise, we will pay the hospital's average charge for semiprivate accommodations. The remaining balance is not a covered expense. If the hospital only has private rooms, we will cover the private room rate.<br><br>Note: When the hospital bills a flat rate, we prorate the charges to determine how to pay them, as follows: 30% room and board and 70% other charges.<br><br>Other hospital services and supplies, such as:<br>• Operating, recovery, and other treatment rooms<br>• Prescribed drugs and medications<br>• Diagnostic laboratory tests and X-rays<br>• Blood or blood plasma, if not donated or replaced<br>• Dressings, splints, casts, and sterile tray services<br>• Medical supplies and equipment, including oxygen<br>• Anesthetics, including nurse anesthetist services<br>• Take-home items<br>• Medical supplies, appliances, medical equipment, and any covered items billed by a hospital for use at home<br><br>Note: We base payment on whether the facility, or a health care professional, bills for the services or supplies. For example, when the hospital bills for its nurse anesthetists' services, we pay hospital benefits and when the anesthesiologist bills, we pay surgery benefits. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance plus the difference between the Plan allowance and the billed amount |
| **Maternity care – Inpatient hospital**<br><br>Room and board, such as:<br>• Ward, semiprivate, or intensive care accommodations<br>• General nursing care<br>• Meals and special diets<br><br>Note: Here are some things to keep in mind:<br>• You do not need to precertify your normal delivery; see page 22 for other circumstances, such as extended stays for you or your baby.<br>• 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 you must precertify.<br><br>Other hospital services and supplies, such as:<br>• Delivery room, recovery, and other treatment rooms | PPO: Nothing<br><br>Non-PPO: 25% of the Plan allowance plus the difference between the Plan allowance and the billed amount |

*Inpatient hospital - continued on next page*

| Benefit Description | You pay<br>After the calendar year deductible... |
|---|---|
| **Inpatient hospital (cont.)** | |
| • Prescribed drugs and medications<br>• Diagnostic laboratory tests and X-rays<br>• Blood or blood plasma, if not donated or replaced<br>• Dressings and sterile tray services<br>• Medical supplies and equipment, including oxygen<br>• Anesthetics, including nurse anesthetist services<br>• Take-home items<br>• Medical supplies, appliances, medical equipment, and any covered items billed by a hospital for use at home<br><br>Note: We cover routine nursery care of the newborn child during the covered portion of the mother's maternity stay.<br><br>Note: We will cover other care of an infant who requires non-routine treatment if we cover the infant under a Self and Family or Self Plus One enrollment. Surgical benefits, not maternity benefits, apply to circumcision.<br><br>Note: Maternity care expenses incurred by a Plan member serving as a surrogate mother are covered by the Plan subject to reimbursement from the other party to the surrogacy contract or agreement. The involved Plan member must execute our Reimbursement Agreement against any payment she may receive under a surrogacy contract or agreement. Expenses of the newborn child are not covered under this or any other benefit in a surrogate mother situation. | PPO: Nothing<br><br>Non-PPO: 25% of the Plan allowance plus the difference between the Plan allowance and the billed amount |
| *Not covered:*<br>• *Any part of a hospital admission that is not medically necessary (see Section 10), such as when you do not need acute hospital inpatient (overnight) care, but could receive care in some other setting without adversely affecting your condition or the quality of your medical care. Note: 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.*<br>• *Any part of a hospital admission that is related to a non-covered surgery or procedure.*<br>• *Custodial care; see Section 10*<br>• *Non-covered facilities such as nursing homes, schools*<br>• *Personal comfort items such as telephone, television, barber services, guest meals and beds*<br>• *Private nursing care* | *All charges* |

| Benefit Description | You pay<br>After the calendar year deductible... |
|---|---|
| **Inpatient residential treatment centers (RTC)** | |
| Room and board, such as:<br>• Ward, semiprivate, or intensive care accommodation<br>• General nursing care<br>• Meals and special diets<br>• Ancillary charges<br>• Covered therapy services when billed by the facility (see page 83 for services billed by professional providers.)<br><br>Note: We only cover a private room if we determine it to be medically necessary. Otherwise, we will pay the hospital's average charge for semiprivate accommodations. The remaining balance is not a covered expense. If the hospital only has private rooms, we will cover the private room rate.<br><br>Note: When the hospital bills a flat rate, we prorate the charges to determine how to pay them, as follows: 30% room and board and 70% other charges.<br><br>Note: We limit covered facilities for medically necessary substance use disorder treatment to a hospital and/or RTC. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Benefits are not available for non-covered services, including:*<br>• *Pastoral, marital, educational counseling or training services*<br>• *Therapy for sexual dysfunction or inadequacy*<br>• *Services performed by a non-covered provider*<br>• *Treatment for learning disabilities and mental retardation*<br>• *Travel time to the member's home to conduct therapy*<br>• *Services rendered or billed by schools, halfway houses, sober homes, group homes, similar types of facilities or billed by their staff*<br>• *Marriage counseling*<br>• *Services that are not medically necessary*<br>• *The following services are not covered as a part of any inpatient or outpatient mental health or substance use disorder treatment services: respite care; outdoor residential programs; recreational therapy; educational therapy or classes; 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 provided because home care is not available or is unsuitable.*<br><br>*Note: We cover professional services as described on page 83 when they are provided and billed by a covered professional provider acting within the scope of his or her license.* | *All charges* |

| Benefit Description | You pay<br>After the calendar year deductible... |
|---|---|
| **Outpatient hospital, clinic or ambulatory surgical center** | |
| • Operating, recovery, observation, and other treatment rooms<br>• Prescribed drugs and medications<br>• Diagnostic laboratory tests, X-rays, and pathology services<br>• Administration of blood, blood plasma, and other biologicals<br>• Blood or blood plasma, if not donated or replaced<br>• Pre-surgical testing<br>• Dressings, splints, casts, and sterile tray services<br>• Medical supplies, including oxygen<br>• Anesthetics and anesthesia service<br>• Cardiac rehabilitation following qualifying event/condition<br>• Observation care is covered up to a maximum of 48 hours as an outpatient hospital service, see Section 10<br><br>Note: We cover hospital services and supplies related to dental procedures when necessitated by a non-dental physical impairment. We do not cover the dental procedures.<br><br>Note: Please refer to page 94 for information on benefits for Specialty drug benefits medications dispensed by hospitals. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered:*<br>• *Maintenance cardiac rehabilitation*<br>• *Services that are related to a non-covered surgery or procedure* | *All charges* |
| **Maternity care – Outpatient hospital**<br>• Delivery room, recovery, observation, and other treatment rooms<br>• Prescribed drugs and medications<br>• Diagnostic laboratory tests and X-rays, and pathology services<br>• Administration of blood, blood plasma, and other biologicals<br>• Blood or blood plasma, if not donated or replaced<br>• Pre-surgical testing<br>• Dressings and sterile tray services<br>• Medical supplies, including oxygen<br>• Anesthetics and anesthesia services<br><br>Note: Maternity care expenses incurred by a Plan member serving as a surrogate mother are covered by the Plan subject to reimbursement from the other party to the surrogacy contract or agreement. The involved Plan member must execute our Reimbursement Agreement against any payment she may receive under a surrogacy contract or agreement. Expenses of the newborn child are not covered under this or any other benefit in a surrogate mother situation. | PPO: Nothing<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

| Benefit Description | You pay<br>After the calendar year deductible... |
|---|---|
| **Extended care benefits/Skilled nursing care facility benefits** | |
| • Inpatient confinement at a Skilled Nursing Facility for the first 21 days following transfer from an authorized acute inpatient confinement when skilled care is still required. Benefits limited to $700 per day. No other benefits are payable for inpatient skilled nursing facility charges.<br><br>Note: When Medicare Part A is primary, Medicare pays the initial 20 days in full for confinement in a qualified skilled nursing facility, for each Medicare defined benefit period; this plan covers copayments or coinsurance incurred during the 21st day of confinement during the benefit period. | PPO: Charges in excess of $700 per day for the first 21 days not to exceed the Plan allowance<br><br>All charges after 21 days not to exceed the Plan allowance<br><br>Non-PPO: Charges in excess of $700 per day for the first 21 days<br><br>All charges after 21 days |
| **Hospice care** | |
| 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.<br>• We pay up to $15,000 for hospice care provided in an outpatient setting or for room, board, and care while receiving hospice care in an inpatient setting. Services may include a combination of inpatient and outpatient care up to a maximum of $15,000.<br><br>These benefits will be paid if the hospice care program begins after a person's primary doctor certifies terminal illness and life expectancy of six months or less and any services or inpatient hospice stay that is part of the program is:<br>• Provided while the person is covered by this Plan<br>• Ordered by the supervising doctor<br>• Charged by the hospice care program<br>• Provided within six months from the date the person entered or re-entered (after a period of remission) a hospice care program<br><br>Remission is the halt or actual reduction in the progression of illness resulting in discharge from a hospice care program with no further expenses incurred. A readmission within three months of a prior discharge is considered as the same period of care. A new period begins after three months from a prior discharge with maximum benefits available. | PPO: 5% up to the Plan limits<br><br>Non-PPO: 25% up to the Plan limits |
| *Not covered:*<br>• *Charges incurred during a period of remission, charges incurred for treatment of a sickness or injury of a family member that are covered under another plan provision, charges incurred for services rendered by a close relative, bereavement counseling, funeral arrangements, pastoral counseling, financial or legal counseling, homemaker or caretaker services* | *All charges* |

| Benefit Description | You pay<br>After the calendar year deductible... |
|---|---|
| **Ambulance** | |
| • Local ambulance service (within 100 miles) to the first hospital where treated, from that hospital to the next nearest one if necessary treatment is unavailable or unsuitable at the first hospital, then to either the home (if ambulance transport is medically necessary) or other medical facility (if required for the patient to receive necessary treatment and if ambulance transport is medically necessary)<br><br>*Member is responsible for all charges for 100 miles or greater when medically necessary treatment is available within 100 miles. | PPO: 5% of the Plan allowance within 100 miles*<br><br>Non-PPO: 5% of the Plan allowance and any difference between our allowance and the billed amount, within 100 miles* |
| • Air ambulance to nearest facility where necessary treatment is available is covered if no emergency ground transportation is available or suitable and the patient's condition warrants immediate evacuation. Air ambulance will not be covered if transport is beyond the nearest available suitable facility, but is requested by patient or physician for continuity of care or other reasons. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| *Not covered:*<br>• *Ambulance transportation when the patient does not require the assistance of medically trained personnel and can be safely transferred (or transported) by other means*<br>• *All ground ambulance charges for 100 miles or greater when medically necessary treatment is available within 100 miles* | *All charges* |

# 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 deductible is $1,500 for Self Only and $3,000 for Self Plus One or Self and Family when you use PPO providers. The deductible is $3,000 for Self Only and $6,000 for Self Plus One or Self and Family when you use non-PPO providers. Any of the above expenses for PPO providers also count toward this non-PPO amount. The Self Plus One or the Self and Family deductible can be satisfied by one or more family members. The deductible applies to all benefits in this Section.
- 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.
- When using a PPO hospital, the professionals who provide services may not all be PPO providers. If they are not, they will be paid by this Plan as non-PPO providers. However, if the services are performed by non-PPO radiologists, anesthesiologists, emergency room physicians, hospitalists, neonatologists or pathologists at a PPO hospital, we will pay up to the Plan allowable at the preferred provider rate.
- We will provide PPO benefits if you are admitted to a non-PPO hospital due to a medical emergency. We will also provide PPO benefits if you receive care from professionals who provide services in a non-PPO hospital, when admitted due to a medical emergency. You will be responsible for the difference between the plan allowance and the billed amount.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost-sharing works. Also, read Section 9 for information about how we pay if you have other coverage or if you are age 65 or over. If Medicare is your primary payor, GEHA will provide secondary benefits for covered charges. The high deductible health plan deductible and coinsurance are not waived for Medicare members.

**What is an accidental injury?**

An accidental injury is a bodily injury sustained solely through violent, external, and accidental means, such as broken bones, animal bites, and poisonings.

**What is a medical emergency?**

A medical emergency is the sudden and unexpected onset of a condition or an injury that you believe endangers your life or could result in serious injury or disability, and requires immediate medical or surgical care. Some problems are emergencies because, if not treated promptly, they 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 we may determine are medical emergencies – what they all have in common is the need for quick action.

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Accidental injury** | |
| • Non-surgical physician services and supplies<br>• Related outpatient physician care<br>• Surgical care<br>• Treatment outside a hospital or in the outpatient/emergency room department of a hospital or urgent care facility | PPO: 5% of the Plan allowance<br><br>Non-PPO: 5% of the Plan allowance, plus the difference between the billed amount and the Plan allowance |

*Accidental injury - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Accidental injury (cont.)** | |
| Note: Emergency room charges associated directly with an inpatient admission are considered "Other charges" under *Inpatient Hospital Benefits* (see page 74) and are not part of this benefit, even though an accidental injury may be involved. This provision also applies to dental care required as a result of accidental injury to sound natural teeth. Masticating (chewing) incidents are not considered to be accidental injuries. | |
| **Medical emergency** | |
| • Outpatient medical or surgical services and supplies billed by a hospital for emergency room treatment.<br><br>Note: We will provide PPO benefits if you are admitted to a non-PPO hospital due to a medical emergency. You will be responsible for the difference between the plan allowance and the billed amount. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 5% of the Plan allowance and any difference between our allowance and the billed amount |
| **Urgent care facility** | |
| Outpatient medical services and supplies billed by an urgent care facility | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| **Ambulance** | |
| • Local ambulance service (within 100 miles) to the first hospital where treated, from that hospital to the next nearest one if necessary treatment is unavailable or unsuitable at the first hospital, then to either the home (if ambulance transport is medically necessary) or other medical facility (if required for the patient to receive necessary treatment and if ambulance transport is medically necessary)<br><br>*Member is responsible for all charges for 100 miles or greater when medically necessary treatment is available within 100 miles. | PPO: 5% of the Plan allowance within 100 miles*<br><br>Non-PPO: 5% of the Plan allowance and any difference between our allowance and the billed amount, within 100 miles* (calendar year deductible applies) |
| • Air ambulance to nearest facility where necessary treatment is available is covered if no emergency ground transportation is available or suitable and the patient's condition warrants immediate evacuation. Air ambulance will not be covered if transport is beyond the nearest available suitable facility, but is requested by patient or physician for continuity of care or other reasons. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount (calendar year deductible applies) |
| *Not covered:*<br>• *Ambulance transportation when the patient does not require the assistance of medically trained personnel and can be safely transferred (or transported) by other means*<br>• *All ground ambulance charges for 100 miles or greater when medically necessary treatment is available within 100 miles* | *All charges* |

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

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

**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 deductible is $1,500 for Self Only and $3,000 for Self Plus One or Self and Family when you use PPO providers. The deductible is $3,000 for Self Only and $6,000 for Self Plus One or Self and Family when you use non-PPO providers. Any of the above expenses for PPO providers also count toward this non-PPO amount. The Self Plus One or the Self and Family deductible can be satisfied by one or more family members. The deductible applies to all benefits in this Section.
- 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.
- After you have satisfied your deductible, your Traditional medical coverage begins.
- Under your Traditional medical coverage, you will be responsible for your coinsurance amounts for eligible medical expenses and prescriptions.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost-sharing works. Also, read Section 9 for information about how we pay if you have other coverage or if you are age 65 or over. If Medicare is your primary payor, GEHA will provide secondary benefits for covered charges. The high deductible health plan deductible and coinsurance are not waived for Medicare members.
- When you receive hospital observation services, we apply outpatient benefits to covered services for up to 48 hours. Inpatient benefits will apply only when your physician formally admits you to the hospital as an inpatient. It is your responsibility to ensure that we are contacted for precertification if you are admitted as an inpatient.
- **YOU MUST GET PRECERTIFICATION FOR HOSPITAL STAYS INCLUDING OBSERVATION CARE EXCEEDING 48 HOURS, INPATIENT RESIDENTIAL TREATMENT CENTERS AND INTENSIVE DAY TREATMENT. FAILURE TO PRECERTIFY INPATIENT SERVICES WILL RESULT IN A MINIMUM $500 PENALTY.** Please refer to the precertification information shown in Section 3 to be sure which services require precertification. Refer to requirements for covered facilities shown in Section 3. Penalties are not subject to the catastrophic limit.
- Outpatient mental health services such as Intensive Day Treatment, including Partial Hospital Services and Intensive Outpatient Treatment, must be precertified as well as various outpatient services such as ECT, TMS, and psychological testing. See Section 10 *Definitions*.
- Note: Avoid paying providers for services prior to preauthorization. It is important to assure services are authorized and provided by a covered provider or facility.

