

**PLAN DOCUMENT
SUMMARY PLAN DESCRIPTION**

for the

ARUP LABORATORIES, INC. MEDICAL BENEFIT PLAN

This booklet describes the Plan Benefits
in effect as of January 1, 2026

The Plan has been established for the benefit of
eligible Employees and their Dependents of:

ARUP LABORATORIES, INC.

Claims Processed By:

ALLEGIANCE BENEFIT PLAN MANAGEMENT, INC.
2806 South Garfield Street
Missoula, MT 59801

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INTRODUCTION

Effective January 1, 2024, ARUP Laboratories, Inc. hereinafter referred to as the Company or Employer, restates the benefits, rights and privileges which will pertain to participating Employees, referred to as Participants, and the eligible Dependents of such Participants, as defined, and which benefits are provided through a fund established by the Company and referred to as the Plan. **This Plan Document/Summary Plan Description includes changes reflected by Amendment(s) #1, #2, #3, #4, #5 and #6 to the Plan Document/Summary Plan Description dated January 1, 2024. This booklet describes the Plan in effect as of January 1, 2026.**

Coverage provided under the Plan Document/Summary Plan Description for Employees and their Dependents will be in accordance with the Eligibility, Effective Date, Qualified Medical Child Support Order, Termination, Family and Medical Leave Act and other applicable provisions as stated in this Plan.

In the event there is a conflict between the terms of this Plan Document/Summary Plan Description and the ARUP Laboratories, Inc. Wrap Plan Document, the terms of this document will prevail.

ARUP Laboratories, Inc. (the Plan Sponsor) has retained the services of an independent Plan Supervisor, experienced in claims processing, to handle health claims. The Plan Supervisor for the Plan is:

Allegiance Benefit Plan Management, Inc.
2806 South Garfield Street
Missoula, Montana 59801

Please read this booklet carefully before incurring any medical expenses. For specific questions regarding coverage or benefits, please refer to the Wrap Plan Document or the Plan Document/Summary Plan Description which are available for review in the office of the Plan Administrator, the office of the Plan Supervisor, or call or write to Allegiance Benefit Plan Management, Inc. regarding any detailed questions concerning the Plan.

This Plan is not intended to and cannot be used as workers' compensation coverage for any Employee or any covered Dependent of an Employee. Therefore, this Plan generally excludes claims related to any activity engaged in for wage or profit including, but not limited to, farming, ranching, part-time and seasonal activities. See Plan Exclusions for specific information.

The information contained in this Plan Document/Summary Plan Description is only a general statement regarding FMLA, COBRA, USERRA, and QMCSO. It is not intended to be and should not be relied upon as complete legal information about those subjects. Covered Persons and Employers should consult their own legal counsel regarding these matters.

Pre-certification or Pre-treatment Review by the Plan is strongly recommended for certain services. If Pre-certification or Pre-treatment Review is not obtained, the charge could be denied if the service, treatment or supply is not found to be Medically Necessary or found to be otherwise excluded by the Plan when the claim is submitted. See Hospital Admission Certification and Pre-Treatment Review for further details.

NETWORK PROVIDER BENEFIT

This Plan provides benefits through a group of contracted providers (Network Using Network Providers offers cost-saving advantages because a Covered Person pays only a percentage of the scheduled fee for services provided.

A Covered Person who uses a Non-Network Provider will pay more and may result in balance billing.

To determine if a provider qualifies as a Network Provider under this Plan, please consult Allegiance's website at: www.askallegiance.com/ARUP to access links for directories of Network Providers.

The Benefit Percentage may vary depending on the type of service and provider rendering the service or treatment. If a Non-Network Provider is chosen over a Network Provider, the Benefit Percentage will be lower (as stated in the Schedule of Medical Benefits), unless one of the Non-Network Benefit Exceptions stated below applies.

NON-NETWORK BENEFIT EXCEPTION

When a covered service is rendered by a Non-Network Provider, charges will be paid as if the service were rendered by a Network Provider under any of the following circumstances:

1. Charges for an Emergency, as defined by this Plan, limited to only those emergency medical procedures necessary to treat and stabilize an eligible Injury or Illness and then only to the extent that the same are necessary in order for the Covered Person to be transported, at the earliest medically appropriate time to a Network Hospital, clinic or other facility, or discharged.
2. Charges which are incurred as a result of and related to confinement in or use of a Network Hospital, clinic or other facility only for Non-Network services and providers over whom or which the Covered Person does not have any choice in or ability to select.
3. Charges for Emergency use of an Air Ambulance.

TRANSITION OF CARE

Certain Eligible Expenses that would have been considered at the Network benefit level by the prior claims administrator but which are not considered at the Network benefit level by the current Plan Supervisor may be paid at the applicable Network benefit level if the Covered Person is currently under a treatment plan by a Physician who was a member of this Plan's previous Network but who is not a member of the Plan's current Network in the Employee or Dependent's network area. In order to ensure continuity of care for certain medical conditions already under treatment, the Network medical plan benefit level may continue for ninety (90) days for conditions approved as transitional care. Examples of medical conditions appropriate for consideration for transitional care include, but are not limited to:

1. Cancer if under active treatment with chemotherapy and/or radiation therapy.
2. Organ transplant patients if under active treatment (seeing a Physician on a regular basis, on a transplant waiting list, ready at any time for transplant).
3. If the Covered Person is Inpatient in a Hospital on the effective date.
4. Post acute Injury or surgery within the past three (3) months.
5. Pregnancy in the second or third trimester and up to eight (8) weeks postpartum.
6. Behavioral health - any previous treatment.

7. Receiving care for end-stage renal disease or dialysis.
8. Terminally ill, with anticipated life expectancy of six months or less.

To be eligible for this benefit, call the customer service number listed on the Participant's identification card.

Routine procedures, treatment for stable chronic conditions, minor illnesses and elective surgical procedures will not be covered by transitional level benefits.

CONTINUITY OF CARE

In the event a provider that a Covered Person is currently receiving services, treatment or care of an illness or injury for any of the following terminates its Network affiliation, the Plan will pay the provider at the Network benefit level and allowable amount for a period of up to ninety (90) days after the date the provider terminates its Network affiliation:

1. Pregnancy in the second or third trimester or postpartum care;
2. Continuation of treatment for a chronic or acute medical condition;
3. Active care at an Inpatient facility;
4. A disabling, degenerative, congenital or life threatening illness;
5. Ongoing treatment of a terminal illness or serious medical condition; or
6. A Mental Illness or Alcohol and/or Chemical Dependency condition.

To be eligible for this benefit, call the customer service number listed on the Participant's identification card.

SCHEDULE OF MEDICAL BENEFITS - PLAN 1 MEDICAL 750¹
FOR
ELIGIBLE PARTICIPANTS AND DEPENDENTS

ALL BENEFITS PAYABLE UNDER THIS PLAN ARE SUBJECT TO THE APPLICABLE PLAN
EXCLUSIONS AND MAXIMUM ELIGIBLE EXPENSE (MEE)

THE BENEFIT PERIOD IS A CALENDAR YEAR

COST SHARING PROVISIONS	NETWORK	NON-NETWORK
DEDUCTIBLE (Embedded) Per Covered Person per Benefit Period Per Family per Benefit Period	\$750 \$1,500	
The Deductible applies to all benefits unless specifically indicated as waived.		
BENEFIT PERCENTAGE Before satisfaction of Out-of-Pocket Maximum After satisfaction of Out-of-Pocket Maximum	75% 100%	55% 100%
Benefit Percentage applies after Deductible is satisfied and applies to all benefits unless specifically stated otherwise.		
COPAYMENT Copayment applies as specifically stated in the Schedule of Medical benefits.		
OUT-OF-POCKET MAXIMUM (Embedded; Combined Medical/Pharmacy) Per Covered Person per Benefit Period Per Family per Benefit Period	\$5,000 \$10,000	
Out-of-Pocket Maximum (combined Medical/Pharmacy) includes the Deductible, Medical Benefit and Pharmacy Benefit Copayments and Eligible Expenses in excess of the Benefit Percentage.		
MAXIMUM BENEFIT PER BENEFIT PERIOD FOR ALL CAUSES	None	
MAXIMUM LIFETIME BENEFIT FOR ALL CAUSES	None	
PRE-CERTIFICATION/PRE-TREATMENT REVIEW Pre-certification or Pre-treatment Review by the Plan is strongly recommended for certain services. If Pre-certification or Pre-treatment Review is not obtained, the charge could be denied if the service, treatment or supply is not found to be Medically Necessary or found to be otherwise excluded by the Plan when the claim is submitted. See Hospital Admission Certification and Pre-Treatment Review for further details.		

¹ "Schedule of Medical Benefits - Plan 1 Medical 750" replaced by Amendment 2 effective 1/1/2025

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
ACCIDENTAL INJURY BENEFIT		
	100%, Deductible Waived	100%, Deductible Waived
Benefit Limits: \$1,000 per Accidental Injury. Expenses exceeding the Benefit Limit are subject to the cost sharing that applies to those specific services. Benefit limits are for services received from Network and Non-Network Providers.		
ACUPUNCTURE TREATMENT		
	75% after Deductible	55% after Deductible
Benefit Limits: 12 visits Maximum Benefit per Benefit Period. Benefit limits are for services received from Network and Non-Network Providers.		
ADVANCED RADIOLOGY IMAGING (MRI, MRA, CT, PET imaging, etc.)		
	75% after Deductible	55% after Deductible
ALCOHOLISM AND/OR CHEMICAL DEPENDENCY		
Inpatient Facility and Professional Provider Services	75% after Deductible	55% after Deductible
Outpatient Facility and Professional Provider Services	75% after Deductible	55% after Deductible
Office Visit Services	75%, Deductible Waived	55%, Deductible Waived
ALLERGY TREATMENT (Includes office visit, diagnostic testing and injections)		
	75% after Deductible	55% after Deductible
AMBULANCE SERVICE		
Air Ambulance	75% after Network Deductible	
Ground Ambulance	75% after Network Deductible	
AMBULATORY SURGICAL CENTER		
	75% after Deductible	55% after Deductible
AUTISM/APPLIED BEHAVIORAL ANALYSIS (ABA)		
	75% after Deductible	55% after Deductible
BARIATRIC SURGERY		
	75% after Deductible	No Benefit
Benefit Limits: 1 Bariatric Surgery Maximum Lifetime Benefit, including all related services. Bariatric Surgery must be performed at a center accredited by the Metabolic and Bariatric Surgery Accreditation and Quality Improvement Program (MBSAQIP). See Medical Benefits for further details and criteria.		
BIRTHING CENTER		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
BONE DENSITY SCAN - DIAGNOSTIC		
	100%, Deductible Waived	55% after Deductible
Benefit Limits: For women over fifty (50) years of age, limited to once every two (2) Benefit Periods; For women under fifty (50) years of age, limited to once every two (2) Benefit Periods if billed with osteoporosis-related diagnosis. See Preventive Care Benefit for Routine/Screening Bone Density Scans. Benefit limits are for services received from Network and Non-Network Providers.		
CARDIAC REHABILITATION THERAPY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
CHEMOTHERAPY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
CHIROPRACTIC CARE		
	75% after Deductible	55% after Deductible
Benefit Limits: 12 Maximum Number of Treatments per Benefit Period. Treatment includes all services provided during a calendar day, including X-rays. Benefit limits are for services received from Network and Non-Network Providers.		
COLONOSCOPY		
All Routine Colonoscopies, including diagnostic x-rays, labs or other tests or procedures provided on the same date of service	100%, Deductible Waived*	55% after Deductible
Diagnostic Colonoscopy	75% after Deductible*	55% after Deductible
*First Colonoscopy per Benefit Period, whether Routine or Diagnostic, including diagnostic x-rays, labs or other tests or procedures provided on the same date of service, is payable at 100%, Deductible Waived. Subsequent Diagnostic Colonoscopies in any Benefit Period, including any diagnostic x-rays, labs or other tests or procedures provided in connection with the subsequent Colonoscopy, will be subject to the applicable Deductible and Benefit Percentage.		
CONTRACEPTIVES (Including Contraceptive Management)		
Administered during Office Visit	100%, Deductible Waived	55% after Deductible
See Pharmacy Benefit for details if obtained from a Pharmacy.		
COVID-19 VACCINE		
	100%, Deductible Waived	55% after Deductible
DENTAL SERVICES (Accidental Injury Only)		
	75% after Deductible	55% after Deductible

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
DIABETIC EDUCATION		
	75% after Deductible	55% after Deductible
DIAGNOSTIC TESTS - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
DIALYSIS TREATMENTS - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
EMERGENCY ROOM SERVICES		
Facility and Professional Provider Services	\$250 Copayment then 75% after Network Deductible	
Copayment is waived if admitted as Inpatient immediately following the emergency room visit and Inpatient Hospital benefits will apply.		
EYE EXAMINATION (Not otherwise covered under Preventive Care)		
First eye exam during Benefit Period regardless of diagnosis	100%, Deductible Waived	
Diagnostic eye examination	75% after Deductible	55% after Deductible
Benefit Limits: One (1) eye examination for refractory conditions and retinal screening Maximum Benefit per Benefit Period. Benefit limits are for services received from Network and Non-Network Providers. This benefit can be waived but waiver will not change the required contribution.		
GENDER IDENTITY DISORDER/GENDER DYSPHORIA SERVICES		
	75% after Deductible	55% after Deductible
See Medical Benefits for further details.		
GENETIC TESTING (Not otherwise covered under Preventive Care)		
	75% after Deductible	55% after Deductible
Benefit Limits: \$5,000 Lifetime Maximum Benefit. See Medical Benefits for additional information and criteria. Benefit limits are for services received from Network and Non-Network Providers.		
HEARING AIDS (Includes exam and fitting) ²		
	75% after Deductible	55% after Deductible
Benefit Limits: \$2,500 Maximum Benefit every three (3) Benefit Periods. Benefit limits are for services received from Network and Non-Network Providers. Hearing aid benefits do not apply towards the Accidental Injury Benefit. See Medical Benefits for further details and criteria.		
HEARING SCREENING (Not otherwise covered under Preventive Care)		
	No Benefit	No Benefit

² "Hearing Aids (Schedule), as amended, replaced by Amendment #4 effective 1/1/2026

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
HOME HEALTH CARE		
	75% after Deductible	55% after Deductible
HOSPICE CARE		
	75% after Deductible	55% after Deductible
Benefit Limits: 14 days per Hospice Benefit Period (Hospice incident) per Covered Person for Respite Care. Benefit limits are for services received from all providers.		
HOSPITAL SERVICES		
Inpatient Facility and Professional Provider Services	75% after Deductible	55% after Deductible
Outpatient Facility and Professional Provider Services	75% after Deductible	55% after Deductible
INFERTILITY		
Diagnostic testing to determine infertility	75% after Deductible	55% after Deductible
Infertility Treatment Beyond Diagnosis	75% after Deductible	55% after Deductible
Benefit Limits: \$20,000 Maximum Lifetime Benefit, combined Medical/Pharmacy. Benefit limits are for services received from all providers.		
INFUSION SERVICES - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
Ketamine Infusions	No Benefit	No Benefit
MAMMOGRAM		
All Routine Mammograms, including diagnostic x-rays, labs or other tests or procedures provided on the same date of service	100%, Deductible Waived*	55% after Deductible
Diagnostic Mammograms	75% after Deductible*	55% after Deductible
*First Mammogram per Benefit Period, whether Routine or Diagnostic, including diagnostic x-rays, labs or other tests or procedures provided on the same date of service, is payable at 100%, Deductible Waived. Subsequent Diagnostic Mammograms in any Benefit Period, including any diagnostic x-rays, labs or other tests or procedures provided in connection with the subsequent Mammogram, will be subject to the applicable Deductible and Benefit Percentage.		
MASSAGE THERAPY (Services of a Massage Therapist)		
	No Benefit	No Benefit

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
MEDICAL EQUIPMENT/SUPPLIES		
Durable Medical Equipment*	75% after Deductible	55% after Deductible
Prosthetic Appliances	75% after Deductible	55% after Deductible
Orthopedic Devices	75% after Deductible	55% after Deductible
Other Medical Supplies	75% after Deductible	55% after Deductible
Orthotics (Foot)**	75% after Deductible	55% after Deductible
*Option to purchase CPAP machine following three (3) months rental. Durable Medical Equipment otherwise limited to rental, up to the purchase price. See Medical Benefits for further details.		
**Orthotics limited to initial purchase, fitting and repair of orthotic appliances. Retail shoe inserts and orthopedic shoes are specifically excluded. See Medical Benefits for further details.		
MENTAL ILLNESS		
Inpatient Facility and Professional Provider Services	75% after Deductible	55% after Deductible
Outpatient Facility and Professional Provider Services	75% after Deductible	55% after Deductible
Office Visit Services	75%, Deductible Waived	55%, Deductible Waived
NATUROPATHY/HOMEOPATHIC		
	No Benefit	No Benefit
NEURODEVELOPMENTAL THERAPY		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
NON-AMBULANCE TRAVEL BENEFIT (For Transplants only)		
	75% after Network Deductible	
Benefit Limits: up to \$10,000 Maximum Benefit per Transplant, limited to: Coach airfare. If driving, IRS standard mileage rate reimbursement. Meals limited to \$50 per day per person. Lodging not to exceed \$125 per day.		
This benefit is available to the patient and one companion, limited to travel to a Cigna LifeSOURCE Facility (or Supplemental Network or Optum Network if applicable).		
NUTRITIONAL COUNSELING (Not otherwise covered under Preventive Care)		
	75% after Deductible	55% after Deductible
OCCUPATIONAL THERAPY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
OFFICE VISIT		
Primary Care Physician	75% after Deductible	55% after Deductible
Specialty Care Physician	75% after Deductible	55% after Deductible
ORGAN AND TISSUE TRANSPLANT SERVICES		
	75% after Deductible	No Benefit
Network is limited to a Cigna LifeSOURCE Facility (or Supplemental Network or Optum Network if applicable).		
PHYSICAL THERAPY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
PREGNANCY/MATERNITY SERVICES		
Office Visit (if not part of a global fee)	75% after Deductible	55% after Deductible
Professional Provider Services (if billed as global fee)	75% after Deductible	55% after Deductible
Outpatient Facility Services	75% after Deductible	55% after Deductible
Inpatient Facility and Professional Provider Services	75% after Deductible	55% after Deductible
See Preventive Care Benefit for well-women prenatal visits.		
PRESCRIPTION DRUGS		
	See Pharmacy Benefit for Details	

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
PREVENTIVE CARE³		
	100%, Deductible Waived*	55% after Deductible
*First Colonoscopy or Mammogram per Benefit Period, whether Routine or Diagnostic, including diagnostic x-rays, labs or other tests or procedures provided on the same date of service, is payable at 100%, Deductible Waived. See Colonoscopy Benefit and Mammogram Benefit for further details. Covered Services: ◆ Well-Child Care ◆ Physical examinations ◆ Pelvic examination and pap smear ◆ Laboratory and testing ◆ Hearing and vision screening ◆ Mammograms. If additional imaging (e.g., Magnetic Resonance Imaging (MRI), Ultrasound or other mammogram) and pathology evaluation are indicated, these services are also recommended to complete the screening process for malignancies after initial mammogram ◆ Individualized patient navigation services for breast and cervical cancer screening and follow-up ◆ Prostate cancer screening Prostate-specific Antigen (PSA) or Digital Rectal Examination (DRE) ◆ Cardiovascular screening blood tests ◆ Colorectal cancer screening tests ◆ Vaccinations and Immunizations recommended by Physician ◆ BRCA1 and BRCA2 when medically indicated ◆ Nutritional counseling ◆ Well Women Preventive Care subject to Plan limitations on sterilization procedures ◆ Screening for adolescent and adult women for intimate partner and domestic violence, at least annually and, when needed, providing or referring to intervention services Complete list of recommended preventive services can be viewed at: https://www.healthcare.gov/coverage/preventive-care-benefits/. Except for the first Colonoscopy or first Mammogram per Benefit Period, whether Routine or Diagnostic, any diagnostic x-rays, labs or other tests or procedures ordered or provided in connection with any Preventive Care covered service will not be covered as Preventive Care and will be subject to the cost sharing that applies to those specific services.		
PREVENTIVE/PROPHYLACTIC MASTECTOMY/OOPHORECTOMY		
Inpatient Facility Services	75% after Deductible	55% after Deductible
Inpatient Professional Provider Services	75% after Deductible	55% after Deductible
RADIATION THERAPY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
RESIDENTIAL TREATMENT FACILITY		
	75% after Deductible	55% after Deductible

³ "Preventive Care" (Schedule), as amended, replaced by Amendment #5 effective 1/1/2026

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
RESPIRATORY THERAPY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
ROUTINE NEWBORN INPATIENT NURSERY/PHYSICIAN CARE		
	75% after Deductible	55% after Deductible
Applies until the earlier of the Newborn's discharge from hospital or 48 hours for vaginal delivery or 96 hours for cesarean section.		
SKILLED NURSING FACILITY		
	75% after Deductible	55% after Deductible
SPEECH THERAPY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
STERILIZATION PROCEDURES		
Female Sterilization Procedures	100%, Deductible Waived	55% after Deductible
Vasectomy	75% after Deductible	55% after Deductible
SURGERY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
SURGICAL IMPLANT AND/OR DEVICES AND RELATED SUPPLIES		
	75% after Deductible	55% after Deductible
Benefit Limits: Maximum Benefit per Implant for the following: \$40,000 for Orthopedic Implants \$60,000 for Cardiac Implants (except for LVAD and RVAD) \$85,000 for Cochlear Implants \$200,000 for LVAD / RVAD Implants Benefit limits apply to any implantable device and all supplies associated with that implantable device. Benefit limits are for services received from Non-Network Providers. For Network Providers, payment will be made pursuant to the provider contract.		
TELEMEDICINE		
	75% after Deductible	55% after Deductible
TMJ/JAW DISORDERS		
	75% after Deductible	55% after Deductible
Benefit Limits: \$5,000 Maximum Lifetime Benefit for non-surgical services. Benefit limits are for services received from Network and Non-Network Providers.		

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
URGENT CARE FACILITY		
	75% after Deductible	55% after Deductible
WEIGHT LOSS PROGRAMS		
	No Benefit	No Benefit
WIG/HAIRPIECE		
	75% after Network Deductible	
Benefit Limits: 1 wig or hairpiece, up to \$500, Maximum Lifetime Benefit due to loss of hair as a result of medical treatment or alopecia. Benefit limits are for services received from Network and Non-Network Providers.		

SCHEDULE OF MEDICAL BENEFITS - PLAN 2 MEDICAL 1500⁴
FOR
ELIGIBLE PARTICIPANTS AND DEPENDENTS

ALL BENEFITS PAYABLE UNDER THIS PLAN ARE SUBJECT TO THE APPLICABLE PLAN
EXCLUSIONS AND MAXIMUM ELIGIBLE EXPENSE (MEE)

THE BENEFIT PERIOD IS A CALENDAR YEAR

COST SHARING PROVISIONS	NETWORK	NON-NETWORK
DEDUCTIBLE (Embedded) Per Covered Person per Benefit Period Per Family per Benefit Period	\$1,500 \$3,000	
The Deductible applies to all benefits unless specifically indicated as waived.		
BENEFIT PERCENTAGE Before satisfaction of Out-of-Pocket Maximum After satisfaction of Out-of-Pocket Maximum	75% 100%	55% 100%
Benefit Percentage applies after Deductible is satisfied and applies to all benefits unless specifically stated otherwise.		
COPAYMENT Copayment applies as specifically stated in the Schedule of Medical benefits.		
OUT-OF-POCKET MAXIMUM (Embedded; Combined Medical/Pharmacy) Per Covered Person per Benefit Period Per Family per Benefit Period	\$5,000 \$10,000	
Out-of-Pocket Maximum (combined Medical/Pharmacy) includes the Deductible, Medical Benefit and Pharmacy Benefit Copayments and Eligible Expenses in excess of the Benefit Percentage.		
MAXIMUM BENEFIT PER BENEFIT PERIOD FOR ALL CAUSES	None	
MAXIMUM LIFETIME BENEFIT FOR ALL CAUSES	None	
PRE-CERTIFICATION/PRE-TREATMENT REVIEW Pre-certification or Pre-treatment Review by the Plan is strongly recommended for certain services. If Pre-certification or Pre-treatment Review is not obtained, the charge could be denied if the service, treatment or supply is not found to be Medically Necessary or found to be otherwise excluded by the Plan when the claim is submitted. See Hospital Admission Certification and Pre-Treatment Review for further details.		

⁴ "Schedule of Medical Benefits - Plan 2 Medical 1500" replaced by Amendment #2 effective 1/1/2025

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
ACCIDENTAL INJURY BENEFIT		
	100%, Deductible Waived	100%, Deductible Waived
Benefit Limits: \$1,000 per Accidental Injury. Expenses exceeding the Benefit Limit are subject to the cost sharing that applies to those specific services. Benefit limits are for services received from Network and Non-Network Providers.		
ACUPUNCTURE TREATMENT		
	75% after Deductible	55% after Deductible
Benefit Limits: 12 visits Maximum Benefit per Benefit Period. Benefit limits are for services received from Network and Non-Network Providers.		
ADVANCED RADIOLOGY IMAGING (MRI, MRA, CT, PET imaging, etc.)		
	75% after Deductible	55% after Deductible
ALCOHOLISM AND/OR CHEMICAL DEPENDENCY		
Inpatient Facility and Professional Provider Services	75% after Deductible	55% after Deductible
Outpatient Facility and Professional Provider Services	75% after Deductible	55% after Deductible
Office Visit Services	75%, Deductible Waived	55%, Deductible Waived
ALLERGY TREATMENT (Includes office visit, diagnostic testing and injections)		
	75% after Deductible	55% after Deductible
AMBULANCE SERVICE		
Air Ambulance	75% after Network Deductible	
Ground Ambulance	75% after Network Deductible	
AMBULATORY SURGICAL CENTER		
	75% after Deductible	55% after Deductible
AUTISM/APPLIED BEHAVIORAL ANALYSIS (ABA)		
	75% after Deductible	55% after Deductible
BARIATRIC SURGERY		
	75% after Deductible	No Benefit
Benefit Limits: 1 Bariatric Surgery Maximum Lifetime Benefit, including all related services. Bariatric Surgery must be performed at a center accredited by the Metabolic and Bariatric Surgery Accreditation and Quality Improvement Program (MBSAQIP). See Medical Benefits for further details and criteria.		
BIRTHING CENTER		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
BONE DENSITY SCAN - DIAGNOSTIC		
	100%, Deductible Waived	55% after Deductible
Benefit Limits: For women over fifty (50) years of age, limited to once every two (2) Benefit Periods; For women under fifty (50) years of age, limited to once every two (2) Benefit Periods if billed with osteoporosis-related diagnosis. See Preventive Care Benefit for Routine/Screening Bone Density Scans. Benefit limits are for services received from Network and Non-Network Providers.		
CARDIAC REHABILITATION THERAPY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
CHEMOTHERAPY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
CHIROPRACTIC CARE		
	75% after Deductible	55% after Deductible
Benefit Limits: 12 Maximum Number of Treatments per Benefit Period. Treatment includes all services provided during a calendar day, including X-rays. Benefit limits are for services received from Network and Non-Network Providers.		
COLONOSCOPY		
All Routine Colonoscopies, including diagnostic x-rays, labs or other tests or procedures provided on the same date of service	100%, Deductible Waived*	55% after Deductible
Diagnostic Colonoscopy	75% after Deductible*	55% after Deductible
*First Colonoscopy per Benefit Period, whether Routine or Diagnostic, including diagnostic x-rays, labs or other tests or procedures provided on the same date of service, is payable at 100%, Deductible Waived. Subsequent Diagnostic Colonoscopies in any Benefit Period, including any diagnostic x-rays, labs or other tests or procedures provided in connection with the subsequent Colonoscopy, will be subject to the applicable Deductible and Benefit Percentage.		
CONTRACEPTIVES (Including Contraceptive Management)		
Administered during Office Visit	100%, Deductible Waived	55% after Deductible
See Pharmacy Benefit for details if obtained from a Pharmacy.		
COVID-19 VACCINE		
	100%, Deductible Waived	55% after Deductible
DENTAL SERVICES (Accidental Injury Only)		
	75% after Deductible	55% after Deductible

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
DIABETIC EDUCATION		
	75% after Deductible	55% after Deductible
DIAGNOSTIC TESTS - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
DIALYSIS TREATMENTS - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
EMERGENCY ROOM SERVICES		
Facility and Professional Provider Services	\$250 Copayment then 75% after Network Deductible	
Copayment is waived if admitted as Inpatient immediately following the emergency room visit and Inpatient Hospital benefits will apply.		
EYE EXAMINATION (Not otherwise covered under Preventive Care)		
First eye exam during Benefit Period regardless of diagnosis	100%, Deductible Waived	
Diagnostic eye examination	75% after Deductible	55% after Deductible
Benefit Limits: One (1) eye examination for refractory conditions and retinal screening Maximum Benefit per Benefit Period. Benefit limits are for services received from Network and Non-Network Providers. This benefit can be waived but waiver will not change the required contribution.		
GENDER IDENTITY DISORDER/GENDER DYSPHORIA SERVICES		
	75% after Deductible	55% after Deductible
See Medical Benefits for further details.		
GENETIC TESTING (Not otherwise covered under Preventive Care)		
	75% after Deductible	55% after Deductible
Benefit Limits: \$5,000 Lifetime Maximum Benefit. See Medical Benefits for additional information and criteria. Benefit limits are for services received from Network and Non-Network Providers.		
HEARING AIDS (Includes exam and fitting) ⁵		
	75% after Deductible	55% after Deductible
Benefit Limits: \$2,500 Maximum Benefit every three (3) Benefit Periods. Benefit limits are for services received from Network and Non-Network Providers. Hearing aid benefits do not apply towards the Accidental Injury Benefit. See Medical Benefits for further details and criteria.		
HEARING SCREENING (Not otherwise covered under Preventive Care)		
	No Benefit	No Benefit