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Professional services** | |
| We cover professional services by licensed professional mental health and substance use disorder treatment practitioners when acting within the scope of their license, such as psychiatrists, psychologists, clinical social workers, licensed professional counselors, or marriage and family therapists. | Your cost-sharing responsibilities are no greater than for other illnesses or conditions. |
| Diagnosis and treatment of psychiatric conditions, mental illness, or mental disorders. Services include:<br>• Diagnostic evaluation<br>• Crisis intervention and stabilization for acute episodes<br>• Medication evaluation and management (pharmacotherapy)<br>• Treatment and counseling (including individual, group therapy or in-home therapy visits)<br>• Diagnosis and treatment of alcoholism and drug misuse, including detoxification, treatment and counseling<br>• Professional charges for intensive outpatient treatment in a provider's office or other professional setting (requires preauthorization)<br>• Electroconvulsive therapy (ECT)<br>• Inpatient professional fees | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| First primary care or specialist visit for the management of a mental health condition as a follow up within 30 days of a mental health inpatient confinement. | PPO: Nothing<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| **Telehealth with MDLIVE**<br>Telemental health professional services for:<br>• Behavioral health counseling<br>• Substance use disorder counseling<br>Note: For more information on telehealth benefits, please see Section 5(g) *Wellness and Other Special Features*.<br>Note: Practitioners must be licensed in the state where the patient is physically located at the time services are rendered. | Nothing<br>Note: HDHP members who have met their deductible will be charged by MDLIVE, but GEHA will then reimburse the member 100% of the Plan Allowance. |
| **Diagnostics** | |
| • Outpatient diagnostic tests provided and billed by a licensed mental health and substance use disorder treatment practitioner<br>• Outpatient diagnostic tests provided and billed by a laboratory, hospital or other covered facility<br>• Psychological and neuropsychological testing necessary to determine the appropriate psychiatric treatment (requires preauthorization) | PPO: 5% of the Plan allowance<br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Inpatient hospital** | |
| Room and board, such as:<br>• Ward, semiprivate, or intensive care accommodations<br>• General nursing care<br>• Meals and special diets<br>• Ancillary charges<br><br>Note: We only cover a private room if we determine it to be medically necessary. Otherwise, we will pay the hospital's average charge for semi-private accommodations. The remaining balance is not a covered expense. If the hospital only has private rooms we will cover the private room rate.<br><br>Note: When the facility bills a flat rate, we prorate the charges to determine how to pay them, as follows: 30% room and board and 70% other charges.<br><br>Note: We limit covered facilities for medically necessary substance use disorder treatment to a hospital and/or RTC. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| **Inpatient residential treatment centers (RTC)** | |
| Room and board, such as:<br>• Ward, semiprivate, or intensive care accommodations<br>• General nursing care<br>• Meals and special diets<br>• Ancillary charges<br>• Covered therapy services when billed by the facility (see page 83 for services billed by professional providers.)<br><br>Note: We only cover a private room if we determine it to be medically necessary. Otherwise, we will pay the hospital's average charge for semiprivate accommodations. The remaining balance is not a covered expense. If the hospital only has private rooms, we will cover the private room rate.<br><br>Note: When the facility bills a flat rate, we prorate the charges to determine how to pay them, as follows: 30% room and board and 70% other charges.<br><br>Note: We limit covered facilities for medically necessary substance use disorder treatment to a hospital and/or RTC. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| **Outpatient hospital** | |
| • Services such as partial hospitalization or intensive day treatment programs | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Emergency room non-accidental injury** | |
| • Outpatient services and supplies billed by a hospital for emergency room treatment<br><br>Note: We pay hospital benefits if you are admitted. | PPO: 5% of the Plan allowance<br><br>Non-PPO: 25% of the Plan allowance and any difference between our allowance and the billed amount |
| **Services we do not cover** | |
| *Benefits are not available for non-covered services, including:*<br>• *Pastoral, marital, educational counseling or training services*<br>• *Therapy for sexual dysfunction or inadequacy*<br>• *Services performed by a non-covered provider*<br>• *Treatment for learning disabilities and mental retardation*<br>• *Travel time to the member's home to conduct therapy*<br>• *Services rendered or billed by schools, halfway houses, sober homes, or billed by their staff*<br>• *Marriage counseling*<br>• *Services that are not medically necessary*<br>• *The following services are not covered as a part of any inpatient or outpatient mental health or substance use disorder services: respite care; outdoor residential programs; recreational therapy; educational therapy or classes; 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 provided because home care is not available or is unsuitable.*<br><br>*Note: We cover professional services as described on pages 83 when they are provided and billed by a covered professional provider acting within the scope of his or her license.* | *All charges* |

**Precertification**

To be eligible to receive full benefits for mental health and substance use disorder treatment, you must follow the authorization process:

- For members residing in Florida and Texas, call UnitedHealthcare Clinical Services at 877-585-9643.
- For all other members, you must call Conifer Health Solutions at 800-242-1025 to receive authorization for inpatient care and outpatient intensive day treatment. They will authorize any covered treatment.
- You should call our Care Management Department 800-821-6136 to precertify benefits for psychological testing. Psychological testing claims will be denied if we determine the testing is not medically necessary.

If you do not obtain precertification for inpatient care and outpatient intensive day treatment, we will decide whether the stay was medically necessary. If we determine the stay was medically necessary, we will pay the services less the $500 penalty. If we determine that it was not medically necessary, we will only pay for any covered services that are otherwise payable on an outpatient basis. If you remain in the hospital beyond the days we approved and did not get the additional days precertified, we will pay inpatient benefits for the part of the admission that was medically necessary. See Section 3 for details.

See these sections of the brochure for more valuable information about these benefits:
Section 4, *Your costs for covered services*, for information about catastrophic protection for these benefits; and
Section 7, *Filing a claim for covered services*, for information about submitting out-of-network claims.

# Section 5(f). Prescription Drug Benefits

**Important things you should keep in mind about these benefits:**

- We use a formulary drug list that excludes coverage for certain medications unless we determine they are medically necessary. Refer to www.geha.com for a list of drugs that require preauthorization for medical necessity.
- Your benefit includes the Advanced Control Specialty Formulary (ACSF); please see page 89 for additional information.
- 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.
- Some medications must be approved by GEHA and/or CVS Caremark, our Pharmacy Benefit Manager, before they are a covered benefit. Members must make sure their prescribers obtain preauthorizations for certain prescription drugs and supplies before coverage applies. Medication may be limited as to its quantity, total dose, duration of therapy, age, gender or specific diagnosis. GEHA's preauthorization process may include step therapy which requires you to use a generic/preferred medication(s) before a non-preferred medication is covered. Preauthorizations must be renewed periodically.
- The deductible is $1,500 for Self Only and $3,000 for Self Plus One or Self and Family when you use PPO providers. The deductible is $3,000 for Self Only and $6,000 for Self Plus One or Self and Family when you use non-PPO providers. Any of the above expenses for PPO providers also count toward this non-PPO amount. The Self Plus One or the Self and Family deductible can be satisfied by one or more family members. The deductible applies to all benefits in this Section.
- After you have satisfied your deductible, your traditional medical coverage begins.
- Under your Traditional medical coverage, you will be responsible for your coinsurance amounts for eligible medical expenses and eligible prescriptions.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost-sharing works. Also, read Section 9 for information about how we pay if you have other coverage, or if you are age 65 or over. We will not waive the high deductible health plan deductible and coinsurance for Medicare members.
- If you need an extra supply of medications in emergency situations such as if you are called to active military duty or as a part of the government's continuity of operations, you may receive an extra 30-day supply at retail or if you received a 90-day supply of a specific medication within the last 30 days, arrangements can be made for an additional 60 days to be dispensed through CVS Caremark Mail Service Pharmacy. Call GEHA Customer Service at 800-821-6136 so we can work with you to find the most cost effective and efficient manner of meeting your emergency prescription needs.
- Each new enrollee will receive a description of our prescription drug program, a combined prescription drug/plan identification card, a mail order form, and reply envelope.
- As part of our administration of prescription drug benefits, we may disclose information about your prescription drug utilization, including names of your prescribing physicians, to any treating physician or dispensing pharmacies.
- CVS Caremark Specialty Pharmacy is the exclusive provider for specialty medications. You may contact the Specialty Pharmacy at 800-237-2767.
- **Federal Law prohibits the return of prescription medications.** Medication cannot be returned to CVS Caremark or retail pharmacies and you will be responsible for the cost. Be sure to check the cost of your medication before filling the prescription.
- Copayments and coinsurance for prescription drugs goes toward the annual PPO out-of-pocket limit.

**Important things you should keep in mind about these benefits (continued):**

- Refills cannot be obtained until **80%** of the drug has been used. Refills for maintenance medications are not considered new prescriptions except when the doctor changes the strength or the prescription has expired. As part of the administration of the prescription drug program, we reserve the right to maximize your quality of care as it relates to the utilization of pharmacies. Some medications may require preauthorization approval by CVS Caremark or GEHA.
- Recurring oral non-specialty and specialty medications must be obtained through the pharmacy benefit. Medications will not be covered when dispensed by other sources, including physician offices, home health agencies and outpatient hospitals.
- Select specialty therapies are included in the Starter Fill Program. For these medications, you will receive a 14 or 15 day supply for the first 2 months of therapy. Your coinsurance will be prorated based on the days of therapy.

## Prescription Drug Benefits

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

- **Drug coupon/copay cards:** We do not honor or coordinate benefits with drug coupon/copay cards. You are responsible for your copay or coinsurance as indicated in this brochure.
- **Who can write your prescription:** A licensed physician or dentist, and in states allowing it, licensed or certified Physician Assistant, Nurse Practitioner or Psychologist must prescribe your medication. In addition, your mailing address must be within the United States or include an APO address.
- **Where you can obtain them**: You may fill the prescription at a participating network retail pharmacy, CVS Caremark Mail Service Pharmacy, or through a non-network pharmacy. We pay a higher level of benefits when you use a network pharmacy.
- **How to obtain preauthorization:** If you are filling a medication requiring a preauthorization for medical necessity please call 855-240-0536. At Mail, CVS Caremark will conduct the preauthorization for medical necessity review.
- **Your benefit includes the Advanced Control Specialty Formulary (ACSF)**; please see page 89 for additional information.
- **Our prescription benefit may include step therapy.** GEHA's preauthorization process may include step therapy which requires you to use a generic/preferred medication(s) before a non-preferred medication is covered. If you are filling a non-preferred medication and have already tried the generic/preferred medication(s), the non-preferred medication will be dispensed for the applicable plan copayment. When you try to fill a non-preferred medication and you have not tried the generic/preferred medication(s), the pharmacist will contact your physician to notify them of the generic/preferred alternative. If the physician approves, a generic/preferred medication will be dispensed for the applicable plan copayment. If the physician does not approve, a preauthorization review will be initiated to determine the medical necessity of the non-preferred drug. Unless there are documented clinical reasons why you cannot take the generic/preferred drug, you may still obtain the non-preferred drug but you will be responsible for 100% of the cost, which will not apply to your annual out-of-pocket maximum. If the preauthorization for the non-preferred medication is approved, you will be responsible for the applicable plan copayment.
- **Compound Medication:** 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. Some ingredients often found in compounds including, but not limited to, over-the-counter (OTC) products, experimental or investigational agents, bulk powders, bulk chemicals, and certain bases, are not covered through the prescription benefit. Coverage for other ingredients commonly found in compound prescriptions may also require preauthorization before coverage is allowed.

  CVS Caremark Mail Service Pharmacy can compound some medications. When a claim is submitted for online processing or direct reimbursement of a compound medication, the pricing is based on the contractual discounts plus a professional fee and any applicable sales tax. Pharmacies must submit all ingredients in a compound prescription as part of the claim for both online claims and paper claim submissions. At least one of the ingredients in the compound prescription claim must require a physician's prescription in order to be covered by the Plan. You are responsible for the appropriate brand name or generic copay or coinsurance based on the compound ingredients. Preauthorization may be required. Experimental or investigational drugs are not FDA approved and are not covered by GEHA. If the compound includes an investigational drug, the compound will not be covered.