⁵ "Hearing Aids (Schedule), as amended, replaced by Amendment #4 effective 1/1/2026

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
HOME HEALTH CARE		
	75% after Deductible	55% after Deductible
HOSPICE CARE		
	75% after Deductible	55% after Deductible
Benefit Limits: 14 days per Hospice Benefit Period (Hospice incident) per Covered Person for Respite Care. Benefit limits are for services received from all providers.		
HOSPITAL SERVICES		
Inpatient Facility and Professional Provider Services	75% after Deductible	55% after Deductible
Outpatient Facility and Professional Provider Services	75% after Deductible	55% after Deductible
INFERTILITY		
Diagnostic testing to determine infertility	75% after Deductible	55% after Deductible
Infertility Treatment Beyond Diagnosis	75% after Deductible	55% after Deductible
Benefit Limits: \$20,000 Maximum Lifetime Benefit, combined Medical/Pharmacy. Benefit limits are for services received from all providers.		
INFUSION SERVICES - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
Ketamine Infusions	No Benefit	No Benefit
MAMMOGRAM		
All Routine Mammograms, including diagnostic x-rays, labs or other tests or procedures provided on the same date of service	100%, Deductible Waived*	55% after Deductible
Diagnostic Mammograms	75% after Deductible*	55% after Deductible
*First Mammogram per Benefit Period, whether Routine or Diagnostic, including diagnostic x-rays, labs or other tests or procedures provided on the same date of service, is payable at 100%, Deductible Waived. Subsequent Diagnostic Mammograms in any Benefit Period, including any diagnostic x-rays, labs or other tests or procedures provided in connection with the subsequent Mammogram, will be subject to the applicable Deductible and Benefit Percentage.		
MASSAGE THERAPY (Services of a Massage Therapist)		
	No Benefit	No Benefit

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
MEDICAL EQUIPMENT/SUPPLIES		
Durable Medical Equipment*	75% after Deductible	55% after Deductible
Prosthetic Appliances	75% after Deductible	55% after Deductible
Orthopedic Devices	75% after Deductible	55% after Deductible
Other Medical Supplies	75% after Deductible	55% after Deductible
Orthotics (Foot)**	75% after Deductible	55% after Deductible
*Option to purchase CPAP machine following three (3) months rental. Durable Medical Equipment otherwise limited to rental, up to the purchase price. See Medical Benefits for further details.		
**Orthotics limited to initial purchase, fitting and repair of orthotic appliances. Retail shoe inserts and orthopedic shoes are specifically excluded. See Medical Benefits for further details.		
MENTAL ILLNESS		
Inpatient Facility and Professional Provider Services	75% after Deductible	55% after Deductible
Outpatient Facility and Professional Provider Services	75% after Deductible	55% after Deductible
Office Visit Services	75%, Deductible Waived	55%, Deductible Waived
NATUROPATHY/HOMEOPATHIC		
	No Benefit	No Benefit
NEURODEVELOPMENTAL THERAPY		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
NON-AMBULANCE TRAVEL BENEFIT (For Transplants only)		
	75% after Network Deductible	
Benefits Limits: up to \$10,000 Maximum Benefit per Transplant, limited to: Coach airfare. If driving, IRS standard mileage rate reimbursement. Meals limited to \$50 per day per person. Lodging not to exceed \$125 per day.		
This benefit is available to the patient and one companion, limited to travel to a Cigna LifeSOURCE Facility (or Supplemental Network or Optum Network if applicable).		
NUTRITIONAL COUNSELING (Not otherwise covered under Preventive Care)		
	75% after Deductible	55% after Deductible
OCCUPATIONAL THERAPY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
OFFICE VISIT		
Primary Care Physician	75% after Deductible	55% after Deductible
Specialty Care Physician	75% after Deductible	55% after Deductible
ORGAN AND TISSUE TRANSPLANT SERVICES		
	75% after Deductible	No Benefit
Network is limited to a Cigna LifeSOURCE Facility (or Supplemental Network or Optum Network if applicable).		
PHYSICAL THERAPY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
PREGNANCY/MATERNITY SERVICES		
Office Visit (if not part of a global fee)	75% after Deductible	55% after Deductible
Professional Provider Services (if billed as global fee)	75% after Deductible	55% after Deductible
Outpatient Facility Services	75% after Deductible	55% after Deductible
Inpatient Facility and Professional Provider Services	75% after Deductible	55% after Deductible
See Preventive Care Benefit for well-women prenatal visits.		
PRESCRIPTION DRUGS		
	See Pharmacy Benefit for Details	

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
PREVENTIVE CARE⁶		
	100%, Deductible Waived*	55% after Deductible
*First Colonoscopy or Mammogram per Benefit Period, whether Routine or Diagnostic, including diagnostic x-rays, labs or other tests or procedures provided on the same date of service, is payable at 100%, Deductible Waived. See Colonoscopy Benefit and Mammogram Benefit for further details. Covered Services: ◆ Well-Child Care ◆ Physical examinations ◆ Pelvic examination and pap smear ◆ Laboratory and testing ◆ Hearing and vision screening ◆ Mammograms. If additional imaging (e.g., Magnetic Resonance Imaging (MRI), Ultrasound or other mammogram) and pathology evaluation are indicated, these services are also recommended to complete the screening process for malignancies after initial mammogram ◆ Individualized patient navigation services for breast and cervical cancer screening and follow-up ◆ Prostate cancer screening Prostate-specific Antigen (PSA) or Digital Rectal Examination (DRE) ◆ Cardiovascular screening blood tests ◆ Colorectal cancer screening tests ◆ Vaccinations and Immunizations recommended by Physician ◆ BRCA1 and BRCA2 when medically indicated ◆ Nutritional counseling ◆ Well Women Preventive Care subject to Plan limitations on sterilization procedures ◆ Screening for adolescent and adult women for intimate partner and domestic violence, at least annually and, when needed, providing or referring to intervention services Complete list of recommended preventive services can be viewed at: https://www.healthcare.gov/coverage/preventive-care-benefits/. Except for the first Colonoscopy or first Mammogram per Benefit Period, whether Routine or Diagnostic, any diagnostic x-rays, labs or other tests or procedures ordered or provided in connection with any Preventive Care covered service will not be covered as Preventive Care and will be subject to the cost sharing that applies to those specific services.		
PREVENTIVE/PROPHYLACTIC MASTECTOMY/OOPHORECTOMY		
Inpatient Facility Services	75% after Deductible	55% after Deductible
Inpatient Professional Provider Services	75% after Deductible	55% after Deductible
RADIATION THERAPY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
RESIDENTIAL TREATMENT FACILITY		
	75% after Deductible	55% after Deductible

⁶ "Preventive Care" (Schedule), as amended, replaced by Amendment #5 effective 1/1/2026

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
RESPIRATORY THERAPY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
ROUTINE NEWBORN INPATIENT NURSERY/PHYSICIAN CARE		
	75% after Deductible	55% after Deductible
Applies until the earlier of the Newborn's discharge from hospital or 48 hours for vaginal delivery or 96 hours for cesarean section.		
SKILLED NURSING FACILITY		
	75% after Deductible	55% after Deductible
SPEECH THERAPY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
STERILIZATION PROCEDURES		
Female Sterilization Procedures	100%, Deductible Waived	55% after Deductible
Vasectomy	75% after Deductible	55% after Deductible
SURGERY - OUTPATIENT		
Facility Services	75% after Deductible	55% after Deductible
Professional Provider Services	75% after Deductible	55% after Deductible
SURGICAL IMPLANT AND/OR DEVICES AND RELATED SUPPLIES		
	75% after Deductible	55% after Deductible
Benefit Limits: Maximum Benefit per Implant for the following: \$40,000 for Orthopedic Implants \$60,000 for Cardiac Implants (except for LVAD and RVAD) \$85,000 for Cochlear Implants \$200,000 for LVAD / RVAD Implants Benefit limits apply to any implantable device and all supplies associated with that implantable device. Benefit limits are for services received from Non-Network Providers. For Network Providers, payment will be made pursuant to the provider contract.		
TELEMEDICINE		
	75% after Deductible	55% after Deductible
TMJ/JAW DISORDERS		
	75% after Deductible	55% after Deductible
Benefit Limits: \$5,000 Maximum Lifetime Benefit for non-surgical services. Benefit limits are for services received from Network and Non-Network Providers.		
URGENT CARE FACILITY		
	75% after Deductible	55% after Deductible

TYPE OF SERVICE / LIMITATIONS	BENEFIT PERCENTAGE/COPAYMENT	
	NETWORK	NON-NETWORK
WEIGHT LOSS PROGRAMS		
	No Benefit	No Benefit
WIG/HAIRPIECE		
	75% after Network Deductible	
Benefit Limits: 1 wig or hairpiece, up to \$500, Maximum Lifetime Benefit due to loss of hair as a result of medical treatment or alopecia. Benefit limits are for services received from Network and Non-Network Providers.		

PHARMACY BENEFIT⁷

Prescription drug charges are payable only through the Plan's Pharmacy Benefit Manager (PBM) program, which program is sponsored in conjunction with and is an integral part of this Plan. **The PBM will provide separate information for details regarding Network pharmacies, Preferred Brand prescriptions and Specialty Drugs upon enrollment for coverage under this Plan. Call the Pharmacy Benefit Manager customer service number listed on the Participant's identification card for further details.**

There is no coordination of benefits for Pharmacy Benefits.

Generic Preferred - Member Choice (DAW2): If the Physician does not prescribe Dispense as Written (DAW), and there is a generic alternative for the prescription drug, and the Covered Person chooses a brand name instead, the Covered Person must pay the difference in cost between the generic and brand name medication plus the applicable brand Copayment amount.

Maintenance Therapy Drugs: Prescriptions may be obtained for Maintenance Therapy Drugs, subject to the applicable Copayment as stated in this section. A complete list of Maintenance Therapy Drugs may be obtained from the Pharmacy Benefit Manager. The Maintenance Therapy Drug list may also be referred to as Preventive Therapy Drug List by the Pharmacy Benefit Manager. Generic diabetic products, preferred insulin products and drugs covered under the Affordable Care Act (ACA) are not covered under this benefit.

COST SHARING PROVISIONS - 750 OPTION

Pharmacy Deductible per Benefit Period

Per Covered Person..... None
Per Family None

Out-of-Pocket Maximum (Combined Medical/Pharmacy) per Benefit Period

Per Covered Person..... \$5,000
Per Family \$10,000

Out-of-Pocket Maximum (combined Medical/Pharmacy) includes any applicable Pharmacy Copayments. Pharmacy Benefits are payable at 100% after satisfaction of the Out-of-Pocket Maximum for the remainder of the Benefit Period.

Copayment per Prescription			
Drug Type	Retail PBM Network And Mail Order - Kroger Pharmacy	Retail PBM Non- Kroger Pharmacy	Specialty Drug
Tier 1	\$5 (1-30 day supply) \$10 (31-60 day supply) \$10 (61-90 day supply)	\$5 (1-30 day supply) \$10 (31-60 day supply) \$15 (61-90 day supply)	\$125 (1-30 day supply)
Tier 2	\$45 (1-30 day supply) \$90 (31-60 day supply) \$90 (61-90 day supply)	\$45 (1-30 day supply) \$90 (31-60 day supply) \$135 (61-90 day supply)	\$250 (1-30 day supply)
Tier 3	\$175 (1-30 day supply) \$350 (31-60 day supply) \$350 (61-90 day supply)	\$175 (1-30 day supply) \$350 (31-60 day supply) \$525 (61-90 day supply)	\$450 (1-30 day supply)

⁷ "Pharmacy Benefit" replaced by Amendment #2 effective 1/1/2025

Copayment per Prescription			
Compound Medications	Up to \$175 maximum	No Benefit	No Benefit
The following are payable at 100% and are not subject to any Deductible or Copayment: 1. Prescribed Tier 1 contraceptives or Tier 2 if Tier 1 is unavailable; 2. Smoking cessation products prescribed by a Physician or Licensed Health Care Provider; 3. Over-the-counter (OTC) medications only when prescribed by a Physician or Licensed Health Care Provider, and only if listed as an A or B recommendation as a Preventive Service covered under the Affordable Care Act which can be viewed at: https://www.healthcare.gov/coverage/preventive-care-benefits/; 4. Diabetic Medications and Insulin: Formulary generic diabetic medications and all formulary insulins.			

COST SHARING PROVISIONS - 1500 OPTION

Pharmacy Deductible per Benefit Period

Per Covered Person None
Per Family None

Out-of-Pocket Maximum (Combined Medical/Pharmacy) per Benefit Period

Per Covered Person \$5,000
Per Family \$10,000

Out-of-Pocket Maximum (combined Medical/Pharmacy) includes any applicable Pharmacy Copayments. Pharmacy Benefits are payable at 100% after satisfaction of the Out-of-Pocket Maximum for the remainder of the Benefit Period.

Copayment per Prescription			
Drug Type	Retail PBM Network And Mail Order - Kroger Pharmacy	Retail PBM Non- Kroger Pharmacy	Specialty Drug
Tier 1	\$5 (1-30 day supply) \$10 (31-60 day supply) \$10 (61-90 day supply)	\$5 (1-30 day supply) \$10 (31-60 day supply) \$15 (61-90 day supply)	\$125 (1-30 day supply)
Tier 2	\$45 (1-30 day supply) \$90 (31-60 day supply) \$90 (61-90 day supply)	\$45 (1-30 day supply) \$90 (31-60 day supply) \$135 (61-90 day supply)	\$250 (1-30 day supply)
Tier 3	\$175 (1-30 day supply) \$350 (31-60 day supply) \$350 (61-90 day supply)	\$175 (1-30 day supply) \$350 (31-60 day supply) \$525 (61-90 day supply)	\$450 (1-30 day supply)
Compound Medications	Up to \$175 maximum	No Benefit	No Benefit

Copayment per Prescription

The following are payable at 100% and are not subject to any Deductible or Copayment:

1. Prescribed Tier 1 contraceptives or Tier 2 if Tier 1 is unavailable;
2. Smoking cessation products prescribed by a Physician or Licensed Health Care Provider;
3. Over-the-counter (OTC) medications only when prescribed by a Physician or Licensed Health Care Provider, and only if listed as an A or B recommendation as a Preventive Service covered under the Affordable Care Act which can be viewed at:
<https://www.healthcare.gov/coverage/preventive-care-benefits/>;
4. Diabetic Medications and Insulin: Formulary generic diabetic medications and all formulary insulins.

COVERAGE

Coverage for prescription drugs will include only those drugs requiring a written prescription of a Physician or Licensed Health Care Provider, if within the scope of practice of the Licensed Health Care Provider, and that are Medically Necessary for the treatment of an Illness or Injury.

Coverage also includes prescription drugs or supplies that require a written prescription of a Physician or Licensed Health Care Provider, if within the scope of practice of the Licensed Health Care Provider, as follows:

1. Self-administered contraceptives, injectable contraceptives, contraceptive devices, and over-the-counter FDA approved female and male contraceptives with a written prescription by a Physician or Licensed Health Care Provider. **Contraceptive Management, injectable contraceptives and contraceptive devices are also covered under the Preventive Care Benefit of this Plan.**
2. Legend vitamins (oral only): Prenatal agents used in Pregnancy; therapeutic agents used for specific deficiencies and conditions; and hematopoietic agents used to treat anemia.
3. Legend fluoride products (oral only): Dental or pediatric.
4. Diabetic supplies (including insulin pumps, pump supplies, continuous glucometer meters and glucometers), insulin, syringes, needles, swabs, blood glucose test strips, blood glucose calibration solutions, lancets and lancet devices, subject to the Pharmacy Benefit Manager formulary and applicable Cost Sharing Provisions. Call the Pharmacy Benefit Manager customer service number listed on the Participant's identification card for further details.
5. Smoking deterrents prescribed by a Physician or Licensed Health Care Provider covered under the Affordable Care Act which can be viewed at:
<https://www.healthcare.gov/coverage/preventive-care-benefits/>. Post smoking cessation benefit limited to OTC and legend prescriptions, subject to the applicable Deductible and Copayment as stated in this section.
6. Over-the-counter (OTC) medications only when prescribed by a Physician or Licensed Health Care Provider, and only if listed as an A or B recommendation as a Preventive Service covered under the Affordable Care Act which can be viewed at:
<https://www.healthcare.gov/coverage/preventive-care-benefits/>.
7. Sexual dysfunction. Quantity limits apply.
8. Weight loss medications. Prior Authorization required. Quantity limits apply.
9. Compound medications.

10. Fertility agents; oral, vaginal and injectable, up to \$20,000 Maximum Lifetime Benefit, combined Medical/Pharmacy.

SERVICE OPTIONS

PBM Network Prescriptions: Available only through a retail pharmacy that is part of the PBM Network. The pharmacy will bill the Plan directly for that part of the prescription cost that exceeds the Copayment (Copayment amount must be paid to pharmacy at time of purchase). The prescription identification card is required for this option. **Prescriptions obtained at non-participating pharmacies are not covered.**

Member Submit Prescriptions: Available only if the prescription identification card is used at a PBM Network pharmacy. Prescriptions must be paid for at the point of purchase and the prescription drug receipt must be submitted to the PBM, along with a reimbursement form (Direct Reimbursement). The PBM will reimburse the contract cost of the prescription drug, less the applicable Copayment per prescription. Contract cost is the PBM's discounted cost of the prescription drug. Reimbursement will not exceed what the PBM would have reimbursed for a Network Prescription. **Prescriptions obtained at non-participating pharmacies are not covered.**

Mail Order Prescriptions: Available only through a licensed pharmacy that is part of the PBM Network which fills prescriptions and delivers them to Covered Persons through the United States Postal Service, United Parcel Service or other delivery service. The pharmacy will bill the Plan directly for prescription costs that exceed the Copayment.

Specialty Drugs: These medications are generic or non-generic drugs classified by the Plan and listed by the PBM as Specialty Drugs and require special handling (e.g., most injectable drugs other than insulin). Specialty Drugs must be obtained from a preferred specialty pharmacy. A list of Specialty Drugs and preferred specialty pharmacies may be obtained from the PBM or Plan Supervisor.

PAYDHEALTH SELECT DRUGS AND PRODUCTS PROGRAM

The Plan requires Covered Persons to enroll in the Select Drugs and Products Program when individuals are prescribed Prescription Drugs listed on the Select Drugs and Products List. This program is paid for by the Plan and provides matching of alternate funding programs to Covered Persons. All Covered Persons using listed Specialty Drugs are required to meet prior authorization, step therapy, and administrative review criteria, which includes enrollment in the program and adjudication of their Specialty Drug cost by an alternate funding program prior to meeting Plan coverage criteria.

Failure to prior authorize and complete the requirements of the Select Drugs and Products Program will result in a cost containment penalty equal to a 100% reduction in the payable benefit for Specialty Drugs. This will be treated as an adverse benefit determination under the Plan and the Covered Person will have an opportunity to (1) appeal that decision; or (2) comply with the requirements of the program to avoid the cost containment penalty.

Some alternate funding programs require verification of income as a condition of meeting alternate funding program criteria. In such cases, the Covered Person will be asked to provide this information directly to the alternate funding program, and such information will not be provided to the Plan and is not considered in determining coverage by the Plan.

All Specialty Drug prescriptions paid for by the Plan through the appeals process must be dispensed or coordinated by the Pharmacy Benefit Manager.

Preventive Drug means items which have been identified by the U.S. Department of Health and Human Services (HHS) as a preventive service. The guidelines established by HHS may be viewed by visiting the following website: <https://www.healthcare.gov/what-are-my-preventive-care-benefits>.

For questions related to the Select Drugs and Products Program or a list of Preventive Drugs, contact the Pharmacy Benefit Manager at the number listed on the Participant's identification card.

DRUG OPTIONS

Tier1: All covered generics and some lower cost brand products

Tier 2: Preferred brand products

Tier 3: Non-preferred brand products

Tier 4: Specialty drugs

COPAYMENT

“Copayment” means a dollar amount fixed as either a percentage or a specific dollar amount per prescription payable to the pharmacy at the time of service. Pharmacy Copayments are not payable by the Plan and are specifically stated in this section. Pharmacy Copayments do not apply towards the Medical Benefits Deductible. Copayments do apply towards the applicable Out-of-Pocket Maximum (combined Medical/Pharmacy) and after satisfaction of the Out-of-Pocket Maximum, Copayments will no longer apply for the remainder of the Benefit Period.

SUPPLY LIMITS

Supply is limited to 90 days for PBM Network (Kroger and Non-Kroger), Member Submit, Mail Order and Maintenance Therapy prescriptions. Specialty prescriptions are limited to 30 day supply.

Prescription drug refills are not allowed until 84%% of the prescribed day supply is used for Retail prescriptions or 75% for Mail Order and Specialty Drug prescriptions.

The amount of certain medications are limited to promote safe, clinically appropriate drug usage. Any additional prescribed supply exceeding any clinically appropriate limits will be reviewed for Medical Necessity. A current list of applicable quantity limits can be obtained by contacting the PBM at the number listed on the Participant's identification card.

STEP THERAPY PROGRAM

Certain medications may require Prior Authorization before obtaining a second fill. The PBM will send a letter to the Covered Person and to the Physician to explain the steps necessary to obtain step therapy refill medications. **Failure to use the step therapy program will result in the Covered Person being responsible for the entire cost of the drug.**

PRIOR AUTHORIZATION

Certain drugs require approval before the drug can be dispensed. A current list of drugs that require Prior Authorization can be obtained by contacting the PBM at the number listed on the Participant's identification card.

EXCLUSIONS

Prescription drugs or supplies in the following categories are specifically excluded:

1. Cosmetic only indications including, but not limited to: photo-aged skin products (Renova), hair growth or hair removal agents (Propecia, Vaniqa) and injectable Cosmetics (Botox Cosmetic).
2. Dermatology: Agents used in the treatment of acne and/or for Cosmetic purposes or depigmentation products used for skin conditions requiring a bleaching agent, unless Prior Authorization has been obtained.
3. Legend homeopathic drugs.

4. Fertility agents; oral, vaginal and injectable, except as specifically covered.
5. Allergens.
6. Serums, toxoids and vaccines, except as specifically covered.
7. Legend vitamins and legend fluoride products, except as specifically covered.
8. Over-the-counter equivalents and non-legend medications (OTC), except as specifically covered.
9. Durable Medical Equipment.*
10. Experimental or Investigational drugs.
11. Abortifacient drugs.
12. Non-Preferred glucometer and supplies.
13. COVID-19 home tests.
14. Prescription drugs obtained from Walgreens.
15. Ostomy supplies.
16. Erectile dysfunction.
17. Non-Essential Drugs.
18. Xyrem, Xywav, and generic sodium oxybate, Non-formulary diabetes medications and insulins.

*Eligible for coverage under the Medical Benefits, subject to all provisions and limitations of this Plan.

NON-FORMULARY EXCLUSION

Certain drugs may be excluded by the Plan's PBM. Those exclusions are based upon the PBM's clinical research regarding the efficacy of the drug as compared to other similar drugs, the availability of the drug, and clinical prescribing rules. Drugs excluded under this basis may be covered if a request for Prior Authorization is made, or if a denial of coverage for the drug is appealed under the claims and appeals procedures of this Plan.

PHARMACY APPEALS

Information regarding appealing pharmacy benefit claims is found in the Procedures for Claiming Benefits section of this document.

MEDICAL BENEFIT DETERMINATION REQUIREMENTS

ELIGIBLE SERVICES, TREATMENTS AND SUPPLIES

Services, treatments or supplies are eligible for coverage if they meet all of the following requirements:

1. They are administered, ordered or provided by a Physician or other eligible Licensed Health Care Provider; and
2. They are Medically Necessary for the diagnosis and treatment of an Illness or Injury or they are specifically included as a benefit if not Medically Necessary; and
3. Charges do not exceed the Eligible Expense of the Plan; and
4. They are not excluded under any provision or section of this Plan.

Treatments, services or supplies excluded by this Plan may be reimbursable if such charges are approved by the Plan Administrator prior to beginning such treatment. Prior approval is limited to medically accepted non-experimental or investigational treatments, services, or supplies, which, in the opinion of the Plan Administrator, are more cost effective than a covered treatment, service or supply for the same Illness or Injury, and which benefit the Covered Person.

DEDUCTIBLE

The Deductible, per Covered Person or Family, whichever is applicable, is stated in the Schedule of Medical Benefits and applies to Eligible Expenses Incurred during each Benefit Period, unless specifically waived, but it applies only once for each Covered Person within a Benefit Period. Also, if members of a Family have satisfied individual Deductible amounts that collectively equal the Deductible per Family, as stated in the Schedule of Medical Benefits, during the same Benefit Period, no further Deductible will apply to any member of that Family during that Benefit Period. **An individual Covered Person cannot receive credit toward the Family Deductible for more than the Individual Deductible as stated in the Schedule of Medical Benefits.**

BENEFIT PERCENTAGE

The Benefit Percentage is stated in the Schedule of Medical Benefits. The Plan will pay the Benefit Percentage of the Eligible Expense indicated.

OUT-OF-POCKET MAXIMUM

The Out-of-Pocket Maximum, per Covered Person or Family, whichever is applicable, is stated in the Schedule of Medical Benefits. The Out-of-Pocket Maximum includes amounts applied toward the Deductible, amounts in excess of the Benefit Percentage paid by the Plan and all applicable Medical Benefit Copayments. Expenses Incurred in a single Benefit Period after satisfaction of the Out-of-Pocket Maximum per Covered Person or per Family, whichever is applicable, will be paid at 100% of the Eligible Expense for the remainder of the Benefit Period. **An individual Covered Person cannot receive credit toward the Family Out-of-Pocket Maximum for more than the Individual Out-of-Pocket Maximum as stated in the Schedule of Medical Benefits.**

COPAYMENT

Copayments are stated in the Schedule of Medical Benefits. Copayments are first-dollar amounts that are payable for certain covered services under the Plan which are usually paid at the time the service is performed (e.g., emergency room visits). Copayments do not apply towards the Medical Benefits Deductible but do apply towards the Out-of-Pocket Maximum (combined Medical/Pharmacy) and after the Out-of-Pocket Maximum is satisfied, Copayments will no longer apply for the remainder of the Benefit Period.

MAXIMUM BENEFIT

The amount payable by the Plan will not exceed any Maximum Benefit or Maximum Lifetime Benefit as stated in the Schedule of Medical Benefits, for any reason.

APPLICATION OF DEDUCTIBLE AND ORDER OF BENEFIT PAYMENT

Deductibles will be applied to Eligible Expenses Incurred in the chronological order in which they are adjudicated by the Plan. Eligible Expenses Incurred will be paid by the Plan in the chronological order in which they are adjudicated by the Plan. The manner in which the Deductible is applied and Eligible Expenses are paid by the Plan will be conclusive and binding on all Covered Persons and their assignees.

CHANGES IN COVERAGE CLASSIFICATION

A change in coverage that decreases a benefit of this Plan will become effective on the stated effective date of such change with regard to all Covered Persons to whom it applies.

NEW YORK STATE EXPENSES

This Plan has voluntarily elected to make public goods payments directly to the Office of Pool Administration in conformance with HCRA provisions and New York State Department of Health (Department) requirements.

MEDICAL BENEFITS

Pre-certification or Pre-treatment Review by the Plan is strongly recommended for certain services. If Pre-certification or Pre-treatment Review is not obtained, the charge could be denied if the service, treatment or supply is not found to be Medically Necessary or found to be otherwise excluded by the Plan when the claim is submitted. See Hospital Admission Certification and Pre-Treatment Review for further details.

The following Medical Benefits are payable as stated in the Schedule of Medical Benefits subject to any benefit maximums specifically stated in the Schedule and all terms and conditions of this Plan.

1. Charges for services and supplies furnished by a Birthing Center.
2. Charges for the services of a licensed Physician or Licensed Health Care Provider for medical care and/or treatments, including office, home visits, Hospital Inpatient care, Hospital Outpatient visits/exams, clinic care, and surgical opinion consultations. Charges are eligible for drugs intended for use in a Physicians' office or settings other than home use that are billed during the course of an evaluation or management encounter.
3. Charges for Pregnancy or maternity, including charges for prenatal care, childbirth, miscarriage, and any medical complications arising out of or resulting from Pregnancy.
4. Charges for Registered Nurses (RN), Licensed Practical Nurses (LPN) or Licensed Vocational Nurses (LVN) for private duty nursing.
5. Charges for midwife services by a Certified Nurse Midwife (CNM) who is a Registered Nurse and enrolled in either the certification maintenance program or the continuing competency assessment program through the American College of Nurse Midwives (ACNM).
6. Charges for Ambulance Service to the nearest facility where Emergency care or treatment can be rendered; or from one facility to another for care; or from a facility to the patient's home when Medically Necessary.
7. Charges for drugs requiring the written prescription of a Physician or a Licensed Health Care Provider and Medically Necessary for the treatment of an Illness or Injury. Coverage also includes prescription contraceptive drugs not available through the Pharmacy Benefit regardless of Medical Necessity and FDA approved over-the-counter female contraceptives prescribed by a Physician or Licensed Health Care Provider. **Conditions of coverage for Outpatient prescription drugs and supplies available through the Pharmacy Benefit are as stated in the Pharmacy Benefit section of the Plan.**
8. Charges for x-rays and laboratory tests.
9. Charges for radiation therapy or treatment and chemotherapy.
10. Charges for blood transfusions, blood processing costs, blood transport charges, blood handling charges, administration charges, and the cost of blood, plasma and blood derivatives. Any credit allowable for replacement of blood plasma by donor or blood insurance will be deducted from the total Eligible Expense.
11. Charges for oxygen and other gases and their administration.
12. Charges for electrocardiograms, electroencephalograms, pneumoencephalograms, basal metabolism tests, or similar well-established diagnostic tests generally accepted by Physicians throughout the United States.