*Prescription Drug Benefits - continued on next page*

## Prescription Drug Benefits (cont.)

If the mail order pharmacy cannot accommodate your prescription, please consult a participating retail pharmacy. Ask the pharmacist to submit your claim electronically or online. If the retail pharmacy is unable to submit the compound medication claim electronically to CVS Caremark, you will pay the full cost of the medication and submit the claim for reimbursement. Make sure the pharmacy provides a list of the National Drug Codes (NDCs), quantity and cost for every ingredient in the compound medication, and include this information on your claim. Compound medications are limited to a 30-day supply. The only exceptions for filling greater than a 30-day supply are through CVS Caremark Mail Service Pharmacy, CVS Pharmacy or a CVS Caremark Extended Day Supply (EDS) network pharmacy. Please confirm your compounding pharmacy meets this requirement or contact CVS Caremark at 844-443-4279 prior to filling the prescription. Mail the claim to CVS Caremark, P.O. Box 52136, Phoenix, AZ 85072-2136. Claim calculations, copayments, and reimbursement for direct claims is performed using an industry standard reimbursement method for compounds.

## Covered medications and supplies

You may purchase the following medications and supplies prescribed by a physician from either a pharmacy or by mail:

- Drugs and medications (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 those listed as *not covered;*
- Diabetic medications and supplies, such as:
  - Insulin;
  - Needles and syringes for the administration of covered medications;
  - Blood glucose meter - provided at no charge by the manufacturer, through the CVS Caremark Mail Service Pharmacy, call toll free: 877-418-4746;
- Prenatal vitamins for pregnant women;
- FDA approved contraceptive drugs and devices for women;
- Ostomy supplies (please include the manufacturer’s product number to ensure accurate fill of the product).

## CVS Caremark Formulary

Your prescription drug program includes use of the CVS Caremark formulary which is developed by an independent panel of doctors and pharmacists who ensure the medications are clinically appropriate and cost-effective. In an effort to continue to help promote affordable and clinically appropriate products, there are a select number of drugs that are excluded from the formulary and not covered by the Plan. For these drugs, generics and/or alternative medications in the same drug class are readily available. If one of these excluded drugs is medically necessary, a preauthorization for medical necessity is required. We do not cover excluded drugs unless we determine the medical necessity to treat a medical condition based on objective clinical data. New drugs and supplies may be added to the list as they are introduced. Please refer to our website at www.geha.com or call CVS Caremark at 844-4-GEHARX or 844-443-4279 for a list of excluded medications and/or formulary alternatives covered by the Plan.

Our benefit includes the Advanced Control Specialty Formulary (ACSF). The ACSF may reduce your out of pocket costs, yet may limit your options due to a strict formulary. The ACSF focuses on specialty medications that are very similar to one another, with similar effectiveness and safety. The formulary incorporates step therapy, where a generic/preferred medication is used prior to a non-preferred medication. The ACSF is reviewed quarterly and medications may change formulary status including preferred to non-preferred and non-preferred to preferred. Impacted members will be notified of the change at least 90 days in advance. If the formulary change will lower your cost share for the medication(s), you have the option to speak with your doctor about a prescription for the lower cost alternative. Please visit our website at www.geha.com to view the most current list of specialty drugs. You may also call CVS Specialty at 800-237-2767. Specialty categories are listed below.

*CVS Caremark Formulary - continued on next page*

## CVS Caremark Formulary (cont.)

**Specialty category examples include:**

- Acromegaly
- Alcohol/Opioid Dependency
- Allergic Asthma
- Alpha-1 Antitrypsin Deficiency
- Anemia
- Cardiac Disorders
- Central Precocious Puberty (CPP)
- Cryopyrin-Associated Periodic Syndromes
- Cushing's Syndrome
- Cystic Fibrosis
- Dupuytren's Contracture
- Electrolyte Disorder
- Gastrointestinal Disorders-Other
- Gout
- Growth Hormone and Related Disorders
- Hematopoietics
- Hemophilia, Von Willebrand Disease and Related Bleeding Disorders
- Hepatitis
- Hereditary Angioedema
- HIV Medications
- Hormonal Therapies
- Immune Deficiencies and Related Disorders
- Immune (Idiopathic) Thrombocytopenic Purpura
- Infectious Disease
- Inflammatory Bowel Disease
- Iron Overload
- Lipid Disorders
- Lysosomal Storage Disorders
- Movement Disorders
- Multiple Sclerosis
- Muscular Dystrophy
- Neuromuscular Disorders
- Neutropenia
- Oncology—Injectable
- Oncology—Oral/Topical
- Osteoporosis
- Paroxysmal Nocturnal Hemoglobinuria
- Phenylketonuria
- Pre-Term Birth
- Psoriasis
- Pulmonary Arterial Hypertension
- Renal Disease
- Respiratory Syncytial Virus
- Retinal Disorders
- Rheumatoid Arthritis
- Seizure Disorders
- Systemic Lupus Erythematosus
- Transplant
- Urea Cycle Disorders

Changes to the formulary are not considered benefit changes.

Your physician may be contacted to discuss your prescriptions for drugs that are excluded by the Plan's formulary. No change in the medication prescribed will be made without your physician's approval.

**Any rebates or savings received by the Plan on the cost of drugs purchased under this Plan from drug manufacturers are credited to the health plan and are used to reduce health care costs. Changes to the formulary are not considered benefit changes.**

## Coordinating with other drug coverage

**For other commercial coverage:** If you also have drug coverage through another group health insurance plan and we are your secondary insurance, follow these procedures:

If you obtain your prescription from a retail pharmacy using your primary insurance plan:

1. Present prescription ID cards from both your primary insurance plan and GEHA.
2. If able, the pharmacy will electronically process both your primary and secondary claims and the pharmacist will tell you if you have any remaining copay/coinsurance to pay.
3. If the pharmacy cannot electronically process the secondary claim, purchase your prescription using the prescription ID card issued by your primary insurance carrier and pay any copay/coinsurance required by the primary insurance. Then, mail your pharmacy receipt and primary Explanation of Benefits (EOB) to CVS Caremark for consideration of possible reimbursement through your GEHA, secondary benefit. Submit these claims to CVS Caremark, PO Box 52136, Phoenix, AZ 85072-2136.

If you obtain your prescription from a mail service pharmacy using your primary insurance plan, your GEHA reimbursement will be based on the GEHA retail Plan benefit:

1. Purchase your prescription using the prescription ID card issued by your primary insurance carrier and pay any copay/coinsurance required by the primary insurance.
2. Then, mail your pharmacy receipt and primary EOB to CVS Caremark for consideration of possible reimbursement through your GEHA, secondary benefit. Submit these claims to CVS Caremark, PO Box 52136, Phoenix, AZ 85072-2136.

*Coordinating with other drug coverage - continued on next page*

## Coordinating with other drug coverage (cont.)

If your primary insurance does not provide a prescription ID card:

1. Purchase your drug from the pharmacy and submit the bill to your primary insurance.
2. When the primary insurance has made payment, file the claims and the EOB with CVS Caremark for consideration of possible reimbursement using your secondary benefit. Submit these claims to CVS Caremark, PO Box 52136, Phoenix, AZ 85072-2136.

In any event, if you use GEHA's plan ID card when another insurance plan is primary, you will be responsible for reimbursing GEHA any amount in excess of our secondary benefit. If another insurance plan is primary, you should use their drug benefit.

When coordination of benefits apply, reimbursement is based on GEHA's retail Plan allowable benefit. Our benefit payment will be based on the lesser of:

- what GEHA would have paid in the absence of other primary coverage
- or, the balance due after the primary carrier's payment.

Should Medicare rules change on prescription drug coverage, we reserve the right to require you to use your Medicare coverage as the primary insurance for these drugs.

**For Medicare Part B insurance coverage:** If Medicare Part B is primary, discuss with the retail pharmacy and/or CVS Caremark the options to submit Medicare covered medications and supplies to allow Medicare to pay as the primary carrier. Prescriptions typically covered by Medicare Part B include diabetes supplies (test strips, meters), specific medications used to aid tissue acceptance from organ transplants, certain oral medications used to treat cancer, and ostomy supplies.

Retail - When using a retail pharmacy for eligible Medicare Part B medication or supplies, present the Medicare ID card. Request the retail pharmacy bill Medicare as primary. Most independent pharmacies and national chains are Medicare providers. To locate a retail pharmacy that is a Medicare Part B participating provider, visit the Medicare website at www.medicare.gov/supplier/home.asp or call Medicare Customer Service at 800-633-4227.

Mail Order - To receive your Medicare Part B-eligible medications by mail, send your mail-order prescriptions to CVS Caremark. The CVS Caremark Mail Service Pharmacy will review the prescriptions to determine whether it could be eligible for Medicare Part B coverage and submit to Medicare if appropriate. Please note, the CVS Caremark Mail Service Pharmacy is not a Medicare Part B provider for diabetic supplies. You must use a retail pharmacy willing to bill Medicare as primary.

**For Medicare Part D insurance coverage:** GEHA supplements the coverage you get with your Medicare Part D prescription drug plan. Your Medicare drug plan provides your primary prescription drug benefit. GEHA provides your secondary prescription drug benefit. To ensure that you maximize your benefits, use a pharmacy in network for both the GEHA Plan and your Medicare Part D plan, and provide both plan ID cards when filling a prescription allowing the pharmacy to coordinate coverage on your behalf.

## Patient Safety

GEHA has several programs to promote patient safety. Through these programs, we work to ensure safe and appropriate quantities of medication are being dispensed. The result is improved care and safety for our members. Patient safety programs include:

- Preauthorization - Approval must be obtained for certain prescription drugs and supplies before providing benefits for them.
- Quantity allowances - Specific allowances are in place for certain medications, based on manufacturer and FDA recommended guidelines.
- Pharmacy utilization - GEHA reserves the right to maximize your quality of care as it relates to the utilization of pharmacies.

GEHA will participate in other approved managed care programs, as deemed necessary, to ensure patient safety.

## How to use participating network retail pharmacies

You may fill your prescription at any participating retail pharmacy. To locate participating pharmacies, call CVS Caremark at 844-4-GEHARX or 844-443-4279 or visit www.caremark.com. To receive maximum savings you must present your plan ID card at the time of each purchase, and your enrollment information must be current and correct. In most cases, you simply present the plan ID card together with the prescription to the pharmacist.

## How to use CVS Caremark Mail Service Pharmacy

Through this service, you may receive up to a 90-day supply per prescription of maintenance medications for drugs which require a prescription, ostomy supplies, diabetic supplies and insulin, syringes and needles for covered injectable medications, and oral contraceptives. Some medications may not be available in a 90-day supply from CVS Caremark Mail Service Pharmacy even though the prescription is for 90 days. Although insulin, syringes, diabetic supplies and ostomy supplies do not require a physician's prescription, to obtain through CVS Caremark Mail Service Pharmacy you should obtain a prescription (including the product number for ostomy and insulin pump supplies) from your physician for a 90-day supply.

Some medications may require approval by CVS Caremark or GEHA. Not all drugs are available through CVS Caremark. In order to use CVS Caremark Mail Service Pharmacy, your prescriptions must be written by a licensed prescriber in the United States. In addition, your mailing address must be within the United States or include an APO address.

To order new prescriptions, ask your physician to prescribe needed medication for up to a 90-day supply, plus refills, if appropriate. Complete the information on the Ordering Medication Form; enclose your prescription and the correct copayment.

Under regular circumstances, you should receive your medication within approximately 14 days from the date you mail your prescription. You will also receive reorder instructions. If you have any questions or need an emergency consultation with a registered pharmacist, you may call CVS Caremark toll-free at 844-4-GEHARX or 844-443-4279 available 24 hours a day, 7 days a week. Forms necessary for refills will be provided each time you receive a supply of medication.

**Mail to:**
CVS Caremark
PO Box 94467
Palatine, IL 60094-4467

**Fax:** You can ask your physician to fax your prescriptions to CVS Caremark Mail Service Pharmacy. To do this, provide your physician with your ID number (located on your ID card) and ask him or her to fax the prescription to the CVS Caremark Mail Service Pharmacy fax number: 800-378-0323.

**Electronic transmission:** You can ask your physician to transmit your prescriptions electronically to CVS Caremark Mail Service Pharmacy.

**Refilling your medication:** To be sure you never run short of your prescription medication, you should re-order on or after the refill date indicated on the refill slip or when you have approximately 18 days of medication left.

**To order by phone:** Call Member Services at 844-4-GEHARX or 844-443-4279. Have your refill slip with the prescription information ready.

**To order by mail:** Simply mail your refill slip and copayment in the return envelope.

**To order online:** Go to www.caremark.com

| Benefits Description | You pay<br>After the calendar year deductible… |
|---|---|
| **Covered medications and supplies** | |
| **Network Retail Pharmacy**<br><br>All coinsurance is for up to a 30-day supply per prescription.<br><br>A generic equivalent will be dispensed unless you or your physician specifies that the prescription be dispensed as written (DAW), when a Federally-approved generic drug is available. If there is no generic equivalent available, you pay the applicable plan coinsurance.<br><br>If you choose a brand name medication when a generic is available, you will be charged the generic copay plus the difference in cost between the brand name and the generic. Your physician may call 855-240-0536, if he/she determines there is medical necessity for the brand therapy. If approved, your coinsurance will be the applicable brand name coinsurance. | Generic/Preferred: 25% of Plan allowance<br><br>Non-Preferred: 40% of Plan allowance |
| **Non-Network Retail Pharmacy**<br><br>If a participating pharmacy is not available where you reside or you do not use your identification card, you must submit your claim to:<br>CVS Caremark<br>PO Box 52136<br>Phoenix, AZ 85072-2136<br><br>Your claim will be calculated on the 25%/40% coinsurance and the appropriate deductible. Reimbursement will be based on GEHA's costs had you used a participating pharmacy. You must submit original drug receipts.<br><br>All coinsurance is for up to a 30-day supply per prescription.<br><br>If you choose a brand name medication when a generic is available, you will be charged the generic copay plus the difference in cost between the brand name and the generic. Your physician may call 855-240-0536, if he/she determines there is medical necessity for the brand therapy. If approved, your coinsurance will be the applicable brand name coinsurance. | Generic/Preferred: 25% of network price and any difference between our allowance and the cost of the drug<br><br>Non-Preferred: 40% of network price and any difference between our allowance and the cost of the drug |
| **CVS Caremark Mail Service Pharmacy**<br><br>All coinsurance is for up to a 90-day supply per prescription.<br><br>A generic equivalent will be dispensed unless you or your physician specifies that the prescription be dispensed as written (DAW), when a Federally-approved generic drug is available. If there is no generic equivalent available, you pay the applicable plan coinsurance.<br><br>If you choose a brand name medication when a generic is available, you will be charged the generic copay plus the difference in cost between the brand name and the generic. Your physician may call 855-240-0536, if he/she determines there is medical necessity for the brand therapy. If approved, your coinsurance will be the applicable brand name coinsurance. | Generic/Preferred: 25% of Plan allowance<br><br>Non-Preferred: 40% of Plan allowance |