13. Charges for the cost and administration of an anesthetic.
14. Charges for voluntary vasectomy. Charges for sterilization procedures for females are covered under the Preventive Care Benefit.
15. Reasonable charges for producing medical records only if incurred for the purpose of utilization review, audits or investigating a claim for benefits if requested and approved by the Plan. Charges that exceed limits for such charges imposed by applicable law will not be deemed to be reasonable.
16. Charges for Contraceptive Management, regardless of Medical Necessity.
17. Charges for acupuncture treatment provided by a legally qualified provider practicing within the scope of his or her license. **Benefit maximums apply as stated in the Schedule of Medical Benefits.**
18. Charges for vision treatment as a result of Accidental Injury or medical condition.
19. Charges for wig or hairpiece, if hair loss is due to medical treatment, such as chemotherapy or radiation therapy, or for alopecia. **Benefit maximums apply as stated in the Schedule of Medical Benefits.**
20. Charges for allergy treatment including office visit, diagnostic testing and injections.
21. Charges for respiratory therapy.
22. Charges for Routine Patient Costs for a Phase I Approved Clinical Trial for Qualified Individuals.

Routine Patient Costs include but are limited to Medically Necessary services which a Covered Person with the identical diagnosis and current condition would receive even in the absence of participating in an Approved Clinical Trial.

Routine Patient Costs do not include any investigational item, device, or service that is part of the Approved Clinical Trial; an item or service provided solely to satisfy data collection and analysis needs for the trial if the item or service is not used in the direct clinical management of the patient; a service that is clearly inconsistent with widely accepted and established standards of care for the individual's diagnosis; or an item or service customarily provided and paid for by the sponsor of an Approved Clinical Trial.

"Approved Clinical Trial" means a Phase I clinical trial that is conducted in relation to the prevention, detection, or treatment of an acutely life-threatening disease state and is not designed exclusively to test toxicity or disease pathophysiology. The Approved Clinical Trial must be:

- A. Conducted under an investigational new drug application reviewed by the United States Food and Drug Administration;
- B. Exempt from obtaining an investigational new drug application; or
- C. Approved or funded by:
 - 1) The National Institutes of Health, the Centers for Disease Control and Prevention, the Agency for Healthcare Research and Quality, Centers for Medicare and Medicaid Services, or a cooperative group or center of any of the entities described above;
 - 2) A cooperative group or center of the United States Department of Defense or the United States Department of Veterans Affairs;
 - 3) A qualified non-governmental research entity identified in the guidelines issued by the National Institutes of Health for center support groups; or

- 4) The United States Departments of Veterans Affairs, Defense, or Energy if the study or investigation has been reviewed and approved through a system of peer review determined by the United States Secretary of Health and Human Services to:
 - a) Be comparable to the system of peer review of studies and investigations used by the National Institutes of Health; and
 - b) Provide unbiased scientific review by individuals who have no interest in the outcome of the review.

A "Qualified Individual" is a Covered Person who is eligible to participate in an Approved Clinical Trial according to the trial protocol with respect to the treatment of an acutely life-threatening disease state and either (i) the referring health care professional is a participating health care provider and has concluded that the individual's participation in such trial would be appropriate, or (ii) the Covered Person provides medical and scientific information establishing that the individual's participation in such trial would be appropriate.

23. Charges for the initial purchase of eyeglasses, contact lenses or an intraocular lens following a Medically Necessary surgical procedure to the eye, cataract surgery or for aphakic patients, soft lenses or sclera shells intended for use as corneal bandages.
24. Charges for neurodevelopmental therapy.
25. Charges for phototherapy, including phototherapy services for eczema and psoriasis.
26. Charges for immunizations, medications and other preventive treatments that are recommended because of increased risk due to type of employer or travel including, but not limited to, immunizations, medications and/or other preventive treatments for malaria, yellow fever, anthrax, BCG, cholera, plague, and typhoid.
27. Charges for diagnostic Bone Density Scans. **Benefit maximums apply as stated in the Schedule of Medical Benefits.** Charges for routine/screening Bone Density Scans are covered under the Preventive Care Benefit.
28. Charges for Genetic Testing. **Benefit maximums apply as stated in the Schedule of Medical Benefits.**
29. Charges for marital counseling and family counseling.

ADVANCED RADIOLOGY IMAGING

Coverage includes charges for Magnetic Resonance Imaging (MRI), Magnetic Resonance Angiography (MRA), Positron Emission Tomography (PET), Single Photon Emission Computed Tomography (SPECT) and Computed Tomography (CT) imaging or other similar advanced radiology imaging tests.

ALCOHOLISM AND/OR CHEMICAL DEPENDENCY

Coverage under this benefit includes the following services:

1. Physician or Licensed Health Care Provider charges for diagnosis and Medically Necessary treatment including, but not limited to, group therapy.
2. Charges for well-established medically accepted diagnostic testing generally accepted by Physicians in the United States.
3. Charges for Inpatient or Partial Hospitalization, for Medically Necessary treatment, for the same services as are covered for hospitalization for physical illness or injury by this Plan.

4. Charges for Medically Necessary treatment, including aftercare, at an Alcoholism and/or Chemical Dependency Treatment Facility.

AMBULATORY SURGICAL CENTER

Coverage includes charges made by an Ambulatory Surgical Center when treatment has been rendered.

AUTISM/APPLIED BEHAVIORAL ANALYSIS (ABA)

Charges for the services of a licensed Physician or Licensed Health Care Provider for medical care and/or treatment for Autism, as defined by DSM-V, including Applied Behavioral Analysis (ABA) Therapy.

BARIATRIC SURGERY BENEFIT

Benefit maximums apply as stated in the Schedule of Medical Benefits.

Coverage includes charges for Bariatric Surgery for the following:

1. Roux-en-Y gastric bypass.
2. Bilio-pancreatic diversion with duodenal switch (BPD/DS) gastric bypass.
3. Sleeve gastrectomy.

Gastric banding is not included due to lower efficacy and higher complication rates relative to other available options.

Pre-authorization is required. All of the following must be met:

1. Covered Person is eighteen (18) years of age or older.
2. A documented history of a BMI greater than 40kg/m² for the preceding three (3) years; OR a BMI>35kg/m² with at least two (2) of the following co-existing conditions:
 - A. Medically refractory Hypertension: persistent blood pressure reading of >140/90 mmHg (or >130/80 mmHg in diabetic patients) for a minimum of six (6) months despite use of at least two (2) anti-hypertensive medications.
 - B. Uncontrolled diabetes (defined as HgbA1c > 7% of two (2) separate occasions at least six (6) months apart despite taking at least two (2) diabetic medications with separate mechanisms of action during this time.
 - C. Dyslipidemia requiring medical therapy as defined by the American College of Cardiology and American Heart Association guidelines.
 - D. Proven coronary artery disease or cerebral artery disease.
 - E. Obstructive sleep apnea as diagnosed by a formal sleep study in an American Academy of Sleep Medicine (AASM) certified sleep lab and interpreted by a certified specialist in sleep disorders.
 - F. Obesity hypoventilation syndrome with a diagnosis supported by a polysomnography with continuous nocturnal carbon monoxide monitoring (performed in an AASM certified sleep lab and interpreted by a certified specialist in sleep disorders), pulmonary function testing, a chest x-ray and relevant laboratory testing.
 - G. Debilitating arthritis with disqualification from surgery as a result of obesity.

3. Active participation for at least twelve (12) months in a structured, medically supervised non-surgical weight reduction program. Documentation from the clinical records must indicate that all the following criteria have been met:
 - A. Supervision is provided by a MD, DO, NP, PA; or by a registered dietician or certified health coach under the supervision of a MD, DO, MP or PA; and
 - B. Participation has occurred during at least twelve (12) months within the twenty-four (24) months prior to the request for surgery; and
 - C. Include at least six (6) visits occurring at intervals of no longer than sixty (60) days apart; and
 - D. Include a comprehensive medical and surgical history, review of current and past medications/supplements, assessment of health-related behaviors (not limited to substance use, sleep adequacy, nutrition, engagement in physical activity, stress management and coping skills), physical exam and assessment of overall health as related to weight; and
 - E. Document consideration and medically-appropriate utilization of weight loss medications; and
 - F. Include assessment and counseling concerning behavior modifications, with specific focus on:
 - 1) Identification of eating and dietary styles (stress-related eating, nighttime eating, grazing, bingeing, etc.);
 - 2) Recognition of personal lifestyle strengths and challenges as informed by patterns of prior weight losses or gains;
 - 3) Incorporation of physical movement/activity into daily lifestyle habits; and
 - 4) Identification of weight loss motivations and expectations, and management of stressors and coping skills.
4. Completion of psychological evaluation, performed by a practitioner specializing in surgical weight loss, confirming patient suitability for the procedure as evidenced by the lack of significant psychopathology which would impair ability to comply with pre-operative and post-operative recommendations. The following items need to be addressed specifically:
 - A. Behavioral: untreated mental health or personality disorder, health related risk-taking behaviors;
 - B. Cognitive and Emotional: Cognitive functioning, knowledge of obesity and surgical interventions, emotional modulation;
 - C. Developmental history;
 - D. Current Life Situation: stressors and utilization of social support; and
 - E. Motivations and Expectations.
5. The bariatric surgery must be performed at a center accredited by the Metabolic and Bariatric Surgery Accreditation and Quality Improvement Program (MBSAQIP).

CARDIAC REHABILITATION THERAPY

Coverage includes charges for cardiac rehabilitation services rendered by a recognized cardiac rehabilitation program, subject to the following requirements:

1. The Covered Person must be recovering from a myocardial infarction or cardiac surgery or be suffering from angina pectoris;

2. The Covered Person must be accepted by, and have a written referral from their attending Physician to a cardiac rehabilitation program.

CHIROPRACTIC CARE

Benefit maximums apply as stated in the Schedule of Medical Benefits.

Coverage under this benefit includes charges for Chiropractic Treatment by a legally qualified chiropractor practicing within the scope of his or her license. Services include office visits, spinal adjustments and radiology for diagnosis, evaluation and treatment planning for musculoskeletal conditions. **Services are excluded for Emergency care, Preventive Care, maintenance care of a stable condition without symptomatic complaints and radiology for therapeutic purposes.**

COLONOSCOPY BENEFIT

Charges are payable as specifically stated in the Schedule of Benefits. Coverage under this benefit includes Physician, anesthesiologist, lab and facility charges related to a colonoscopy ordered for routine screening or diagnostic purposes, such as lab, tissue removal or follow-up care.

DENTAL ANESTHESIA

Coverage include charges for Dental Anesthesia. Dental Anesthesia services include local, regional, general, and/or intravenous sedation anesthesia provided at Participating Facilities, limited to the following criteria:

1. The Participant or Covered Dependent, regardless of chronological age, has a developmental disability in which patient management in the dental office has proven to be ineffective;
2. The Participant or Covered Dependent, regardless of age, has one or more medical conditions, such as congenital cardiac defect or disease, or neurological condition, that would create significant or undue medical risk in the course of delivery of any dentally necessary anesthesia in a Hospital or Ambulatory Surgical Center, and documentation is provided that dental anesthesia is needed to closely monitor the condition; or
3. The Participant or Covered Dependent is younger than five (5) years of age; and
 - A. The proposed dental service involves three (3) or more teeth;
 - B. The diagnosis is nursing bottle-mouth syndrome or extreme enamel hypoplasia; and
 - C. The proposed procedure(s) is restoration or extraction for rampant decay.

For any Dental Services covered under the Medical Plan that may also be covered under a separate dental plan, this Plan will be Primary.

DENTAL SERVICES - ACCIDENTAL INJURY

Coverage includes charges for dental treatment required because of Accidental Injury to natural teeth. Coverage will not in any event include charges for treatment for the repair or replacement of a denture.

For any Dental Services covered under the Medical Plan that may also be covered under a separate dental plan, this Plan will be Primary.

DIABETIC EDUCATION BENEFIT

Coverage under this benefit includes diabetic Outpatient self-management training and education for the treatment of diabetes. Any education must be provided by a licensed health care professional with expertise in diabetes. A family member who will be the primary care giver may attend the training on behalf of the Covered Person with diabetes.

DIALYSIS TREATMENTS - OUTPATIENT

Coverage under this benefit includes charges for services and supplies related to renal dialysis done on an Outpatient basis.

EYE EXAMINATION FOR REFRACTORY CONDITIONS AND RETINAL SCREENING

Benefit maximums apply as stated in the Schedule of Medical Benefits.

Coverage under this benefit includes charges for services related to eye examination by an ophthalmologist (or other Physician licensed to perform vision examinations and prescribe lenses) or optometrist to evaluate the health and visual status of the eyes, including refraction and retinal screening.

GENDER IDENTITY DISORDER/GENDER DYSPHORIA SERVICES

Coverage includes charges for Medically Necessary surgical and non-surgical treatment limited to the following when clinical criteria for eligibility are met and the Covered Person has reached the age of eighteen (18):

1. Psychotherapy and mental health services for Gender Dysphoria and associated co-morbid psychiatric conditions.
2. Certain drug therapies, including cross sex hormone therapy, administered by a Physician or Licensed Health Care Provider during an office visit or dispensed from a pharmacy.
3. Laboratory testing to monitor the safety of continuous cross sex hormone therapy.
4. Identified surgeries for the treatment of Gender Dysphoria, including female to male, and male to female.
5. Specific documentation and written psychological assessments from one or more qualified behavioral health providers experienced in treating Gender Dysphoria are required prior to approval for a bilateral mastectomy, breast reduction surgery or genital surgery.

Expenses for treatment of Gender Identity Disorder are covered to the same extent as would be covered if the same covered service was rendered for another medical condition. Treatment is subject to all Plan provisions including applicable Deductible and Benefit Percentage.

Certain services are excluded from coverage under the Medical Benefits Exclusion section of the Plan. It is important to review those exclusions. Pre-treatment Review is strongly recommended for treatment of Gender Identity/Gender Dysphoria. Failure to obtain Pre-treatment Review may result in significant out-of-pocket expenses not covered by the Plan.

HEARING AIDS AND EXAMINATION⁸**Benefit limits apply as stated in the Schedule of Medical Benefits.**

Coverage includes charges in connection with the fitting and purchase of hearing aids, including hearing examinations, hearing aids and related services and supplies. Services must be rendered by a licensed audiologist. **Charges for batteries are excluded.**

HOME HEALTH CARE BENEFIT

Coverage under this benefit includes charges made by a Home Health Care Agency for care in accordance with a Home Health Care Plan for the following services:

1. Part-time or intermittent nursing care by a Registered Nurse (RN) or by a Licensed Practical Nurse (LPN), a Licensed Vocational Nurse (LVN) or public health nurse who is under the direct supervision of a Registered Nurse;
2. Home health aides;
3. Medical supplies, drugs and medicines prescribed by a Physician, and laboratory services provided by or on behalf of a Hospital.

Home Health Care specifically excludes the following:

1. Services and supplies not included in the approved Home Health Care Plan.
2. Services of a person who ordinarily resides in the home of the Covered Person, or who is a Close Relative of the Covered Person who does not regularly charge the Covered Person for services.
3. Services of any social worker.
4. Transportation services.
5. Housekeeping services.
6. Custodial Care.

HOSPICE CARE SERVICES

Coverage includes charges made by a Hospice within any one Hospice Benefit Period for:

1. Room and Board, including any charges made by the facility as a condition of occupancy, or on a regular daily or weekly basis such as general nursing services.
2. Nursing care by a Registered Nurse (RN), a Licensed Practical Nurse (LPN), a Licensed Vocational Nurse (LVN), a public health nurse who is under the direct supervision of a Registered Nurse.
3. Physical Therapy and Speech Therapy, when rendered by a licensed therapist.
4. Medical supplies, including drugs and biologicals and the use of medical appliances.
5. Physician's services.
6. Services, supplies, and treatments deemed Medically Necessary and ordered by a licensed Physician.

⁸ "Hearing Aids and Examination" (Medical Benefits) added by Amendment #4 effective 1/1/2026

7. Respite Care. "Respite Care" means short-term relief provided in a Hospital, Skilled Nursing Facility or home setting for a Covered Person who is a primary care-giver for a Covered Person receiving Hospice Care. **Benefit maximums apply as stated in the Schedule of Medical Benefits.**

Services for bereavement counseling are not covered under this Plan. Bereavement counseling services are covered under the Employee Assistance Program (EAP). Please contact Supportline at (888) 881-5462 for further information.

HOSPITAL SERVICES

Coverage includes charges made by a Hospital for:

1. Daily Room and Board and general nursing services, or confinement in an Intensive Care Unit.
2. Medically Necessary Hospital Miscellaneous Expenses other than Room and Board furnished by the Hospital, including Inpatient miscellaneous service and supplies, Outpatient Hospital treatments for chronic conditions and emergency room use, Physical Therapy treatments, hemodialysis and x-ray.
3. Nursery neonatal units, general nursing services, including Hospital Miscellaneous Expenses for services and supplies, Physical Therapy, hemodialysis and x-ray, care or treatment of Injury or Illness, congenital defects, birth abnormalities or premature delivery incurred by a Newborn Dependent.
4. Therapy which has been prescribed by a speech pathologist or Physician and includes a written treatment plan with estimated length of time for therapy.

INBORN ERRORS OF METABOLISM

Coverage under this benefit includes charges for treatment under the supervision of Physician for inborn errors of metabolism that involve amino acid, carbohydrate and fat metabolism, and for which medically standard methods of diagnosis, treatment and monitoring exist. Benefits include expenses of diagnosing, monitoring and controlling the disorders by nutritional and medical assessment including, but not limited to, clinical services, biochemical analysis, medical supplies, prescription drugs, corrective lenses for conditions related to the inborn error of metabolism, nutritional management, and Medical Foods used in treatment to compensate for the metabolic abnormality and to maintain adequate nutritional status.

"Medical Foods" means any nutritional substances in any form that are:

1. Formulated to be consumed or administered enterally under supervision of Physician;
2. Specifically processed or formulated to be distinct in one or more nutrients present in natural food;
3. Intended for the medical and nutritional management of patients with limited capacity to metabolize ordinary foodstuffs or certain nutrients contained in ordinary foodstuffs or who have other specific nutrient requirements as established by medical evaluation; and
4. Essential to optimize growth, health, and metabolic homeostasis.

INFERTILITY TREATMENT BENEFIT

Benefit maximums apply as stated in the Schedule of Medical Benefits.

"Infertility" means the physical inability to conceive after twelve (12) consecutive months of regular heterosexual sexual intercourse between a Participant and the Participant's legal spouse without use of contraception of any kind as evidenced by medical history. Voluntary sterilization shall not be considered to be infertility.

Charges for testing and treatment of Infertility are eligible only under the Medical Benefits section of this Plan, subject to the following conditions and limitations:

1. **Any treatment for Infertility shall be subject to Pre-authorization by the Plan.** Pre-authorization shall consist of an independent medical review by the Plan of the proposed treatment regimen and medical history by a board-certified specialist in Infertility and Reproductive Medicine. Such independent medical review shall be based upon the current published, approved protocols of the American Society of Reproductive Medicine, and the American College of Obstetricians and Gynecologists.
2. Only those treatments, including prescription fertility drugs, which, **in the opinion of an independent medical reviewer**, are likely to result in singleton pregnancies are covered.
3. Treatments, including prescription fertility drugs, which, **in the opinion of an independent medical reviewer**, have a significant likelihood of producing multiple conception, multiple births, high-risk pregnancies or which do not have a medically reasonable likelihood of achieving conception **are not covered**.
4. In-vitro fertilization procedures, embryo transfer procedures including, but not limited to, Gamete Intrafallopian Transfers, Intracytoplasmic Sperm Injections, Zygote Intrafallopian Transfers or any combination of these procedures are limited to a combined total of one (1) attempt per lifetime, per Participant or covered spouse.
5. Artificial insemination procedures are limited to either twelve (12) attempts using frozen sperm or six (6) attempts using fresh sperm, but not both, per lifetime per Participant or covered spouse.
6. Artificial insemination procedures are covered only if the sperm donor is the Covered Person's legal spouse.
7. Charges for collecting sperm for artificial insemination are covered only if the sperm donor is the Participant or the Participant's covered spouse under this Plan, and only if the sperm is to be donated for insemination of the donor's legal spouse.
8. Infertility testing and treatments are covered only for testing and treatment performed upon the person covered under this Plan, only if the testing or treatment is for the Participant or the Participant's covered spouse, and only if the Covered Person(s) who are the subject(s) of the testing or treatment are legally married to each other.
9. Use of surrogates for placement of the fertilized egg, fees for sperm donors other than a legal spouse who is covered under this Plan, reversal of voluntary sterilization and infertility testing or treatment for covered Dependent children **are not covered under any circumstances**.
10. Harvesting an egg or eggs from a person not covered under this Plan, from a person who is unmarried, or from a person who is not either the Participant or the Participant's legal spouse **are not covered**. Refer to Exclusions and Limitations, Sexual Dysfunction and Infertility.
11. Storage costs for sperm and/or egg(s) in connection with in-vitro fertilization procedures.

Charges for the treatment of Infertility are not covered under the following conditions:

1. If the treatments, including prescription fertility drugs, **in the opinion of an independent medical reviewer**, have a significant likelihood of producing multiple conception, multiple births, high-risk pregnancies or do not have a medically reasonable likelihood of achieving conception.

2. If in-vitro fertilization procedures including, but not limited to, embryo transfer procedures, Gamete Intrafallopian Transfers, Intracytoplasmic Sperm Injections, Zygote Intrafallopian Transfers or any combination of these procedures exceed a combined total of one (1) attempt per lifetime, per Participant or covered spouse.
3. If artificial insemination procedures exceed either twelve (12) attempts using frozen sperm or six (6) attempts using fresh sperm, but not both, per lifetime per Participant or covered spouse.
4. Artificial insemination procedures if the sperm donor is not the covered person's legal spouse.
5. Collecting sperm for artificial insemination if the sperm donor is not the Participant or the Participant's covered spouse under this Plan, or if the sperm is to be donated for insemination of a person who is not the donor's legal spouse.
6. If testing and procedures are performed upon a person not covered under this Plan.
7. If the testing or treatment is for a person other than the Participant or the Participant's covered spouse.
8. If the Covered Person(s) who are the subject(s) of the treatment are not legally married to each other.
9. If the charges are for the use of surrogates for placement of the fertilized egg.
10. If the treatment is for, related to or as a result of reversal of voluntary sterilization.
11. If the testing or treatment is for covered Dependent children.
12. If the charges are for harvesting an egg from a person not covered under this Plan, from a person who is unmarried, or from a person who is not either the Participant or the Participant's legal spouse.

INFUSION SERVICES - OUTPATIENT

Coverage includes charges for home and Outpatient infusion services ordered by a Physician and provided by a Home and Outpatient Infusion Therapy Organization licensed and approved within the state in which the services are provided. Home and Outpatient infusion therapy services include the preparation, administration, or furnishing of parenteral medications, or parenteral or enteral nutritional services to a Covered Person by a Home and Outpatient Infusion Therapy Organization. Services also include education for the Covered Person, the Covered Person's care giver, or a family member. Home and Outpatient infusion therapy services include pharmacy, supplies, equipment and skilled nursing services when billed by a Home and Outpatient Infusion Therapy Organization. **Skilled nursing services billed by a Home Health Care Agency are covered under the Home Health Care Benefit.**

Charges for ketamine infusion drugs are not covered.

"Home and Outpatient Infusion Therapy Organization" means a health care facility that provides home and Outpatient infusion therapy services and skilled nursing services.

MAMMOGRAM BENEFIT

Coverage under this benefit includes Professional provider, radiology and facility charges related to a mammogram ordered for routine screening or diagnostic purposes.

MEDICAL EQUIPMENT/SUPPLIES

Coverage includes charges for Durable Medical Equipment, Orthopedic Devices, Prosthetic Appliances, Orthotics (foot) and other medical equipment as follows:

1. Rental, up to the purchase price, of a wheelchair, Hospital bed, respirator or other Durable Medical Equipment required for therapeutic use, or the purchase of this equipment if economically justified, whichever is less. If there is a known medical reason to rent rather than purchase Durable Medical Equipment, then rental is allowed up to the purchase price.
2. Purchase of Orthopedic Devices or Prosthetic Appliances including, but not limited to, artificial limbs, eyes, larynx.
3. Replacement or repair of Durable Medical Equipment, Orthopedic Devices, Prosthetic Appliances.
4. Medical supplies such as dressings, sutures, casts, splints, trusses, crutches, braces, adhesive tape, bandages, antiseptics or other Medically Necessary medical supplies.
5. Orthotics (foot). Orthotics limited to initial purchase, fitting and repair of orthotic appliances, such as braces, splints or other appliances required for support for an injured or deformed part of the body as a result of a disabling congenital condition, Illness or Injury. Retail shoe inserts and orthopedic shoes are specifically excluded.
6. CPAP machine. Option to purchase CPAP machine following three (3) months rental. Durable Medical Equipment otherwise limited to rental, up to the purchase price.

Diabetic supplies are eligible for coverage only as specifically stated under the Pharmacy Benefit of this Plan.

MENTAL ILLNESS

Coverage under this benefit includes the following services:

1. Physician or Licensed Health Care Provider charges for diagnosis and Medically Necessary Psychiatric Care and treatment including, but not limited to, group therapy.
2. Charges for well-established medically accepted diagnostic testing generally accepted by Physicians in the United States.
3. Charges for Inpatient or Partial Hospitalization, for Medically Necessary treatment, for the same services as are covered for hospitalization for physical Illness or Injury by this Plan.
4. Charges for Medically Necessary treatment at a Psychiatric Facility.

NUTRITIONAL COUNSELING⁹

Charges for treatment rendered by a registered dietician, or other Licensed Healthcare Provider, for individuals with medical conditions or Mental Illness that require a special diet or counseling. Such conditions include but may not be limited to, diabetes mellitus, coronary heart disease, congestive heart failure, severe obstructive airway disease, gout, renal failure, phenylketonuria, and hyperlipidemias and Mental Illness (e.g., anorexia, bulimia nervosa).

OCCUPATIONAL THERAPY - OUTPATIENT

Coverage includes charges for Occupational Therapy whose primary purpose is to provide medical care for an Illness or Injury, on an Outpatient basis.

⁹ "Nutritional Counseling" (Medical Benefits) replaced by Amendment #3 effective 1/1/2025

ORGAN AND TISSUE TRANSPLANT SERVICES

Coverage includes charges in connection with non-Experimental or non-Investigational organ or tissue transplant procedures, subject to the following conditions:

1. A second opinion is recommended prior to undergoing any transplant procedure. This second opinion should concur with the attending Physician's findings regarding the Medical Necessity of such procedure. The Physician rendering this second opinion must be qualified to render such a service either through experience, specialist training or education, or such similar criteria, and must not be affiliated in any way with the Physician who will be performing the actual surgery.
2. If the donor is covered under this Plan, Eligible Expenses Incurred by the donor will be considered for benefits to the extent that such expenses are not payable by the recipient's plan.
3. If the recipient is covered under this Plan, Eligible Expenses Incurred by the recipient will be considered for benefits. Eligible Expenses Incurred by the donor, who is not ordinarily covered under this Plan according to eligibility requirements, will be considered for payment to the extent that such expenses are not payable by the donor's plan. In no event will benefits be payable in excess of the benefit maximums still available to the recipient.
4. If both the donor and the recipient are covered under this Plan, Expenses Incurred by each person will be treated separately for each person.
5. The cost of securing an organ from a cadaver or tissue bank, including the surgeon's charge for removal of the organ and a Hospital's charge for storage or transportation of the organ, will be considered for payment.

PHYSICAL THERAPY - OUTPATIENT

Coverage includes charges for Physical Therapy whose primary purpose is to provide medical care for an Illness or Injury, on an Outpatient basis.

PREVENTIVE CARE

Charges are payable as specifically stated in the Schedule of Medical Benefits. Coverage under this benefit includes the following routine services, subject to the following limitations:

1. Routine Wellness care for children and adults for the following:
 - A. Routine physical examinations by a Physician or Licensed Health Care Provider, which will include a medical history, physical examination, developmental assessment, and anticipatory guidance as directed by a Physician or Licensed Health Care Provider and associated routine testing provided or ordered at the time of the examination; and
 - B. Routine immunizations according to the schedule of immunizations which is recommended by the Advisory Committee on Immunization Practices (ACIP) that have been adopted by the Director of the Centers for Disease Control and Prevention.
2. Annual routine examination for the detection of prostate cancer, including a prostate-specific antigen test.
3. Recommended preventive services as set forth in the recommendations of the United States Preventive Services Task Force (Grade A and B rating), the Advisory Committee on Immunization Practices of the Centers for Disease Control and Prevention, and the guidelines supported by the Health Resources and Services Administration. The complete list of recommendations and guidelines can be viewed at: <https://www.healthcare.gov/coverage/preventive-care-benefits/>.