| Benefits Description | You pay<br>After the calendar year deductible... |
|---|---|
| **Specialty drug benefits** | |
| **Specialty medications are certain pharmaceuticals which may be biotech or biological drugs. Specialty medications are oral, injectable or infused, and/or may require special handling. To maximize patient safety, most specialty medications require preauthorization. These drugs are used in the treatment of complex, chronic medical conditions which include but are not limited to hemophilia, multiple sclerosis, hepatitis, cancer, rheumatoid arthritis, pulmonary hypertension, transplant, HIV, osteoarthritis, and immune deficiency. If you are new to select specialty therapies (i.e.: oral oncology, hepatitis B, Parkinson's disease psychosis and hematological disorders), you will receive a 14 or 15 day supply for the first 2 months of therapy. Your coinsurance will be prorated. If you continue on this therapy, you may receive up to a 30 day supply of the medication.**<br><br>CVS Specialty Pharmacy provides not only your specialty medications, but also personalized pharmacy care management services. If you have questions, visit www.CVSCaremarkSpecialtyRx.com or call Specialty Customer Care toll-free at 800-237-2767.<br><br>Outpatient, non-surgical cancer treatments require preauthorization through eviti at www.eviti.com or call eviti at 888-678-0990.<br><br>Specialty drugs require preauthorization. See "How to obtain preauthorization" on page 88.<br><br>For certain specialty therapies, you are required to use the generic unless your physician demonstrates medical necessity for the brand. If you choose a brand name specialty drug for which a generic drug exists, you will pay the applicable coinsurance and the difference between the cost of the brand name drug and the cost of the generic drug. Your physician may call 855-240-0536, if he/she determines there is medical necessity for the brand therapy. If approved, your coinsurance will be the applicable brand name coinsurance.<br><br>Your benefit includes the Advanced Control Specialty Formulary (ACSF); please see page 89 for additional information.<br><br>Recurring oral medications must be obtained through the pharmacy benefit. Medications will not be covered when dispensed by other sources, including physician offices, home health agencies and outpatient hospitals.<br><br>A separate copayment applies per presecription fill up to a 30-day supply. This copayment does apply to the out-of-pocket maximum. | **Medications dispensed by CVS Specialty Pharmacy:**<br><br>Generic/Preferred: 25% of Plan allowance, up to a 30-day supply<br><br>Non-Preferred: 40% of Plan allowance, up to a 30-day supply<br><br>**Medications dispensed by other sources including physician offices, home health agencies, outpatient hospitals may be paid under the medical benefit. Recurring oral medications must be obtained through the pharmacy benefit. You pay after the calendar year deductible:**<br><br>• Generic/Preferred: $300 copayment applies per prescription fill and 25% of Plan allowance, up to a 30-day supply<br>• Non-Preferred: $500 copayment applies per prescription fill and 40% of Plan allowance, up to a 30-day supply<br><br>Note: Some specialty medications may not be available in a 30-day supply, your coinsurance will be based on days of therapy. |
| **Preventive care medications** | |
| **Preventive Care:** The following medications to promote better health will be offered with no cost-sharing at a participating pharmacy as recommended under the Patient Protection and Affordable Care Act (ACA), link to the website www.uspreventiveservicestaskforce.org/Page/Name/uspstf-a-and-b-recommendations. Age restrictions apply. | Nothing (no deductible) |

*Preventive care medications - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible... |
|---|---|
| **Preventive care medications (cont.)** | |
| Note: To receive preventive care benefits a prescription from a doctor must be presented to the pharmacy. A generic equivalent will be dispensed unless you or your physician specifies that the prescription be dispensed as written, when an FDA approved generic drug is available unless substitution is prohibited by state law.<br>• Aspirin - All single ingredient generic oral dosage forms ≤81 mg OTC only (requires a prescription) for prevention of cardiovascular disease (CVD) for age ranges 50-59; and 81mg generic OTC for the prevention of pre-eclampsia after 12 weeks of gestation. Limit of 100 units per fill applies for both populations.<br>• Fluoride supplements (not toothpaste or rinses) - Single ingredient brand name and generic prescription products in an oral dosage form ≤ 0.5mg for children 5 years of age and younger.<br>• Folic acid supplements - Single ingredient generic 0.4mg and 0.8mg tabs. OTC only (requires a prescription) for women 55 years of age and younger. Limit of 100 units per fill.<br>• Generic tamoxifen and raloxifene - with prescription for women ages 35 and over for the prevention of breast cancer.<br>• Colorectal Cancer Prevention - Bowel prep products - brand name and generic, Rx only, age 50-75 years.<br>• Women's Preventive Service - Contraceptives - oral, emergency, injectable, patch, barrier, and misc - generic Rx or OTC (requires a prescription) and brand name only when generic is not available. If the brand name is medically necessary, a preauthorization for medical necessity is required. Women only and limits may apply.<br>• Statins - low to moderate dose of certain generic statins for individuals age 40-75 years. | Nothing (no deductible) |
| • Immunizations: Vaccines; childhood and adult, Rx only, coverage dependent on vaccine type<br>- GEHA members can go to a participating retail pharmacy to receive certain vaccinations. Influenza vaccine is commonly administered by retail pharmacies. Other vaccines, such as those for pneumococcal pneumonia (Pneumovax), varicella (Zostavax and Shingrix) and hepatitis B (Heptavax) may also be available through retail pharmacies.<br>- Members may call CVS Caremark at 844-4-GEHARX or 844-443-4279 to identify a participating vaccine pharmacy or go to www.caremark.com. GEHA members should check with the retail pharmacy to ensure availability of a pharmacist who can inject vaccines and availability of the vaccine product before going to the pharmacy. GEHA members should also ask retail pharmacies if there is an age requirement for vaccines that can be administered at that pharmacy. | Nothing (no deductible) for most vaccines. Please check with CVS Caremark at 844-4-GEHARX or 844-443-4279 for coverage benefits. |
| • Smoking Cessation/E-cigarettes<br>- Gum, lozenge, patch, inhaler, spray and oral therapy, brand name and generic coverage, Rx and OTC (requires a prescription). | Nothing (no deductible), day supply limits apply depending on therapy |

*Preventive care medications - continued on next page*

| Benefits Description | You pay<br>After the calendar year deductible... |
|---|---|
| **Preventive care medications (cont.)** | |
| - We will cover over-the-counter (with a physician's prescription) and prescription tobacco cessation drugs approved by the FDA. The quantity of drugs reimbursed will be subject to recommended courses of treatment. You may obtain tobacco cessation drugs with your GEHA ID card, through a participating network retail pharmacy, CVS Caremark Mail Service Pharmacy, or a non-network retail pharmacy (see page 93 for filing instructions). | Nothing (no deductible), day supply limits apply depending on therapy |
| **Non-covered medications and supplies** | |
| *The following medications and supplies are not covered under the GEHA prescription drug benefit:*<br>• *Drugs and supplies for cosmetic purposes*<br>• *Vitamins, nutrients and food supplements (alone or in combination) not listed as a covered benefit or that do not require a prescription are not covered, including enteral formula available without a prescription*<br>• *Nonprescription medications not shown as covered*<br>• *Medical supplies such as dressings and antiseptics*<br>• *Drugs which are investigational*<br>• *Drugs prescribed for weight loss*<br>• *Drugs to treat infertility*<br>• *Drugs to treat impotency*<br>• *Certain prescription drugs that have an over-the-counter (OTC) equivalent drug are not covered*<br>• *Certain compounding chemicals, including but not limited to, OTC products, experimental, investigational, bulk powders, bulk chemicals and certain bases.*<br>• *Drugs to enhance athletic performance*<br><br>*Note: OTC or prescription drugs approved by the FDA to treat tobacco dependence are covered under the Tobacco cessation/E-cigarettes benefit through a participating retail pharmacy, CVS Caremark Mail Service Pharmacy or a non-network retail pharmacy (see above).* | *All charges* |

## Section 5(g). Wellness and Other Special Features

| Special features | Description |
|---|---|
| **Flexible benefits option** | Under the flexible benefits option, we determine the most effective way to provide services.<br>• We may identify medically appropriate alternatives to regular contract benefits as a less costly alternative. If we identify a less costly alternative, we will ask you to sign an alternative benefits agreement that will include all of the following terms in addition to other terms as necessary. Until you sign and return the agreement, regular contract benefits will continue.<br>• Alternative benefits will be made available for a limited time period and are subject to our ongoing review. You must cooperate with the review process.<br>• By approving an alternative benefit, we do not guarantee you will get it in the future.<br>• The decision to offer an alternative benefit is solely ours, and except as expressly provided in the agreement, we may withdraw it at any time and resume regular contract benefits.<br>• If you sign the agreement, we will provide the agreed-upon alternative benefits for the stated time period (unless circumstances change). You may request an extension of the time period, but regular contract benefits will resume if we do not approve your request.<br>• Our decision to offer or withdraw alternative benefits is not subject to OPM review under the disputed claims process. However, if at the time we make a decision regarding alternative benefits, we also decide that regular contract benefits are not payable, then you may dispute our regular contract benefits decision under the OPM disputed claim process (see Section 8). |
| **Services for deaf and hearing impaired** | TTY service is available at 800-821-4833 for members who are hearing impaired. |
| **High risk pregnancies** | GEHA makes various maternity resources available to you or your covered dependent. Visit www.geha.com/maternity to order your packet on pregnancy and prenatal care. |
| **24-hour Health Advice Line** | Call the toll-free GEHA 24-hour Health Advice Line number 888-257-4342 and speak with a registered nurse – any time, 24 hours a day. The nurse can help you understand your symptoms and determine appropriate care for your needs.<br>The 24-hour Health Advice Line allows you to conveniently manage your symptoms and treatment anywhere you have access to a phone. |
| **Telehealth** | Telehealth is available through MDLIVE. Go to https://members.mdlive.com/geha-callmd/ or call 888-912-1183 to access on demand, affordable, high-quality care for adults and children experiencing non-emergency medical issues, including treatment of minor acute conditions (see Section 10 for definition), dermatology conditions (see Section 10 for definition) and counseling for behavioral health and substance use disorder.<br>Note: This benefit is available only through the MDLIVE contracted telehealth provider network.<br>Note: Practitioners must be licensed in the state where the patient is physically located at the time services are rendered. |

| Special features | Description |
|---|---|
| **Health Rewards/Health Assessment** | Members over age 18, in Self Only, Self Plus One and Self and Family enrollments are eligible to take the health risk assessment, which will provide the member with valuable information about health status and steps to consider to improve their health. The GEHA Health Rewards program provides rewards for participation in activities that promote health improvements. The Health Rewards program is limited to two adults, over age 18, in Self Plus One and Self and Family enrollments.<br><br>Members can earn health rewards up to a total of $250 for the following activities:<br>1. Completion of the annual health assessment ($75);<br>2. Completion of the annual biometric screening provided by GEHA ($75);<br>3. Completion of wellness portal classes; such as weight management, stress management, smoking cessation; or<br>4. Participation in a targeted health program (by invitation) (up to $100)<br><br>Members will be issued a Health Rewards Savings card, which can be used to purchase eligible medical services and medical care items.<br><br>**For detailed information about how to access the health risk assessment and incentives that may be available through the Health Rewards program, visit:** www.geha.com/rewards. |
| **Obesity screening and management** | GEHA offers a number of services and tools for weight management.<br>• BMI calculation through on-line health risk assessment<br>• Nutrition counseling (see *Educational Classes and Programs*, Section 5a)<br>• Behavior change programs with coaching for members who qualify<br>• Discounts for gym memberships and other services through Connection Fitness<br>• Bariatric surgery, when medically necessary. Bariatric surgery must be precertified. |
| **Personal Health Record** | Our Personal Health Record helps you track health conditions, allergies, medications and more. This program is voluntary and confidential. To access this tool, log in through your member dashboard at www.geha.com. |
| **Value Added Programs and Services** | GEHA offers a number of programs and services to members to assist with special conditions and needs. Members can work with a nurse or health coach to deal with obesity, chronic conditions, cancer while in active treatment, and others. Visit www.geha.com for a list of programs, program criteria, and contact information. |

## Section 5(h). Health Education Resources and Account Management Tools

| Special features | Description |
|---|---|
| **Health education resources** | Visit our website at www.geha.com for the Health e-Report® Newsletter**.**<br><br>Visit our Wellness Center at www.geha.com for information on:<br>• General health topics<br>• Links to health care news<br>• Cancer and other specific diseases<br>• Drugs/medication interactions<br>• Kids health<br>• Patient safety information<br>• Helpful website links |
| **Account management tools** | If you have an HDHP (with either the HSA or HRA):<br>- Complete claims payment history is available online through www.geha.com; and<br>- You will also receive an (EOB) after every claim.<br><br>If you have an **HSA under the HDHP:**<br>- You will receive a monthly statement from the HSA Bank™ outlining your HSA account balance and activity for the month; and<br>- You may also access your HSA account on-line at www.hsabank.com.<br><br>If you have an **HRA under the HDHP:**<br>- Your HRA account balance will be available on-line through your Member Account at www.geha.com; and<br>- To request reimbursement from your HRA account for qualified out-of-pocket medical expenses that are not submitted to GEHA by your doctor, hospital, dentist or pharmacy, call GEHA's Customer Service at 800-821-6136 or go to www.geha.com to obtain our Health Reimbursement Arrangement Claim Form. This form is also used to request reimbursement from your HRA for Medicare premiums. |
| **Consumer choice information** | • If you have our HDHP, you may choose any provider. However, you will receive discounts when you see a network provider. You can find network providers online at www.geha.com.<br>• Pricing information for prescription drugs is available at www.caremark.com.<br>• Link to online pharmacy through CVS Caremark at www.caremark.com.<br>• Educational materials on the topics of HSAs, HRAs and HDHPs are available at www.geha.com. |
| **Care support** | • GEHA has a strong patient safety program. Pharmacy initiatives help ensure that members have fewer health complications related to prescription drugs. Disease management programs help our members with specific health conditions such as heart disease and diabetes. Medical case managers assist patients with high risk pregnancies, durable medical equipment, transplants and other special needs.<br>• Patient safety information is available online at www.geha.com. |

# Non-FEHB Benefits Available to Plan Members

The benefits in this Section are not part of the FEHB contract or premium, **and you cannot file an FEHB disputed claim about them**. Fees you pay for these services do not count toward FEHB deductibles or catastrophic protection out-of-pocket maximums. These programs and materials are the responsibility of the Plan, and all appeals must follow their guidelines. For additional information contact the Plan at 800-821-6136 or visit their website at www.geha.com.

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| Non-Covered Prescription Drugs | 844-4-GEHARX, 844-443-4279 |

Certain erectile dysfunction prescription drugs not covered by GEHA's Prescription Drug Program are available to GEHA health plan members at a discount. If your physician writes a prescription for a non-covered erectile dysfunction drug (excluding Levitra and Viagra) to treat impotency, you may purchase it through the CVS Caremark Mail Service Pharmacy, paying 100% of the discounted amount. To order, complete the form called CVS Caremark Mail Service Pharmacy Order Form, which is available from www.geha.com and mail along with full payment to the address on the order form.

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| CVS Caremark ExtraCare® Health Card | www.cvs.com |

The CVS ExtraCare Health Card provides a 20 percent discount on items purchased for the health care of cardholder, spouse or dependents and applies to regular priced CVS Health Brand health-related items valued at $1 or more.

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| Connection Hearing® powered by TruHearing | 844-224-2711 | www.TruHearing.com |

GEHA members and their families, including over-age children, domestic partners, same-sex spouses, parents, and grandparents, can save 30 percent to 60 percent off the average retail price of hearing aids with TruHearing. TruHearing offers a selection of more than 100 of the latest hearing aids from the top hearing aid manufacturers in the world.

Call TruHearing at 844-224-2711 to set up an appointment with a provider in your area.

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| Connection Fitness® | 800-821-6136 | www.geha.com/health-and-wellness/connection-fitness |

GEHA promotes healthy lifestyles and fitness activities. All GEHA health plan members can take advantage of our Connection Fitness program including discounts on gym memberships, access to online tools, and activity tracking.

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| Connection Dental® | 800-296-0776 | www.geha.com |

Free to all GEHA health plan members, Connection Dental® can reduce your costs for dental care. Connection Dental is a network of more than 190,000 provider locations nationwide. Participating providers have agreed to limit their charges to reduced fees for GEHA health plan members.

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| Connection Dental *Plus*® | 800-793-9335 | www.geha.com/cdplus |

Available for an additional premium, Connection Dental *Plus*® is a supplemental dental plan that pays benefits for a wide variety of procedures. Enrollment is open to all current and former Federal employees, retirees and annuitants, including those who are not members of the GEHA health plan. Parents can cover their unmarried dependent children up to their 26th birthday in this Plan.

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| Smile Brilliant | 855-944-8361 | www.smilebrilliant.com/geha |

GEHA members save 20% off of the lowest-published price for professional teeth-whitening. Smile Brilliant's custom-fitted trays, teeth whitening gel and desensitizing gel can be ordered online at www.smilebrilliant.com/geha.

## Section 6. General Exclusions - Services, Drugs and Supplies We Do Not 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 preauthorization for specific services, such as transplants, see Section 3 *How you get care*.

We do not cover the following:

- Services, drugs, or supplies you receive while you are not enrolled in this Plan.
- Services, drugs, or supplies not medically necessary.
- Services, drugs, or supplies not required according to accepted standards of medical, dental, or psychiatric practice.
- Experimental or investigational procedures, treatments, drugs or devices (see specifics regarding transplants).
- Services, drugs, or supplies related to abortions, except when the life of the mother would be endangered if the fetus were carried to term, or when the pregnancy is the result of an act of rape or incest.
- Services, drugs, or supplies related to sexual dysfunction or sexual inadequacy.
- Services, drugs, or supplies you receive from a provider or facility barred from the FEHB Program.
- Services 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, ordered or billed by yourself, immediate relatives or household members, such as spouse, parents, children, brothers or sisters by blood, marriage or adoption.
- Services or supplies furnished or billed by a non-covered facility, except that medically necessary prescription drugs and physical, occupational and speech therapy rendered by a qualified professional therapist on an outpatient basis are covered subject to Plan limits.
- Services or supplies for cosmetic purposes.
- Surgery to correct congenital anomalies for individuals age 18 and older unless there is a functional deficit.
- Services or supplies not specifically listed as covered.
- Services or supplies not reasonably necessary for the diagnosis or treatment of an illness or injury, except for routine physical examinations and immunizations.
- Any portion of a provider’s fee or charge ordinarily due from the enrollee but that has been waived. If a provider routinely waives (does not require the enrollee to pay) a deductible, copay or coinsurance, we will calculate the actual provider fee or charge by reducing the fee or charge by the amount waived.
- Charges which the enrollee or Plan has 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 (see page 117), doctor charges exceeding the amount specified by the Department of Health and Human Services when benefits are payable under Medicare "limiting charge" (see page 117), services, drugs or supplies related to avoidable complications and medical errors, "Never Event" policies (see pages 5, 123) or State premium taxes however applied.
- Charges in excess of the “Plan allowance” as defined on page 123.
- Biofeedback, educational, recreational or milieu therapy, either in or out of a hospital.
- Hourly nursing where there is no skilled need or the need is beyond a two hour visit per day (otherwise called private duty nursing) provided in the acute care facility, post-acute facilities (skilled nursing facility), rehabilitation facilities, long-term acute care facilities, long term care facilities, in the home.
- Stand-by physicians and surgeons.
- Clinical ecology and environmental medicine.
- Chelation therapy except for acute arsenic, gold, or lead poisoning.

- Treatment for impotency, even if there is an organic cause for impotency. (Exclusion applies to medical/surgical treatment as well as prescription drugs.)
- Treatments other than surgery for temporomandibular joint dysfunction and disorders (TMJ).
- Computers, tablets, computer programs/games used in association with communication aides, internet or phone services used in conjunction with communication devices.
- Surgical treatment of hyperhidrosis unless alternative therapies such as botox injections or topical aluminum chloride and pharmacotherapy have been unsuccessful.
- Weight loss programs.
- Home test kits including but not limited to HIV and drug home test kits.
- Services, drugs, or supplies ordered or furnished by a non-covered provider.
- Services provided by school systems to children with Autism Spectrum Disorder (ASD) are not reimbursable by the health plan.

# 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 Plan preauthorization), including urgent care claims procedures.

**How to claim benefits**

To obtain claim forms, claims questions or assistance, or answers about our benefits, contact us at 800-821-6136, or at our website at www.geha.com.

In most cases, providers and facilities file claims for you. Your provider must file on the form CMS-1500, Health Insurance Claim Form. Your facility will file on the UB-04 form. Submit claims to the network address on the back of the GEHA ID card, for both in and out-of-network claims.

Submit dental and Medicare primary claims, or out-of-network charges that you have paid in full to:

GEHA
P.O. Box 21542
Eagan, MN 55121

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;
- Patient's Plan identification number;
- Name and address of person or company providing the service or supply;
- Dates that services or supplies were furnished;
- Diagnosis;
- Type of each service or supply;
- The charge for each service or supply; and
- Provider signature.

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

In addition:

- If another health plan is your primary payor, you must send a copy of the explanation of benefits (EOB) form you received from any primary payor (such as the Medicare Summary Notice (MSN)) with your claim.
- Bills for home nursing care must show that the nurse is a registered or licensed practical nurse and should include nursing notes.
- If your claim is for rental or purchase of durable medical equipment; private duty nursing; and physical therapy, occupational therapy, or speech therapy, you must provide a written statement from the provider specifying the medical necessity for the service or supply and the length of time needed.
- Claims for prescription drugs and supplies must include receipts that show the prescription number, name of drug or supply, prescribing provider's name, date, and charge. A copy of the provider's script must be included with prescription drugs purchased outside the United States.
- We will provide translation and currency conversion services for claims for overseas (foreign) services.

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| **Post-service claims procedures** | We will notify you of our decision within 30 days after we receive your post-service claim. If matters beyond our control require an extension of time, we may take up to an additional 15 days for review and we will notify you before the expiration of the original 30-day period. Our notice will include the circumstances underlying the request for the extension and the date when a decision is expected.<br><br>If we need an extension because we have not received necessary information from you, our notice will describe the specific information required and we will allow you up to 60 days from the receipt of the notice to provide the information.<br><br>If you do not agree with our initial decision, you may ask us to review it by following the disputed claims process detailed in Section 8 of this brochure. |
| **Records** | Keep a record of the medical expenses of all covered family members as deductibles and maximum allowances apply. 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 of 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 Government administrative operations or legal incapacity, you must submit your claim as soon as reasonably possible. Once we pay benefits, there is a three-year limitation on the re-issuance of uncashed checks. |
| **Overseas claims** | For covered services you receive by providers and hospitals outside the United States and Puerto Rico, send a completed Overseas Claim Form and the itemized bills to: GEHA, Foreign Claims Department, P.O. Box 21542, Eagan, MN 55121. Obtain Overseas Claim Forms from www.geha.com.<br><br>Precertification is not required when procedures are performed or you are admitted to a hospital outside of the United States. However, the procedure/service to be performed, the number of days required to treat your condition, and any other applicable benefit criteria, will be reviewed for benefit eligibility and/or medical necessity.<br><br>If you have questions about the processing of overseas claims, contact us at 877-320-9469 or by email overseas@geha.com. If possible, include a receipt showing the exchange rate on the date the claimed services were performed. Covered providers outside the United States will be paid at the PPO level of benefits, subject to deductible and coinsurance.<br><br>When members living abroad are stateside and seeking medical care, contact us at 800-821-6136, or visit www.geha.com to locate an in-network provider. If you utilize an out-of-network provider, out-of-network benefits would apply. |
| **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. Our deadline for responding to your claim is stayed while we await all of the additional information needed to process your claim. |
| **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 health care 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. |

**Notice Requirements**

The Secretary of Health and Human Services has identified counties where at least 10 percent of the population is literate only in certain non-English languages. The non-English languages meeting this threshold in certain counties are Spanish, Chinese, Navajo and Tagalog. If you live in one of these counties, we will provide language assistance in the applicable non-English language. You can request a copy of your Explanation of Benefits (EOB) statement, related correspondence, oral language services (such as telephone customer assistance), and help with filing claims and appeals (including external reviews) in the applicable non-English language. The English versions of your EOBs and related correspondence will include information in the non-English language about how to access language services in that non-English language.

Any notice of an adverse benefit determination or correspondence from us confirming an adverse benefit determination will include information sufficient to identify the claim involved (including the date of service, the health care provider, and the claim amount, if applicable), and a statement describing the availability, upon request, of the diagnosis and procedure codes and its corresponding meaning, and the treatment code and its corresponding meaning.

# Section 8. The Disputed Claims Process

You may appeal directly to the Office of Personnel Management (OPM) if we do not follow required claims processes. For more information or to make an inquiry about situations in which you are entitled to immediately appeal to OPM, including additional requirements not listed in Sections 3, 7 and 8 of this brochure, please call your plan's customer service representative at the phone number found on your enrollment card, plan brochure, or plan website.

Please follow this Federal Employees Health Benefits Program disputed claims process if you disagree with our decision on your post-service claim (a claim where services, drugs or supplies have already been provided). In Section 3, *If you disagree with our pre-service claim decision*, we describe the process you need to follow if you have a claim for services, referrals, drugs or supplies that must have prior Plan approval, such as inpatient hospital admissions.

To help you prepare your appeal, you may arrange with us to review and copy, free of charge, all relevant materials and Plan documents under our control relating to your claim, including those that involve any expert review(s) of your claim. To make your request, please contact our Customer Service Department by writing GEHA, P.O. Box 21542, Eagan, MN 55121 or calling 800-821-6136.

Our reconsideration will take into account all comments, documents, records, and other information submitted by you relating to the claim, without regard to whether such information was submitted or considered in the initial benefit determination.

When our initial decision is based (in whole or in part) on a medical judgment (i.e., medical necessity, experimental/investigational), we will consult with a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment and who was not involved in making the initial decision.

Our reconsideration will not take into account the initial decision. The review will not be conducted by the same person, or his/her subordinate, who made the initial decision.

We will not make our decisions regarding hiring, compensation, termination, promotion, or other similar matters with respect to any individual (such as a claims adjudicator or medical expert) based upon the likelihood that the individual will support the denial of benefits.

Disagreements between you and the HDHP fiduciary regarding the administration of an HSA or HRA are not subject to the disputed claims process.

| Step | Description |
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| **1** | Ask us in writing to reconsider our initial decision. You must:<br><br>a) Write to us within 6 months from the date of our decision; and<br><br>b) Send your request to us at: GEHA, P.O. Box 21542, Eagan, MN 55121; and<br><br>c) Include a statement about why you believe our initial decision was wrong, based on specific benefit provisions in this brochure; and<br><br>d) Include copies of documents that support your claim, such as physicians' letters, operative reports, bills, medical records, and explanation of benefits (EOB) forms.<br><br>e) Include your email address (optional for member), if you would like to receive our decision via email. Please note that by giving us your email, we may be able to provide our decision more quickly.<br><br>We will provide you, free of charge and in a timely manner, with any new or additional evidence considered, relied upon, or generated by us or at our direction in connection with your claim and any new rationale for our claim decision. We will provide you with this information sufficiently in advance of the date that we are required to provide you with our reconsideration decision to allow you a reasonable opportunity to respond to us before that date. However, our failure to provide you with new evidence or rationale in sufficient time to allow you to timely respond shall not invalidate our decision on reconsideration. You may respond to that new evidence or rationale at the OPM review stage described in step 4. |

| Step | Description |
|---|---|
| **2** | In the case of a post-service claim, we have 30 days from the date we receive your request to:<br><br>a) Pay the claim or<br><br>b) Write to you and maintain our denial or<br><br>c) Ask you or your provider for more information.<br><br>You or your provider must send the information so that we receive it within 60 days of our request. We will then decide within 30 more days.<br><br>If we do not receive the information within 60 days we will decide within 30 days of the date the information was due. We will base our decision on the information we already have. We will write to you with our decision. |
| **3** | If you do not agree with our decision, you may ask OPM to review it.<br><br>You must write to OPM within:<br>• 90 days after the date of our letter upholding our initial decision; or<br>• 120 days after you first wrote to us - if we did not answer that request in some way within 30 days; or<br>• 120 days after we asked for additional information.<br><br>Write to OPM at: United States Office of Personnel Management, Healthcare and Insurance, Federal Employee Insurance Operations, FEHB 2, 1900 E Street NW, Washington, DC 20415-3620.<br><br>Send OPM the following information:<br>• A statement about why you believe our decision was wrong, based on specific benefit provisions in this brochure;<br>• Copies of documents that support your claim, such as physicians' letters, operative reports, bills, medical records, and explanation of benefits (EOB) forms;<br>• Copies of all letters you sent to us about the claim;<br>• Copies of all letters we sent to you about the claim;<br>• Your daytime phone number and the best time to call; and<br>• Your email address, if you would like to receive OPM’s decision via email. Please note that by providing your email address, you may receive OPM’s decision more quickly.<br><br>Note: If you want OPM to review more than one claim, you must clearly identify which documents apply to which claim.<br><br>Note: You are the only person who has a right to file a disputed claim with OPM. Parties acting as your representative, such as medical providers, must include a copy of your specific written consent with the review request. However, for urgent care claims, a health care professional with knowledge of your medical condition may act as your authorized representative without your express consent.<br><br>Note: The above deadlines may be extended if you show that you were unable to meet the deadline because of reasons beyond your control. |

| Step | Description |
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| **4** | OPM will review your disputed claim request and will use the information it collects from you and us to decide whether our decision is correct. OPM will send you a final decision within 60 days. There are no other administrative appeals.<br><br>If you do not agree with OPM's decision, your only recourse is to file a lawsuit. If you decide to sue, you must file the suit against OPM in Federal court by December 31 of the third year after the year in which you received the disputed services, drugs, or supplies or from the year in which you were denied precertification or preauthorization. This is the only deadline that may not be extended.<br><br>OPM may disclose the information it collects during the review process to support their disputed claim decision. This information will become part of the court record.<br><br>You may not file a lawsuit until you have completed the disputed claims process. Further, Federal law governs your lawsuit, benefits, and payment of benefits. The Federal court will base its review on the record that was before OPM when OPM decided to uphold or overturn our decision. You may recover only the amount of benefits in dispute. |

Note: **If you have a serious or life threatening condition** (one that may cause permanent loss of bodily functions or death if not treated as soon as possible), and you did not indicate that your claim was a claim for urgent care, then call us at 800-821-6136. We will expedite our review (if we have not yet responded to your claim); or we will inform OPM so they can quickly review your claim on appeal. You may call OPM's FEHB 2, at 202-606-3818 between 8 a.m. and 5 p.m. Eastern time.