4. Office visit charges only if the primary purpose of the office visit is to obtain a recommended Preventive Care service identified above.
5. Women's Preventive Care for the following:
 - A. Well-women annual visits for women 18 years of age and older to obtain the recommended preventive services that are age and developmentally appropriate, including preconception and prenatal care, and additional visits as medically appropriate.
 - B. Screening for gestational diabetes for pregnant women between 24 and 28 weeks of gestation and at the first prenatal visit for pregnant women identified to be at high risk for diabetes.
 - C. Human papillomavirus (HPV) DNA testing.
 - D. Annual counseling on sexually transmitted infections (STI) and human immune-deficiency virus (HIV) screening for all sexually active women.
 - E. All Food and Drug Administration approved prescription contraceptives and female over-the-counter contraceptives when prescribed by a Physician or Licensed Health Care Provider, sterilization procedures, and patient education and counseling for all women with reproductive capacity. This does not include abortifacient drugs. Self-administered contraceptives are available only through the Pharmacy Benefit as outlined in the Pharmacy Benefit section of this Plan.
 - F. Breast feeding support, supplies, and counseling, including comprehensive lactation support and counseling by a trained provider during Pregnancy and/or in the postpartum period, and costs for breast feeding equipment and related supplies.
 - G. Annual screening and counseling for interpersonal and domestic violence.

Expenses payable under this Preventive Care Benefit will not be subject to the Medical Necessity provisions of this Plan. Charges for Preventive Care that involve excessive, unnecessary or duplicate tests are specifically excluded. Charges for treatment of an active illness or injury are subject to the Plan provisions, limitations and exclusions and are not eligible in any manner under Preventive Care.

PREVENTIVE/PROPHYLACTIC MASTECTOMY OR OOPHORECTOMY

Coverage includes charges for a preventive/prophylactic mastectomy or oophorectomy regardless of Medical Necessity for treatment of individuals at high risk of developing breast cancer when any ONE of the following criteria is met:

Individuals with a personal history of cancer as noted below:

1. Individuals with a personal history of breast cancer when any ONE of the following criteria is met:
 - A. Diagnosed at age forty-five (45) or younger;
 - B. Diagnosed at age fifty (50) or younger with at least one close blood relative* with breast cancer at any age;
 - C. Diagnosed with two breast primaries (includes bilateral disease or cases where there are two or more clearly separate ipsilateral primary tumors) when the first breast cancer diagnosis occurred prior to age fifty (50);
 - D. Diagnosed at age sixty (60) or younger with a triple negative breast cancer;

- E. Diagnosed at age fifty (50) or younger with a limited family history (e.g., fewer than two first- or second degree female relatives or female relatives surviving beyond forty-five (45) years in the relevant maternal and/or paternal lineage);
 - F. Diagnosed at any age and there are at least two close blood relatives* with breast cancer diagnosed at any age;
 - G. Diagnosed at any age and there is at least one close blood relative* with breast cancer at age fifty (50) or younger;
 - H. Diagnosed at any age and there are at least two close blood relatives* with pancreatic cancer or prostate cancer (Gleason score ≥ 7) at any age;
 - I. Diagnosed at any age with one or more close blood relatives* with epithelial ovarian cancer, fallopian tube, or primary peritoneal cancer;
 - J. Close male blood relative* with breast cancer;
 - K. An individual of Ashkenazi Jewish descent;
 - L. Development of invasive lobular or ductal carcinoma in the contralateral breast after electing surveillance for lobular carcinoma in situ of the ipsilateral breast;
 - M. Lobular carcinoma in situ confirmed on biopsy;
 - N. Lobular carcinoma in situ in the contralateral breast;
 - O. Diffuse indeterminate microcalcifications or dense tissue in the contralateral breast that is difficult to evaluate mammographically and clinically;
 - P. A large and/or ptotic, dense, disproportionately-sized contralateral breast that is difficult to reasonably match the ipsilateral cancerous breast treated with mastectomy and reconstruction.
2. Personal history of epithelial ovarian, fallopian tube, or primary peritoneal cancer;
 3. Personal history of pancreatic cancer or prostate cancer (Gleason score ≥ 7) at any age with two or more close blood relatives* with breast, ovarian, pancreatic cancer, or prostate cancer (Gleason score ≥ 7) at any age;
 4. Personal history of pancreatic cancer at any age with Ashkenazi Jewish ancestry and one or more close blood relatives* with breast, ovarian, pancreatic cancer, or prostate cancer (Gleason score ≥ 7) at any age;
 5. Personal history of male breast cancer.

Individuals with no personal history of breast or epithelial ovarian cancer when any ONE of the following is met:

1. Known breast risk cancer antigen (BRCA1 or BRCA2), or PTEN mutation confirmed by genetic testing;
2. Close blood relative* with a known BRCA1, BRCA2 or PTEN mutation;
3. First- or second-degree blood relative* meeting any of the above criteria for individuals with a personal history of cancer;

4. Third-degree blood relative with breast and/or epithelial ovarian/fallopian tube/primary peritoneal cancer with two or more close blood relatives* with breast and/or ovarian cancer (with at least one close blood relative with breast cancer prior to age fifty (50);
5. History of treatment with thoracic radiation;
6. Atypical ductal or lobular hyperplasia, especially if combined with a family history of breast cancer;
7. Dense, fibronodular breasts that are mammographically or clinically difficult to evaluate, several prior breast biopsies for clinical and/or mammographic abnormalities, and strong concern about breast cancer risk.

*A close blood relative/close family member includes first-, second-, and third-degree relatives on the same side of the family.

A first-degree relative is defined as a blood relative with whom an individual shares approximately 50% of his/her genes, including the individual's parents, full siblings, and children.

A second-degree relative is defined as a blood relative with whom an individual shares approximately 25% of his/her genes, including the individual's grandparents, grandchildren, aunts, uncles, nephews, nieces and half-siblings.

A third-degree relative is defined as a blood relative with whom an individual shares approximately 12.5% of his/her genes, including the individual's great-grandparents and first-cousins.

RECONSTRUCTIVE BREAST SURGERY/NON-SURGICAL AFTER CARE BENEFIT

Coverage includes charges for reconstructive breast surgery subsequent to any Medically Necessary mastectomy or preventive/prophylactic mastectomy covered under this Plan, limited to charges for the following:

1. Reconstruction of the breast(s) upon which the mastectomy was performed, including implants;
2. Surgical procedures and reconstruction of the non-affected breast to produce a symmetrical appearance, including implants;
3. Non-surgical treatment of lymphedemas and other physical complications of mastectomy, including non-surgical prostheses and implants for producing symmetry.

Specifically excluded from this benefit are expenses for the following:

1. Solely Cosmetic procedures unrelated to producing a symmetrical appearance;
2. Breast augmentation procedures unrelated to producing a symmetrical appearance;
3. Implants for the non-affected breast unrelated to producing a symmetrical appearance;
4. Non-surgical prostheses or any other procedure unrelated to producing a symmetrical appearance.

RESIDENTIAL TREATMENT FACILITY

Coverage includes charges made by a Residential Treatment Facility for treatment of Mental Illness or for treatment of Alcoholism and/or Chemical Dependency, provided the Alcoholism and/or Chemical Dependency Treatment Facility and program meet ASAM level 3.3 or higher criteria. Residential care Room and Board charges are covered in lieu of Inpatient Room and Board charges provided the patient would meet criteria for an Inpatient admission.

Residential treatment is utilized to provide structure, support and reinforcement of the treatment required to reverse the course of behavioral deterioration.

ROUTINE NEWBORN INPATIENT NURSERY/PHYSICIAN CARE

Routine Newborn Inpatient Nursery/Physician Care including the following services:

1. Routine Nursery Care includes Room and Board, and Hospital Miscellaneous Expenses for a Newborn Dependent child, including circumcision.
2. Routine Physician Care includes charges for services of a Physician for a Newborn Dependent child while Inpatient as a result of the child's birth, including circumcision.
3. Routine Newborn Care includes charges for circumcision performed on an Outpatient basis, within six (6) months of the child's birth.

SKILLED NURSING FACILITY

Coverage includes charges made by a Skilled Nursing Facility for the following services and supplies furnished by the facility during the convalescent confinement. Only charges in connection with convalescence from the Illness or Injury for which the Covered Person was Hospital-confined will be eligible for benefits. These expenses include:

1. Room and Board, including any charges made by the facility as a condition of occupancy, or on a regular daily or weekly basis such as general nursing services.
2. Medical services customarily provided by the Skilled Nursing Facility, with the exception of private duty or special nursing services and Physicians' fees.
3. Drugs, biologicals, solutions, dressings and casts, furnished for use during the convalescent confinement, but no other supplies.

SPEECH THERAPY - OUTPATIENT

Coverage includes charges made by a licensed speech therapist for Speech Therapy, also called speech pathology, and audio diagnostic testing services for diagnosis and treatment of speech and language disorders.

SURGICAL IMPLANT AND/OR DEVICES AND RELATED SUPPLIES

Charges for surgical implants and/or devices and related supplies are payable as specifically outlined in the Schedule of Benefits, subject to all terms and conditions of this Plan. Coverage under this benefit includes charges for implants, devices and related supplies, including fastenings, screws and all other hardware related to the device or implant.

SURGICAL PROCEDURES

Coverage includes charges for Surgical Procedures.

For Non-Network Providers, when two or more Surgical Procedures occur during the same operative session, charges will be considered as follows:

1. When multiple or bilateral Surgical Procedures are performed that increase the time and amount of patient care, 100% of the Eligible Expense will be considered for the Major Procedure; and 50% of the Eligible Expense will be considered for each of the lesser procedures, except for contracted or negotiated services. Contracted or negotiated services will be reimbursed at the contracted or negotiated rate.

2. When an incidental procedure is performed through the same incision, only the Eligible Expense for the Major Procedure will be considered. Examples of incidental procedures are: excision of a scar, appendectomy at the time of other abdominal surgery, lysis of adhesions, etc.

When an assisting Physician is required to render technical assistance during a Surgical Procedure, the charges for such services will be limited to 20% of the primary surgeon's Eligible Expense for the Surgical Procedure. When an assisting non-physician is required to render technical assistance during an operation, charges for such services will be limited to 10% of the surgeon's Eligible Expense for the Surgical Procedure.

For Network Providers, payment will be made pursuant to the provider contract.

TMJ/JAW DISORDERS

Benefit maximums apply as stated in the Schedule of Medical Benefits.

Coverage includes charges in connection with any operation or treatment for temporomandibular joint dysfunction (TMJ) or any related diagnosis or treatment of any nature including, but not limited to, correction of the position of the jaws in relation to each other (orthognathic surgery), realignment of the teeth or jaws, surgery for atrophy of the lower jaw, occlusion, maxillofacial surgery, or retrognathia. This includes Expenses Incurred for any appliance or prosthetic device used to replace tooth structure lost as a result of abrasion or attrition.

URGENT CARE FACILITY

Coverage includes charges made by an Urgent Care Facility when treatment has been rendered.

EXPERIMENTAL COVERAGE

Treatment that would otherwise be considered Experimental/Investigational will be covered only if the proposed Experimental/Investigational treatment has been reviewed by four (4) unrelated, independent board certified Physicians actively practicing within the same specialty as the attending Physician and the four (4) reviewing Physicians have unanimously agreed that:

1. As a result of the rarity of the disease or condition, there is no United States FDA approved regimen of treatment;
2. All United States FDA approved regimens of treatment have been attempted within the twelve (12) month period immediately prior to the date the proposed experimental treatment is to commence without any significant clinical improvement in the disease or condition;
3. The proposed course of treatment is medically indicated and is considered the standard of care in the United States for the disease or condition being treated based upon published reports and articles in the authoritative medical and scientific literature including, but not limited to, the following:
 - A. The written protocol or protocols used by the treating facility or the protocols of another facility studying substantially the same drug, treatment, device or procedure; and
 - B. The informed consent documents used by the treating facility or of another facility studying substantially the same drug, treatment, device or procedure; and
4. To a reasonable degree of medical certainty, there is a likelihood that the proposed treatment will clinically improve the condition being treated; and
5. That the patient is not considered to be terminal regardless of the treatment proposed or attempted; or
6. The treatment has been recognized by the National Comprehensive Cancer Network (NCCN) as the only available treatment that has demonstrated efficacy of the condition in question.

ACCIDENTAL INJURY BENEFIT

Expenses not eligible under this benefit may be considered under the Medical Benefits of this Plan.

Expenses Incurred under this benefit are not subject to the Deductible. Charges in connection with an Accidental Injury are payable at 100% of the Eligible Expense, up to the maximum benefit stated in the Schedule of Medical Benefits. Any portion of the charges exceeding the Maximum Benefit will be considered under the Medical Benefits of this Plan, subject to all Plan conditions, exclusions and limitations.

Charges for the following are covered under this benefit when furnished for medical care to the Covered Person for Accidental Injuries including, but not limited to:

1. Services and supplies (including Room and Board) furnished by a Hospital for medical care in that Hospital.
2. Physicians' services for surgical procedures and other medical care.
3. Surgical dressings.
4. X-ray and laboratory examinations.
5. Private duty professional nursing services by a Registered Nurse (RN), a Licensed Practical Nurse (LPN) or Licensed Vocational Nurse (LVN).
6. Casts, splints, trusses, braces and crutches.
7. Ambulance service for local travel to the nearest facility capable of treating the Injury.
8. Chiropractic Care services.

HOSPITAL ADMISSION CERTIFICATION

The Plan strongly recommends, but does not require, for Inpatient hospital admissions that the Covered Person pre-certify the Inpatient stay or notify the Plan of an Emergency admission.

Pre-certification, Plan notification and case management are designed to:

1. Provide information regarding coverage before receiving treatment, services, or supplies;
2. Provide information about benefits regarding proposed procedures or alternate treatment plans;
3. Assist in determining out-of-pocket expenses and identify possible ways to reduce them;
4. Help avoid reductions in benefits which may occur if the services are not Medically Necessary or the setting is not appropriate; and
5. If appropriate, assign a case manager to work with the Covered Person and the Covered Person's providers to design a treatment plan.

A benefit determination on a claim will be rendered only after the claim has been submitted to adjudicate whether it is eligible for coverage under the terms and conditions of the Plan. If it is determined not to be eligible, the Covered Person will be responsible to pay for all charges that are determined to be ineligible.

Therefore, although not required, pre-certification and Plan notification of Emergency admissions is strongly recommended to obtain coverage information prior to incurring the charges.

PRE-ADMISSION CERTIFICATION REVIEW

The Plan recommends that prior to admission for any non-emergency Illness or Injury, and within seventy-two (72) hours after admission for any Emergency Illness or Injury, the Covered Person or the Covered Person's attending Physician call the designated utilization management company, retained by the Plan Sponsor in connection with this Plan, for a pre-admission certification review.

To pre-certify, call the utilization management company at (855) 999-2279 for pre-admission certification review.

Most certifications occur over the phone. Once a final decision is made regarding the request for certification, a notice of pre-certification will be sent to the Physician, to the Covered Person, to the Plan Supervisor and to the hospital.