Please remember that we do not make decisions about plan eligibility issues. For example, we do not determine whether you or a dependent is covered under this plan. You must raise eligibility issues with your Agency personnel/payroll office if you are an employee, your retirement system if you are an annuitant or the Office of Workers' Compensation programs if you are receiving Workers' Compensation benefits.

# Section 9. Coordinating Benefits with Medicare and Other Coverage

**When you have other health coverage or auto insurance**

You must tell us if you or a covered family member has coverage under any other health plan or has automobile insurance that pays health care 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 payor and the other plan pays a reduced benefit as the secondary payor. We, like other insurers, 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.geha.com/cob.

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

In certain circumstances when we are secondary, we will also take advantage of any provider discount arrangements your primary plan may have. For medical and dental services, we will coordinate benefits to the allowable expense of your primary plan.

- Refer to Section 5(f) under *Coordinating with other drug coverage* when you have other primary prescription coverage.

If your primary payor requires preauthorization or requires you use designated facilities or provider for benefits to be approved, it is your responsibility to comply with these requirements. In addition you must file the claim to your primary payor within the required time period. If you fail to comply with any of these requirements and benefits are denied by the primary payor, we will pay secondary benefits based on an estimate of what the primary carrier would have paid if you followed their requirements.

Please see Section 4, *Your costs for covered services,* for more information about how we pay claims.

This plan always pays secondary to:

- Any medical payment, PIP or No-Fault coverage under any automobile policy available to you.
- Any plan or program which is required by law.

You should review your automobile insurance policy to ensure that uncoordinated medical benefits have been chosen so that the automobile insurance policy is the primary payer.

- **TRICARE and CHAMPVA**

TRICARE is the health care 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.

**Suspended FEHB coverage to enroll in TRICARE or CHAMPVA:** If you are an annuitant or former spouse, you can suspend your FEHB coverage to enroll in one of these programs, eliminating your FEHB premium. (OPM does not contribute to any applicable plan premiums.) For information on suspending your FEHB enrollment, contact your retirement office. If you later want to re-enroll in the FEHB Program, generally you may do so only at the next Open Season unless you involuntarily lose coverage under TRICARE or CHAMPVA.

- **Workers' Compensation**

We do not cover services that:

- You (or a covered family member) need because of a workplace-related illness or injury that the Office of Workers' Compensation Programs (OWCP) or a similar federal or state agency determines they must provide; or

- OWCP or a similar agency pays for through a third-party injury settlement or other similar proceeding that is based on a claim you filed under OWCP or similar laws.

Once OWCP or similar agency pays its maximum benefits for your treatment, we will cover your care.

- **Medicaid**

When you have this Plan and Medicaid, we pay first.

**Suspended FEHB coverage to enroll in Medicaid or a similar State-sponsored program of medical assistance:** If you are an annuitant or former spouse, you can suspend your FEHB coverage to enroll in one of these state programs, eliminating your FEHB premium. For information on suspending your FEHB enrollment, contact your retirement office. If you later want to re-enroll in the FEHB Program, generally you may do so only at the next Open Season unless you involuntarily lose coverage under the state program.

**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**

If GEHA pays benefits for an illness or injury for which you accrue a right of action, are entitled to compensation, or receive a settlement, judgment, or recovery from another party, you must agree to the provisions below. All GEHA benefit payments in these circumstances are a condition of and a limitation on the nature, provision, or extent of coverage or benefits under the Plan, and remain subject to all of our contractual benefit limitations, exclusions, and maximums. By accepting these conditional benefits, you agree to the following:

- You or your representative must contact GEHA's Subrogation Vendor, The Rawlings Company, LLC, at 855-967-6609 as soon as possible after the event(s) that resulted in the illness or injury, and provide all requested information, including prompt disclosure of the terms of all settlements, judgments, or other recoveries. You must sign any releases GEHA requires to obtain information about any claim(s) for compensation from other sources you may have.
- You must include all benefits paid by GEHA in any claim for compensation you or your representative assert against any tortfeasor, insurer, or other party for the injury or illness, and assign all proceeds recovered from any party, including your own and/or other insurance, to GEHA for up to the amount of the benefits paid.
- When benefits are payable under the Plan in relation to the illness or injury, GEHA may, at its option:

  Enforce its right of subrogation, that is, take over your right to receive payments from other parties. You will transfer to GEHA any rights you or your representative may have to take legal action arising from the illness or injury, and to recover any sums paid on your behalf as a result of that action; or

  Enforce its right of reimbursement, that is, recover any sums paid on your behalf from any payment(s) you or your representative obtain from other parties. The right of reimbursement is cumulative with and not exclusive of the right of subrogation.

  You must cooperate in doing what is reasonably necessary to assist us, and you must not take any action that may prejudice these rights of recovery. It is your duty to notify the plan within 30 days of the date when notice is given to any party, including an insurance company or attorney, of your intention to pursue or investigate a claim to recover damages or obtain compensation due to your injury, illness or condition. You and your agents or representatives shall provide all information requested by the plan or its representatives. You shall do nothing to prejudice your FEHB plan's subrogation or recovery interest or to prejudice the plan's ability to enforce the terms of this provision. This includes, but is not limited to, refraining from making any settlement or recovery that attempts to reduce or exclude the full cost of all benefits provided by the plan.

- To reimburse GEHA on a first priority basis (i.e., before any other party) in full, up to the amount of benefits paid, out of any and all settlements, judgments, or other recoveries that you or your representative obtain, from any source and no matter how characterized, designated, or apportioned (for example, as "pain and suffering only"). GEHA enforces this right of reimbursement by asserting a lien against any and all recoveries obtained, including, but not limited to, first party Medpay, Personal Injury Protection, No-Fault coverage, Third-Party liability coverage, Uninsured and Underinsured coverage, personal liability umbrella coverage, and a workers' compensation program or insurance policy. GEHA's lien consists of the total benefits paid to diagnose or treat the illness or injury. GEHA's lien applies first, regardless of the "make whole" and "common fund" doctrines. Your plan is not required to participate in or pay court costs or attorney fees to any attorney hired by you to pursue your damage claims.

GEHA's lien extends to all expenses incurred prior to the settlement or judgment date, even if those expenses were not submitted to GEHA for payment at the time you reimbursed GEHA. The lien remains your obligation until it is satisfied in full. Failure to refund GEHA or cooperate with our recovery efforts may result in an overpayment that can be collected from you.

The provisions of this section apply to all current or former plan participants and also to the parents, guardian, or other representative of a dependent child who incurs claims and is or has been covered by the plan. The plan's right to recover (whether by subrogation or reimbursement) shall apply to the personal representative of your estate, heirs or beneficiaries, administrators, legal representatives, successors, assignees, minors, and incompetent or disabled persons. "You" or "your" includes anyone on whose behalf the plan pays benefits. No adult covered person hereunder may assign any rights that it may have to recover medical expenses from any tortfeasor or other person or entity to any minor child or children of said adult covered person without the prior express written consent of the plan.

**When you have Federal Employees Dental and Vision Insurance Plan (FEDVIP)**

Some FEHB plans already cover some dental and vision services. When you are covered by more than one vision/dental plan, coverage provided under your FEHB plan remains as your primary coverage. FEDVIP coverage pays secondary to that coverage. When you enroll in a dental and/or vision plan by phone at 877-888-3337, TTY 877-889-5680 you will be asked to provide information on your FEHB plan so that your plans can coordinate benefits. Providing your FEHB information may reduce your out-of-pocket cost.

**Clinical trials**

An approved clinical trial includes a phase I, phase II, phase III, or phase IV clinical trial that is conducted in relation to the prevention, detection, or treatment of cancer or other life-threatening disease or condition, and is either Federally-funded; conducted under an investigational new drug application reviewed by the Food and Drug Administration (FDA); or is a drug trial that is exempt from the requirement of an investigational new drug application.

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. These costs are covered by this Plan.
- 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. This Plan ***does not*** cover these costs.

**When you have Medicare**

- **What is Medicare?**

Medicare is a health insurance program for:

- People 65 years of age or older;
- Some people with disabilities under 65 years of age; and
- 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 were a Federal employee at any time both before and during January 1983, you will receive credit for your Federal employment before January 1983.) Otherwise, 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. We do not offer a Medicare Advantage plan. Please review the information on coordinating benefits with Medicare Advantage plans beginning on page 115.
- Part D (Medicare prescription drug coverage). There is a monthly premium for Part D coverage. Before enrolling in Medicare Part D, please review the important disclosure notice from us about the FEHB prescription drug coverage and Medicare. The notice is on the first inside page of this brochure.

  For people with limited income and resources, extra help in paying for a Medicare prescription drug plan is available. For more information about this extra help, visit the Social Security Administration online at www.socialsecurity.gov, or call them at 800-772-1213, TTY: 800-325-0778.

- **Should I enroll in Medicare?**

The decision to enroll in Medicare is yours. We encourage you to apply for Medicare benefits three 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 FEHB Program.

If you can get premium-free Part A coverage, we advise you to enroll in it. Most Federal employees and annuitants are entitled to Medicare Part A at age 65 **without cost**. 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 FEHB, which can help keep FEHB 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 do not sign up for Medicare Part B when you are first eligible, you may be charged a Medicare Part B late enrollment penalty of a 10% increase in premium for every 12 months you are not enrolled. If you did not take Part B at age 65 because you were covered under FEHB as an active employee (or you were covered under your spouse's group health insurance plan and he/she was an active employee), you may sign up for Part B (generally without an increased premium) within 8 months from the time you or your spouse stop working or are no longer covered by the group plan. You also can sign up at any time while you are covered by the group plan.

If you are eligible for Medicare, you may have choices in how you get your health care. 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.

**(Please refer to page 117 for information about how we provide benefits when you are age 65 or older and do not have Medicare.)**

- **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 will probably not need to file a claim form when you have both our Plan and the Original Medicare Plan.

When we are the primary payor, we process the claim first.

When Original Medicare is the primary payor, 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 your claim, call us at 800-821-6136 or see our website at www.geha.com.

**We do NOT waive deductibles or coinsurance for Medicare members enrolled in the High Deductible Health Plan.**

If you obtain services from a non-Medicare provider, we will limit our payment to the coinsurance amount we would have paid after Original Medicare's payment based on our Plan allowable and the type of service you receive.

Please review the following table that illustrates your cost share if you are enrolled in Medicare Part B. We do not waive deductibles or coinsurance for Medicare members enrolled in the High Deductible Health Plan.

| Benefit Description | Member Cost without Medicare (In-Network) | Member Cost with Medicare Part B primary (In-Network) |
|---|---|---|
| Deductible | $1,500 Self Only/$3,000 Self Plus One or Self and Family | $1,500 Self Only/$3,000 Self Plus One or Self and Family |
| Out-of-Pocket Maximum | $5,000 Self Only/$10,000 Self Plus One or Self and Family | $5,000 Self Only/$10,000 Self Plus One or Self and Family |
| Part B Premium Reimbursement Offered | N/A | Up to $900 |
| Primary Care Physician | 5% of Plan allowance | 5% of Plan allowance |
| Specialist | 5% of Plan allowance | 5% of Plan allowance |
| Inpatient Hospital | 5% of Plan allowance | 5% of Plan allowance |
| Outpatient Hospital | 5% of Plan allowance | 5% of Plan allowance |
| Rx | **Retail (30-day supply)**<br>Generic: 25% of Plan allowance<br>Preferred: 25% of Plan allowance<br>Non-Preferred: 40% of Plan allowance<br>**Specialty (30-day supply)**<br>Generic: 25% of Plan allowance<br>Preferred: 25% of Plan allowance<br>Non-Preferred: 40% of Plan allowance | **Retail (30-day supply)**<br>Generic: 25% of Plan allowance<br>Preferred: 25% of Plan allowance<br>Non-Preferred: 40% of Plan allowance<br>**Specialty (30-day supply)**<br>Generic: 25% of Plan allowance<br>Preferred: 25% of Plan allowance<br>Non-Preferred: 40% of Plan allowance |

You can find more information about how our Plan coordinates benefits with Medicare as outlined in our *Medicare + GEHA* booklet at www.geha.com/medicare.

- **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 this Plan and Medicare.

- **Private contract with your physician**

If you are enrolled in Medicare Part B, 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. Regardless of whether the physician requires you to sign an agreement, we will still limit our payment to the coinsurance amount we would have paid after Original Medicare's payment based on our Plan allowable and the type of service you receive. 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 health care 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 another plan's Medicare Advantage plan:** You may enroll in another plan's Medicare Advantage plan and also remain enrolled in our FEHB 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 (if you use our Plan providers). However, we will not waive any of our coinsurance 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 Medicare Advantage plan so we can correctly coordinate benefits with Medicare.

  **Suspended FEHB coverage to enroll in a Medicare Advantage plan:** If you are an annuitant or former spouse, you can suspend your FEHB coverage to enroll in a Medicare Advantage plan, eliminating your FEHB premium. (OPM does not contribute to your Medicare Advantage plan premium.) For information on suspending your FEHB enrollment, contact your retirement office. If you later want to re-enroll in the FEHB Program, generally you may do so only at the next Open Season, unless you involuntarily lose coverage or move out of the Medicare Advantage plan's service area.

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

  When we are the primary payor, we process the claim first. If you enroll in Medicare Part D and we are the secondary payor, we will review claims for your prescription drug costs that are not covered by Medicare Part D and consider them for payment under the FEHB plan.

Medicare always makes the final determination as to whether they are the primary payor. The following chart illustrates whether Medicare or this Plan should be the primary payor 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 Payor Chart | | |
|---|---|---|
| **A. When you - or your covered spouse - are age 65 or over and have Medicare and you...** | **The primary payor for the individual with Medicare is...** | |
| | **Medicare** | **This Plan** |
| 1) Have FEHB coverage on your own as an active employee | | ✓ |
| 2) Have FEHB coverage on your own as an annuitant or through your spouse who is an annuitant | ✓ | |
| 3) Have FEHB through your spouse who is an active employee | | ✓ |
| 4) Are a reemployed annuitant with the Federal government and your position is excluded from the FEHB (your employing office will know if this is the case) and you are not covered under FEHB through your spouse under #3 above | ✓ | |
| 5) Are a reemployed annuitant with the Federal government and your position is not excluded from the FEHB (your employing office will know if this is the case) and... | | |
| • You have FEHB coverage on your own or through your spouse who is also an active employee | | ✓ |
| • You have FEHB coverage through your spouse who is an annuitant | ✓ | |
| 6) Are a Federal judge who retired under title 28, U.S.C., or a Tax Court judge who retired under Section 7447 of title 26, U.S.C. (or if your covered spouse is this type of judge) and you are not covered under FEHB through your spouse under #3 above | ✓ | |
| 7) Are enrolled in Part B only, regardless of your employment status | ✓ for Part B services | ✓ for other services |
| 8) Are a Federal employee receiving Workers' Compensation disability benefits for six months or more | ✓ * | |
| **B. When you or a covered family member...** | | |
| 1) Have Medicare solely based on end stage renal disease (ESRD) and... | | |
| • It is within the first 30 months of eligibility for or entitlement to Medicare due to ESRD **(30-month coordination period)** | | ✓ |
| • 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... | | |
| • This Plan was the primary payor before eligibility due to ESRD **(for 30 month coordination period)** | | ✓ |
| • Medicare was the primary payor before eligibility due to ESRD | ✓ | |
| 3) Have Temporary Continuation of Coverage (TCC) and... | | |
| • Medicare based on age and disability | ✓ | |
| • Medicare based on ESRD **(for the 30 month coordination period)** | | ✓ |
| • Medicare based on ESRD **(after the 30 month coordination period)** | ✓ | |
| **C. When either you or a covered family member are eligible for Medicare solely due to disability and you...** | | |
| 1) Have FEHB coverage on your own as an active employee or through a family member who is an active employee | | ✓ |
| 2) Have FEHB coverage on your own as an annuitant or through a family member who is an annuitant | ✓ | |
| **D. When you are covered under the FEHB Spouse Equity provision as a former spouse** | ✓ | |

*Workers' Compensation is primary for claims related to your condition under Workers' Compensation.

**When you are age 65 or over and do not have Medicare**

Under the FEHB law, we must limit our payments for **inpatient hospital care** and **physician care** to those payments you would be entitled to if you had Medicare. Your physician and hospital must follow Medicare rules and cannot bill you for more than they could bill you if you had Medicare. You and the FEHB benefit from these payment limits. Outpatient hospital care and non-physician based care are not covered by this law; regular Plan benefits apply. The following chart has more information about the limits.

**If you:**

- are age 65 or over; and
- do not have Medicare Part A, Part B, or both; and
- have this Plan as an annuitant or as a former spouse, or as a family member of an annuitant or former spouse; and
- are not employed in a position that gives FEHB coverage. (Your employing office can tell you if this applies.)

**Then, for your inpatient hospital care:**

- The law requires us to base our payment on an amount - the "equivalent Medicare amount" - set by Medicare's rules for what Medicare would pay, not on the actual charge.
- You are responsible for your applicable deductibles and coinsurance under this Plan.
- You are not responsible for any charges greater than the equivalent Medicare amount; we will show that amount on the explanation of benefits (EOB) form that we send you.
- The law prohibits a hospital from collecting more than the "equivalent Medicare amount".

When inpatient claims are paid according to a Diagnostic Related Group (DRG) limit (for instance, for admissions of certain retirees who do not have Medicare), we will pay 30% of the total covered amount as room and board charges and 70% as other charges and will apply your coinsurance accordingly.

**And, for your physician care,** the law requires us to base our payment and your coinsurance on:

- an amount set by Medicare and called the "Medicare approved amount," or
- the actual charge if it is lower than the Medicare approved amount.

| If your physician: | Then you are responsible for: |
|---|---|
| Participates with Medicare or accepts Medicare assignment for the claim and is a member of our PPO network, | your deductibles and coinsurance. |
| Participates with Medicare and is **not** in our PPO network, | your deductibles, coinsurance, and any balance up to the Medicare approved amount. |
| Does not participate with Medicare, | your deductibles, coinsurance, and any balance up to 115% of the Medicare approved amount. |
| Does not participate with Medicare and is not a member of our PPO network, | your out-of-network deductibles, coinsurance, and any balance up to 115% of the Medicare approved amount. |
| Opts-out of Medicare via private contract, | your deductibles, coinsurance, copayments, and any balance your physician charges. |

It is generally to your financial advantage to use a physician who participates with Medicare. Such physicians are permitted to collect only up to the Medicare approved amount.

**Physicians who opt-out of Medicare**

A physician may have opted-out of Medicare and may or may not ask you to sign a private contract agreeing that you can be billed directly for services ordinarily covered by Original Medicare. This is different than a non-participating doctor, and we recommend you ask your physician if he or she has opted-out of Medicare. Should you visit an opt-out physician, the physician will not be limited to 115% of the Medicare approved amount. You may be responsible for paying the difference between the billed amount and our regular in-network/out-of-network benefits.

Our explanation of benefits (EOB) form will tell you how much the physician or hospital can collect from you. If your physician or hospital tries to collect more than allowed by law, ask the physician or hospital to reduce the charges. If you have paid more than allowed, ask for a refund. If you need further assistance, call us.

**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. 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.

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, when Medicare does not pay the VA facility.

If you are covered by Medicare Part B and it is primary, your out-of-pocket costs for services that both Medicare Part B and we cover depend on whether your physician accepts Medicare assignment for the claim.

Although your physician **accepts** Medicare assignment, we **do not** waive your deductibles and coinsurance for covered charges.

If your physician **does not accept** Medicare assignment, you pay the difference between the “limiting charge” or the physician’s charge (whichever is less) and our payment combined with Medicare’s payment.

It is 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.

## Section 10. Definitions of Terms We Use in This Brochure

**Accidental injury**

An injury caused by an external force or element such as a blow or fall that requires immediate medical attention. Also included are animal bites, poisonings, and dental care required to repair injuries to sound natural teeth as a result of an accidental injury, not from biting or chewing.

**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 the same day.

**Assignment**

An authorization by an enrollee or spouse for the Plan to issue payment of benefits directly to the provider. The Plan reserves the right to pay the member 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.

**Calendar year deductible**

There is a PPO deductible and a non-PPO deductible for the entire Plan year for covered services - medical, prescription, inpatient, outpatient, mental health and manipulative therapy - you must incur for almost all covered services and supplies before we start paying benefits.

**Catastrophic limit**

For those covered services with coinsurance, we pay 100% of our allowable amount for the remainder of the calendar year after your out-of-pocket expenses for deductibles and coinsurance exceed $5,000 for Self Only coverage or $10,000 for Self Plus One and Self and Family coverage when you use PPO providers. And if you use a non-PPO provider, the annual maximum for out-of-pocket expenses is $7,000 for Self Only or $14,000 for Self Plus One and Self and Family coverage.

**Clinical trials cost categories**

An approved clinical trial includes a phase I, phase II, phase III, or phase IV clinical trial that is conducted in relation to the prevention, detection, or treatment of cancer or other life-threatening disease or condition, and is either Federally-funded; conducted under an investigational new drug application reviewed by the Food and Drug Administration (FDA); or is a drug trial that is exempt from the requirement of an investigational new drug application.

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. These costs are covered by this Plan.
- 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 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. You may also be responsible for additional amounts. (see pages 26 - 29)

**Compound medications**

A compound medication includes more than one ingredient and is custom made by a pharmacist according to your doctor's instructions. Compound prescriptions must contain a Federal legend drug and the ingredients must be covered by the GEHA benefit.

**Congenital anomaly**

A condition existing at or from birth which is a significant deviation from the common form or norm. For purposes of this Plan, congenital anomalies include cleft lips, cleft palates, birthmarks, webbed fingers or toes and other conditions that the Plan may determine to be congenital anomalies. Surgical correction of congenital anomalies is limited to children under the age of 18 unless there is a functional deficit. In no event will the term congenital anomaly include conditions relating to teeth or intra-oral structures supporting the teeth.

**Cosmetic**

Any 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**

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

**Covered services**

Services we provide benefits for, as described in this brochure.

**Custodial care**

Treatment or services, regardless of who recommends them or where they are provided, that could be rendered safely and reasonably by a person not medically skilled, or that are designed mainly to help the patient with daily living activities. These activities include but are not limited to:

- Personal care such as help in walking, getting in and out of bed, bathing, eating by spoon, tube or gastrostomy, exercise, and dressing;
- Homemaking, such as preparing meals or special diets;
- Moving the patient;
- Acting as companion or sitter;
- Supervising medication that can usually be self-administered; and
- Treatment or services that any person may be able to perform with minimal instruction, including but not limited to recording temperature, pulse, and respirations, or administration and monitoring of feeding systems.

The Carrier determines which services are custodial care. (Custodial care that lasts 90 days or more is sometimes known as long-term care.)

**Deductible**

A deductible is a fixed amount of covered expenses you must incur for certain covered services and supplies before we start paying benefits for those services. (see page 26)

**Dermatology conditions (telehealth)**

Under the telehealth benefit, dermatologic conditions seen and treated include but are not limited to acne, rashes, eczema, suspicious spots/moles, warts and other abnormal bumps, rosacea, inflamed or enlarged hair follicles, psoriasis, cold sore, alopecia, insect bites.

**Durable medical equipment**

Equipment and supplies that:

- Are prescribed by your attending doctor;
- Are medically necessary;
- Are primarily and customarily used only for a medical purpose;
- Are generally useful only to a person with an illness or injury;
- Are designed for prolonged use; or
- Serve a specific therapeutic purpose in the treatment of an illness or injury.

**Effective date**

The date the benefits described in this brochure are effective:

- January 1 for continuing enrollments and for all annuitant enrollments;
- The first day of the first full pay period of the new year for enrollees who change plans or options or elect FEHB coverage during the open season for the first time; and
- For new enrollees during the calendar year, but not during the open season, the effective date of enrollment as determined by the employing office or retirement system.

| | |
|---|---|
| **Elective surgery** | Any non-emergency surgical procedure that may be scheduled at the patient's convenience without jeopardizing the patient's life or causing serious impairment to the patient's bodily functions. |
| **Expense** | An expense is "incurred" on the date the service or supply is rendered. |
| **Experimental or investigational service** | A drug, device, or biological product is experimental or investigational if the drug, device, or biological product cannot be lawfully marketed without approval of the U.S. Food and Drug Administration (FDA) and approval for marketing has not been given at the time it is furnished. Approval means all forms of acceptance by the FDA.<br><br>A medical treatment or procedure, or a drug, device, or biological product is experimental or investigational if 1) 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, its safety, its efficacy, or its efficacy as compared with the standard means of treatment or diagnosis; or 2) reliable evidence shows that the consensus of opinion among experts regarding the drug, device, or biological product or medical treatment or procedure is that further studies or clinical trials are necessary to determine its maximum tolerated dose, its toxicity, its safety, its efficacy, or its efficacy as compared with the standard means of treatment or diagnosis.<br><br>Reliable evidence shall mean only published reports and articles in the authoritative medical and scientific literature; the written protocol or protocols used by the treating facility or the protocol(s) of another facility studying substantially the same drug, device, or medical treatment or procedure; or the written informed consent used by the treating facility or by another facility studying substantially the same drug, device, or medical treatment or procedure.<br><br>Determination of experimental/investigational status may require review of appropriate Government publications such as those of the National Institute of Health, National Cancer Institute, Agency for Health Care Policy and Research, Food and Drug Administration, and National Library of Medicine. Independent evaluation and opinion by Board Certified Physicians who are professors, associate professors, or assistant professors of medicine at recognized United States Medical Schools may be obtained for their expertise in subspecialty areas. |
| **Group health coverage** | Health care coverage that a member or covered dependent is eligible for because of employment by, membership in, or connection with, a particular organization or group that provides payment for hospital, medical, dental or other health care services or supplies, including extension of any of these benefits through COBRA. |
| **Health care professional** | A physician or other health care professional licensed, accredited, or certified to perform specified health services consistent with state law. |
| **Health Reimbursement Arrangement (HRA)** | Tax-free health plan deposits provided by us which allows you to accumulate savings for tax-free withdrawals for qualified medical expenses including your health plan deductible and other qualified out-of-pocket medical expenses. |
| **Health Savings Account (HSA)** | A tax-free account with monthly contributions made by us which earn interest for you to accumulate funds to help cover the deductible and other medical out-of-pocket expenses that roll over from year to year when not used for medical expenses. You have the option to make additional contributions to your account up to the maximum allowed by law. |
| **Infertility** | The condition of an individual who is unable to conceive or produce conception during a period of one year. |

**Inpatient care**

Inpatient care is care rendered to a person who has been admitted to a hospital for bed occupancy for purposes of receiving inpatient hospital services. Generally, a patient is considered an inpatient if formally admitted as an inpatient with the expectation that he or she will remain at least overnight and occupy a bed even if it later develops that the patient can be safely discharged or transferred to another hospital and not actually use a hospital bed overnight. This Plan uses Milliman Care Guidelines to evaluate the appropriateness of observation services. See Section 3, How you get care, Covered facilities, for the definition of an Acute Inpatient and Residential Treatment Center.

**Medical necessity**

Services, drugs, supplies or equipment provided by a hospital or covered provider of the health care services that the Plan determines:

- Are appropriate to diagnose or treat the patient's condition, illness or injury;
- Are consistent with **generally accepted standards of medical practice in the United States**.
  - Generally accepted standards of medical practice are based on credible scientific evidence published in peer-reviewed medical literature generally recognized by the relevant medical community, national physician specialty society recommendations and the views of medical practitioners practicing in relevant clinical areas, and any other relevant factors.
- Are not primarily for the personal comfort or convenience of the patient, the family, or the provider;
- Are not a part of or associated with the scholastic education or vocational training of the patient; or
- In the case of inpatient care, cannot be provided safely on an outpatient basis.

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.

**Mental health/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 misuse or dependence upon substances such as alcohol, narcotics, or hallucinogens. Precertification is required for all of the following services and must be provided by a covered facility or covered provider as defined in section 3: *How you get care*.

**Inpatient Mental Health:**

- Acute Care Hospital: See page 17 under Covered Facilities.
- Residential Treatment Center (RTC): See page 17 under Covered Facilities.

**Intensive Day Treatment:**

- Partial Hospital Program (PHP): An intensive facility based outpatient treatment program for mental health or substance use disorder conditions. The facility providing the service must meet GEHA's definition of a covered provider in section 3. Sessions typically are 6-8 hours/day, 5 days per week. Time frames and frequency will vary based on upon diagnosis and severity of illness.
- Intensive Outpatient Treatment (IOP): A comprehensive, structured outpatient treatment program that includes extended periods of individual or group therapy sessions designed to assist members with mental health and/or substance use disorders. It is an intermediate level of care between traditional outpatient therapy and partial hospitalization, delivered in an outpatient facility or outpatient professional office setting. If delivered in an outpatient facility, the facility must meet GEHA's definition of a covered facility in section 3. Sessions typically do not exceed 3-4 hours/day, 3-5 days per week. Time frames and frequency will vary based upon diagnosis and severity of illness. If performed in a professional office setting the provider must meet GEHA's definition of a covered provider in Section 3.

**Minor acute conditions**

Common, non-emergent conditions. Examples of common conditions include sinus problems, rashes, allergies, cold and flu symptoms, etc.

**Never event policies**

Federal or State policies that bar health care providers from charging patients for care that is attributable to certain avoidable complications or errors, such as wrong site surgery**.**

**Observation care**

Observation care is a well-defined set of specific, clinically appropriate services, which include ongoing short-term treatment, assessment, and reassessment, that are furnished while a decision is being made regarding whether patients will require further treatment as hospital inpatients or if they are able to be discharged from the hospital. Observation services are commonly ordered for patients who present to the emergency department and who then require a significant period of treatment or monitoring in order to make a decision concerning their admission or discharge. This Plan uses Milliman Care Guidelines to evaluate the appropriateness of observation services.

The Plan provides outpatient hospital benefits for observation care. If you are in the hospital for more than a few hours, confirm with your physician whether your stay is inpatient or outpatient so that you are aware of how your hospital claim will be processed.

**Plan allowance**

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 Plan allowance as follows:

***PPO providers***: Our PPO allowances are negotiated with each provider who participates in the network. PPO allowances may be based on a standard reduction or on a negotiated fee schedule. For these allowances, the PPO provider has agreed to accept the negotiated reduction and you are not responsible for this discounted amount. In these instances, the benefit paid plus your coinsurance equals payment in full.

***Non-PPO providers:*** To determine our non-PPO Plan allowance, we must first be provided an itemized bill that includes your diagnosis, the services or supplies you received, and the provider's charge for each, using the same types of standard codes, descriptions and other information required for processing by public health care plans like Medicare. If we are not provided the itemization of the services or supplies you received, we will assume they were equivalent to the level and extent of services and supplies typically provided by the providers or facilities most commonly used to treat other Plan members with the same principal diagnosis as yours. We will base these equivalent services on claims submitted to the Plan by providers in the same geographic region or a combination of similar geographic regions across the United States.

Based on the itemization of services or supplies you received, we will determine the amount of the maximum non-PPO Plan allowance by applying the following rules, in order:

1. We consult standard industry guides, such as national databases of prevailing health care charges from FAIR Health or another identified data source, that are available for our use in a given state or geographic area. After the data supplier removes outliers from the claim data they collect, they group the remaining data by percentiles. We use the 70th percentile. This means that out of every 100 reports remaining after outliers were removed, 30 charges billed may be more, but 70 charges will be the allowed amount or less.

2. For services or supplies obtained in a state or geographic area where the above data source is unavailable for our use, and also for dialysis centers and outpatient dialysis performed at a hospital our non-PPO Plan allowance is two times the Medicare participating provider allowance for the service or supply in the geographic area in which it was performed or obtained. This Medicare-based allowance is not used for those services where Medicare sets a fixed national payment amount that does not vary geographically (such as blood draws). Medicare fee schedule information for physician services may be obtained at www.cms.hhs.gov/PFSlookup.

Note: Labs drawn during the week of dialysis treatments and drugs provided on the day of dialysis are part of the bundled dialysis payment.

3. Some Plan allowances may be submitted to medical consultants who recommend allowances based on standard industry relative value guidelines. For services or supplies for which Medicare does not provide an allowance amount, we may use the current fee schedule used by the Federal Office of Workers Compensation (OWCP). OWCP fee schedule information may be obtained at www.dol.gov/OWCP/regs/feeschedule/fee.htm. For services or supplies that do not have a value currently established by public health care plans such as Medicare or Medicaid, or for implantable devices and surgical hardware, we may use medical consultants to determine an appropriate allowance. We may also conduct independent studies to determine the usual cost of a service or supply in a geographic area, or to establish allowances for services or supplies provided outside the United States.

Non-PPO Plan allowance amounts determined according to these guidelines include, but are not limited to, hospitals, ambulance, ambulatory surgery centers, dialysis centers, surgery, doctor's services, physical therapy, occupational therapy, speech therapy, lab testing and X-ray expenses, implantable devices and surgical hardware and diagnostic and preventive dental services. For more information about the source of the data we are currently using you may call us at 800-821-6136.

Plan allowance for prescription drugs is determined using Average Wholesale Price or other industry-standard reference price data.

Charges for some Plan allowances are stated in this brochure. These include limited benefits such as chiropractic care and routine dental care.

If we negotiate a reduced fee amount on an individual claim for services or supplies which is lower than the Plan allowance, covered benefits will be limited to the negotiated amount. Your coinsurance will be based on the reduced fee amount. If you choose to use a provider other than the one we negotiated a reduction with, you will be responsible for the difference in these amounts.

To estimate our maximum Plan allowance for a non-PPO provider before you receive services from them, call us at 800-821-6136.

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

**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.

**Pre-service claims**

Those claims 1) that require precertification or preauthorization and 2) where failure to obtain precertification or preauthorization results in a reduction of benefits.

**Preauthorization**

A decision made by your health plan that a health care service, treatment plan, drug, surgery, or durable medical equipment is medically necessary after review of medical information. Sometimes called prior approval.

**Precertification**

The process of collecting information and obtaining authorization from the health plan prior to an inpatient admission or other selected ambulatory procedures and services.

**Premium contribution to HSA/HRA**

The portion of your monthly health plan premium that is credited toward our annual HSA deposit to your HSA based on your effective date of enrollment; or the portion of your health plan premium credited to your HRA which is available to you upon your enrollment in this Plan.

| | |
|---|---|
| **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. |
| **Sound natural tooth** | A sound natural tooth is a whole or properly restored tooth that has no condition that would weaken the tooth or predispose it to injury prior to the accident, such as decay, periodontal disease, or other impairments. For purposes of the Plan, damage to a restoration, such as a prosthetic crown or prosthetic dental appliance (i.e. bridgework), would not be covered as there is no injury to the natural tooth structure. |
| **Specialty medication** | Specialty medications are biotech or biological drugs that are oral, injectable or infused, or may require special handling. To maximize patient safety, all specialty medications require preauthorization. These drugs are used in the treatment of complex, chronic medical conditions such as hemophilia, multiple sclerosis, hepatitis, cancer, rheumatoid arthritis, pulmonary hypertension, osteoarthritis, and immune deficiency. |
| **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** | 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:<br>• Waiting could seriously jeopardize your life or health;<br>• Waiting could seriously jeopardize your ability to regain maximum function; or<br>• 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.<br><br>Urgent care claims usually involve Pre-service claims and not Post-service claims. We will determine whether or not a claim is an urgent care claim by applying the judgment of a prudent layperson who possesses an average knowledge of health and medicine.<br><br>If you believe your claim qualifies as an urgent care claim, please contact our Customer Service Department at 800-821-6136. 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. |
| **Us/We** | Us and We refer to Government Employees Health Association, Inc. |
| **You** | You refers to the enrollee and each covered family member. |

# Index

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

# Summary of Benefits for the HDHP of the Government Employees Health Association, Inc. 2020

**Do not rely on this chart alone.** All benefits are subject to the definitions, limitations, and exclusions in this brochure. You can obtain a copy of our Summary of Benefits and Coverage as required by the Affordable Care Act at www.geha.com/sbc. On this page we summarize specific expenses we cover; for more detail, look inside. 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.

In 2020, for each month you are eligible for the Health Savings Account (HSA), we'll deposit $75 per month for Self Only enrollment or $150 per month for Self Plus One or Self and Family enrollment to your HSA. Once you satisfy your calendar year deductible, Traditional medical coverage begins.

For the Health Reimbursement Arrangement (HRA), we'll contribute up to $900 for Self Only and $1,800 for Self Plus One or Self and Family annually when you are enrolled in the HDHP. The amount of your HRA (prorated for the number of months remaining in the calendar year) will be available to you upon enrollment. Once your calendar year deductible is satisfied, Traditional medical coverage begins.

Below, an asterisk (*) means the item is subject to the $1,500 Self Only or $3,000 Self Plus One or Self and Family calendar year deductible when you use PPO providers; or subject to the $3,000 Self Only or $6,000 Self Plus One or Self and Family calendar year deductible when you use non-PPO providers. And, after we pay, you generally pay any difference between our allowance and the billed amount if you use a Non-PPO physician or other health care professional.

| HDHP Benefits | You pay | Page |
|---|---|---|
| **In-network medical preventive care:** | PPO: Nothing<br>Non-PPO: Covered under Traditional medical coverage subject to deductible | 41 |
| **Medical/surgical services provided by physicians:** | | |
| • Diagnostic and treatment services provided in the office | PPO: 5%* for covered office visits and 5%* of other covered professional services including X-ray and lab<br>Non-PPO: 25%* of covered professional services | 48 |
| **Services provided by a hospital:** | | |
| • Inpatient | PPO: 5%* of covered hospital charges<br>Non-PPO: 25%* of covered hospital charges | 74 |
| • Outpatient | PPO: 5%* of covered hospital charges<br>Non-PPO: 25%* of covered hospital charges | 77 |
| **Emergency benefits:** | | |
| • Accidental injury | Regular benefits* | 80 |
| • Medical emergency | Regular benefits* | 81 |
| **Mental health and substance use disorder treatment:** | Regular cost-sharing* | 82 |

| HDHP Benefits | You pay | Page |
|---|---|---|
| **Prescription drugs:** | | 87 - 96 |
| • Retail pharmacy (up to a 30-day supply) | Network pharmacy<br>Generic/Preferred: Member pays 25%*<br>Non-Preferred: Member pays 40%*<br>Non-network pharmacy<br>Generic/Preferred: Member pays 25%* and any difference between our allowance and the cost of the drug<br>Non-Preferred: Member pays 40%* and any difference between our allowance and the cost of the drug | 93 |
| • Mail order (up to a 90-day supply) | Generic/Preferred: Member pays 25%*<br>Non-Preferred: Member pays 40%* | 93 |
| **Dental care:** | All charges for diagnostic and preventive services which exceed Plan limits; and charges in excess of the scheduled amounts for restorations and extractions | 44 |
| **Wellness and other special features:** | Flexible benefits options, online customer and claims services, Services for deaf and hearing impaired, High risk pregnancies, 24-hour Health Advice Line, Health Assessment and Personal Health Record | 97 |
| **Protection against catastrophic costs** (your catastrophic protection out-of-pocket maximum): | Nothing after $5,000/Self Only or $10,000/Self Plus One or Self and Family enrollment per calendar year for PPO providers. Some costs do not count toward this protection.<br>Nothing after $7,000/Self Only or $14,000/Self Plus One or Self and Family enrollment per calendar year for non-PPO providers. Some costs do not count toward this protection. | 28 |

# 2020 Rate Information for Government Employees Health Association, Inc. (GEHA) Benefit Plan

**To compare your FEHB health plan options, please go to www.opm.gov/fehbcompare.**

To review premium rates for all FEHB health plan options please go to **www.opm.gov/FEHBpremiums or www.opm.gov/Tribalpremium**.

**Non-Postal rates** apply to most non-Postal employees. If you are in a special enrollment category, contact the agency that maintains your health benefits enrollment.

**Postal rates apply to certain United States Postal Service employees as follows:**

- **Postal Category 1** rates apply to career bargaining unit employees who are represented by the following agreements: APWU, IT/AS, NALC, and NPMHU.
- If you are a career bargaining unit employee represented by the agreement with NPPN, you will find your premium rates on https://liteblue.usps.gov/fehb.
- **Postal Category 2 rates** apply to career bargaining unit employees who are represented by the following agreement: PPOA.

**Non-Postal rates apply to all career non-bargaining unit Postal Service employees and career employees represented by the NRLCA agreement. Postal rates do not apply to non-career Postal employees, Postal retirees, and associate members of any Postal employee organization who are not career Postal employees.**

If you are a Postal Service employee and have questions or require assistance, please contact:

USPS Human Resources Shared Service Center
877-477-3273, option 5
Federal Relay Service 800-877-8339

Premiums for Tribal employees are shown under the monthly non-Postal column. The amount shown under employee contribution is the maximum you will pay. Your Tribal employer may choose to contribute a higher portion of your premium. Please contact your Tribal Benefits Officer for exact rates.

| Type of Enrollment | Enrollment Code | Non-Postal Premium | | | | Postal Premium | |
|---|---|---|---|---|---|---|---|
| | | Biweekly | | Monthly | | Biweekly | |
| | | Gov't Share | Your Share | Gov't Share | Your Share | Category 1 Your Share | Category 2 Your Share |
| **HDHP Option Self Only** | 341 | $177.87 | $59.29 | $385.39 | $128.46 | $56.92 | $49.21 |
| **HDHP Option Self Plus One** | 343 | $382.43 | $127.48 | $828.61 | $276.20 | $122.38 | $105.81 |
| **HDHP Option Self and Family** | 342 | $450.12 | $150.04 | $975.26 | $325.09 | $144.04 | $124.53 |