NOTE: PRE-CERTIFICATION OF BENEFITS IS NOT A GUARANTEE OF PAYMENT OF THE CLAIM(S). ELIGIBILITY FOR CLAIM PAYMENTS IS DETERMINED AT THE TIME CLAIMS ARE ADJUDICATED SINCE THE AMOUNT OF BENEFIT COVERAGE, IF ANY, IS SUBJECT TO ALL PLAN PROVISIONS INCLUDING, BUT NOT LIMITED TO, MEDICAL NECESSITY, PATIENT ELIGIBILITY, DEDUCTIBLES, CO-PAYMENTS AND ANY PLAN LIMITATIONS OR MAXIMUMS IN EFFECT WHEN THE SERVICES ARE PROVIDED. PROVIDERS AND COVERED PERSONS ARE INFORMED AT THE TIME CLAIMS ARE PRE-CERTIFIED THAT PRE-CERTIFICATION OF A COURSE OF TREATMENT BY THE PLAN DOES NOT GUARANTEE PAYMENT OF CLAIMS FOR THE SAME.

CONTINUED STAY CERTIFICATION

Charges for Inpatient hospital services for days in excess of any days previously certified by the cost containment company are subject to all terms, conditions and exclusions of the Plan, and should be certified by the Plan's utilization management company.

Certification for additional days should be obtained in the same manner as the pre-admission certification.

EMERGENCY NOTIFICATION/CERTIFICATION

The Covered Person, or his or her representative, should notify the utilization management company for the Plan regarding any Emergency Hospital Admission within seventy-two (72) hours immediately following admission. **To notify the Plan of an Emergency admission, call the utilization management company at (855) 999-2279 for Emergency admission certification.**

MATERNITY NOTIFICATION

The Covered Person or her representative should notify the utilization management company at **(877) 792-7827** when Pregnancy is diagnosed or as soon after as possible, in order to participate in the Allegiance Maternity Management Program. Notification is encouraged within the first trimester.

PRE-TREATMENT REVIEW

Pre-treatment Review by the Plan is strongly recommended for certain services. If Pre-treatment Review is not obtained, the charge could be denied if the service, treatment or supply is not found to be Medically Necessary or found to be otherwise excluded by the Plan when the claim is submitted.

Pre-treatment Review is the process of verifying the eligibility of services to determine if reimbursement is available under Plan provisions. Although benefits may not be available under this Plan, Pre-treatment Review is strongly recommended before Incurring Expenses for any Inpatient or Outpatient service, medication, supply or ongoing treatment for:

1. Surgeries:
 - A. Spinal fusions or any other back surgery involving implantable devices;
 - B. Reduction Mammoplasty;
 - C. Blepharoplasty;
 - D. Uvulopalato-pharyngoplasty (UPPP).
 - E. Cochlear Implants
2. Organ or Tissue Transplants.
3. Infertility treatment. (Limits apply)
4. Medical Equipment for costs exceeding \$5,000.
5. Outpatient dialysis.
6. Infusion services. (Limits apply)
7. Obesity treatment.
8. Bariatric Surgery benefits. (Limits apply)
9. Cancer treatments.
10. Commercial or Private Automobile Transportation. (Limits apply)
11. Outpatient Rehabilitative Care (Benefits in excess of 30 visits per twelve months).
12. Surgery that could be considered Cosmetic under some circumstances.
13. Any procedure or service that could possibly be considered Experimental or Investigational.
14. Surgical treatment of TMJ. (Limits apply)
15. Home Health Care services.
16. Residential Treatment Facility.
17. Preventive/Prophylactic Mastectomy/Oophorectomy.
18. Gender Identity Disorder/Gender Dysphoria Services.

To obtain Pre-treatment Review from the Plan, submit the following to the Plan Supervisor via facsimile at (855) 999-3896:

1. A complete description of the procedure(s) or treatment(s) for which review is requested;
2. A complete diagnosis and all medical records regarding the condition that supports the requested procedure(s) or treatment(s) including, but not limited to, informed consent form(s), all lab and/or x-rays, or diagnostic studies;
3. An itemized statement of the cost of such procedure(s) or treatment(s) with corresponding CPT or HCPCS codes;
4. The attending Physician's prescription, if applicable;
5. A Physician's referral letter, if applicable;
6. A letter of Medical Necessity;
7. A written treatment plan; and
8. Any other information deemed necessary to evaluate the request for Pre-treatment Review.

Upon receipt of all required information, the Plan will provide a written response to the written request for Pre-treatment Review of services.

THE BENEFITS QUOTED ARE NOT A GUARANTEE OF PAYMENT. FINAL DETERMINATION AS TO BENEFITS PAID WILL BE MADE AT THE TIME THE CLAIM IS SUBMITTED FOR PAYMENT WITH REVIEW OF NECESSARY MEDICAL RECORDS AND OTHER INFORMATION.

MEDICAL BENEFIT EXCLUSIONS

The General Plan Exclusions and Limitations of the Plan apply to Medical Benefits in addition to the following Medical Benefit Exclusions:

1. Charges for routine medical examinations, routine health check-ups or preventive immunizations not necessary for the treatment of an Injury or Illness, except as specifically listed as a covered benefit.
2. Charges in connection with the care or treatment of, surgery performed for, or as the result of, a Cosmetic procedure. **This exclusion will not apply when such treatment is rendered to correct a condition resulting from an Accidental Injury or an Illness, or when rendered to correct a congenital anomaly.**
3. Charges for services, supplies or treatments or procedures, surgical or otherwise, not recognized as generally accepted and Medically Necessary for the diagnosis and/or treatment of an active Illness or Injury, or which are Experimental or Investigational, except as specifically stated as a covered benefit of this Plan.
4. Charges for termination of Pregnancy, except in accordance with Utah prohibition against public funding for abortions (U.C.A. 76-7-331):
 - A. In the professional judgement of the pregnant woman's attending Physician, the abortion is necessary to save the pregnant woman's life; or
 - B. The Pregnancy is the result of rape or incest reported to law enforcement agencies, unless the woman was unable to report the crime for physical reasons or fear of retaliation; or
 - C. In the professional judgement of the pregnant woman's attending Physician, the abortion is necessary to prevent permanent, irreparable, and grave damage to a major bodily function of the pregnant woman, provided that a caesarian procedure or other medical procedure that could also save the life of the child is not a viable option; or
 - D. The fetus is not viable, or the fetus has a defect that is uniformly diagnosable and uniformly lethal, provided that public funds are not used by the Plan to pay for the procedure; or
 - E. Abortion services in any jurisdiction where the service is illegal by the law of that jurisdiction are excluded regardless.
5. Charges for hospitalization when such confinement occurs primarily for physiotherapy, hydrotherapy, convalescent or rest care, or any routine physical examinations, tests or treatments not connected with the actual Illness or Injury.
6. Charges for Physicians' or Licensed Health Care Providers' fees for any treatment which is not rendered by or in the physical presence of a Physician or Licensed Health Care Provider. **Physicians' and Licensed Health Care Providers' fees for Telemedicine consultations are not covered.**
7. Charges for special duty nursing services are excluded:
 - A. Which would ordinarily be provided by the Hospital staff or its Intensive Care Unit (the Hospital benefit of the Plan pays for general nursing services by Hospital staff); or
 - B. When private duty nurse is employed solely for the convenience of the patient or the patient's Family or for services which would consist primarily of bathing, feeding, exercising, homemaking, moving the patient, giving medication or acting as a companion, sitter or when otherwise deemed not Medically Necessary as requiring skilled nursing care.

8. Charges in connection with the purchase or fitting of eyeglasses or contact lenses, except as specifically listed as a covered service.
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9. Charges for dental treatment on or to the teeth, the nerves or roots of the teeth, gingival tissue or alveolar processes or dental braces, except as specifically listed as a covered service.
10. Charges related to or in connection with fertility studies, sterility studies, procedures to restore or enhance fertility, artificial insemination, or in-vitro fertilization, or any other assisted reproductive technique, including surrogacy, except as specifically listed as a covered service.
11. Charges for recreational counseling or charges for or related to: encounter groups, parental counseling, stress management or relations therapy, educational, social occupational or religious counseling, counseling in the absence of Illness or Injury, counseling with a patient's family, friend(s), employer, school counselor or school teacher.
12. Charges resulting from or in connection with the reversal of a sterilization procedure.
13. Charges in connection with services or supplies provided for the treatment of obesity and weight reduction, except as specifically covered under the Bariatric Surgery Benefit.
14. Charges for chiropractic treatment which are not related to an actual Illness or Injury or which exceed the maximum benefit as stated in the Schedule of Medical Benefits.
15. Charges for naturopathy, holistic medical procedures or rolfing, faith healing, milieu therapy, hypnotherapy, sensitivity training, behavioral modification, biofeedback, electrohypnosis, electrosleep therapy, electronarcosis, ecological or environmental medicine, scream therapy, psychic surgery, channeling, sensory deprivation, thermograph, music, art, dance or recreation therapy, crystal therapy or hypertherapy (therapeutically induced fever) for the treatment of cancer, or other non-Medically Necessary treatment service or supply, except as specifically covered.
16. Charges for hair transplant procedures, or drugs which are prescribed to promote hair growth or remove hair.
17. Charges for treatment, surgery or counseling services for sexual/gender reassignment, except as specifically covered under Gender Dysphoria.
18. Charges for care, treatment, services, supplies or medication in connection with treatment for impotence.
19. Charges for any surgical, medical or Hospital services and/or supplies rendered in connection with radial keratotomy, LASIK or any other procedure designed to correct farsightedness, nearsightedness or astigmatism.
20. Charges related to Custodial Care.
21. Charges for artificial organ implant procedures.
22. Charges for non-prescription supplies or devices, except as covered under the Preventive Care Benefit.

¹⁰ Item 9 (Medical Benefit Exclusions) deleted by Amend #4 eff 1/1/2026

23. Charges for services of a direct-entry midwife or lay midwife or the practice of direct-entry midwifery. A direct-entry midwife is one practicing midwifery and licensed pursuant to state in which services are being performed. "Direct-entry midwife" means a person who advises, attends, or assists a woman during Pregnancy, labor, natural childbirth, or the postpartum period and who is not a licensed Certified Nurse Midwife.
24. Charges for complications that directly result from acting against medical advice, non-compliance with specific Physician's orders or leaving an Inpatient facility against medical advice.
25. Charges for equipment including, but not limited to, motorized wheelchairs or beds, that exceeds the patient's needs for every day living activities as defined by the Americans with Disabilities Act as amended from time to time, unless Medically Necessary by independent review and not primarily for personal convenience.
26. Charges for specialized computer equipment including, but not limited to, Braille keyboards and voice recognition software, unless determined to be Medically Necessary by independent review, and not primarily for personal convenience.
27. Charges for detoxification services or Outpatient therapy under court order or as condition of parole, except when Medically Necessary and as ordered by a Physician.
28. Charges for nutrition-based therapy for Alcoholism or drug addiction.
29. Charges for health care services to treat alcohol or drug co-dependency.
30. Charges for examinations for employment, licensing, insurance, school, camp, sports or adoption purposes.
31. Charges for court ordered examinations or treatment, except when Medically Necessary and as ordered by a Physician.
32. Charges for expenses for examinations and treatment conducted for the purpose of medical research.
33. Charges for FAA and DOT Physicals.
34. Charges for the following (known as a "Never Event") when the condition is a result of patient confinement or surgery:
 - A. Removal of an object left in the body during surgery;
 - B. Catheter-associated urinary tract infection;
 - C. Pressure ulcers;
 - D. Vascular catheter-associated infection;
 - E. Infection inside the chest after coronary artery bypass graft surgery;
 - F. Hospital acquired injuries such as fractures, dislocations, intracranial injuries, crushing injuries and burns; or
 - G. Treatment, amputation or removal of the wrong body part or organ.
35. Charges for voice modification; suction assisted lipoplasty of the waist; blepharoplasty; facial reconstruction or facial feminization surgery; hair removal or other non-Medically Necessary services, care or treatment of Gender Identity Disorder or Gender Dysphoria.

36. Charges for treatment of Gender Identity Disorder/Gender Dysphoria when the services are for reversal of a prior gender reassignment surgery or reversal of a prior surgery to revise secondary sex characteristics.
 37. Charges for services for an Illness, condition, accident or Injury arising from:
 - A. Voluntarily participating in the commission of a felony;
 - B. Voluntarily participating in disorderly conduct, riot, or other breach of the peace;
 - C. Engaging in any conduct involving the illegal use or misuse of a firearm or other deadly weapon;
 - D. Driving or otherwise being in physical control of a car, truck, motorcycle, scooter, off-road vehicle, boat or other motor-driven vehicle where either:
 - 1) A subsequent test shows that the Covered Person or Dependent has either a blood or breath alcohol concentration above the legal limit; or
 - 2) The Covered Person or Dependent had any illegal drug or other illegal substance in the Covered Person's or Dependent's body to a degree that it affected the Covered Person's or Dependent's ability to drive or operate the vehicle safely.
 - E. Driving or otherwise being in physical control of a car, truck, motorcycle, scooter, off-road vehicle, boat or other motor-driven vehicle either without a valid driver's permit or license, if required under the circumstances or without the permission of the owner of the vehicle; or
 - F. A complication of, or as the result of, or as follow-up care for, any Illness, condition, accident, or Injury that is not covered as the result of this exclusion.
- The presence of drugs or alcohol may be determined by tests performed by or for law enforcement, tests performed during diagnosis or treatment, or by other reliable means.
38. Charges for growth hormone therapy, once bone growth is complete.
 39. Charges for diagnostic work-ups to rule out organic disorders.
 40. Charges for or related to fitness for duty.
 41. Charges for long-term acute hospitalization.
 42. Charges for office calls in conjunction with repetitive therapeutic injections.
 43. Charges for treatment therapies for developmental delay or child developmental programs.
 44. Charges for vagus nerve stimulation.
 45. Charges for vocational counseling.
 46. Charges for childbirth education classes, epidemiological and predictive genetic screening, except genetic evaluations for Pregnancy at high risk of genetic disease, amniocentesis or chorionic villi sampling, except for high risk Pregnancy, and medical services for surrogate mothers.
 47. Charges for prolotherapy, proliferation therapy or regenerative injection therapy for pain management.

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¹¹ Item 39 "gene therapy or gene based therapies" (Medical Benefit Exclusions) deleted by Amendment #2 effective 1/1/2025

48. Charges for Phase 3 associated with pulmonary rehabilitation, which includes an independent exercise programs.
49. Charges for rhinoplasty, blepharoplasty or brow lifts, except for rhinoplasty, blepharoplasty to correct a functional condition, or expenses for rhinoplasty to correct a condition as a result of an Accidental Injury.
50. Charges for routine foot care. Treatment of weak, strained, flat, unstable or unbalanced feet, metatarsalgia or bunions (except open cutting operation), and treatment of corns, calluses or toenails (unless needed in treatment of a metabolic or peripheral-vascular disease or as otherwise deemed Medically Necessary).
51. Charges for services of a massage therapist.
52. Charges for blood glucose meters and diabetic supplies. Diabetic supplies are eligible for coverage only as specifically stated under the Pharmacy Benefit of this Plan.
53. Charges for medications used to treat clotting factor deficiencies including, but not limited to, anti-hemophilic factor (recombinant) and coagulation factor medications unless in an emergent Hospital setting. **These medications may be covered under the Pharmacy Benefit of this Plan and may require Prior Authorization through the Plan's Pharmacy Benefit Manager. A one-time exception for coverage of this medication may be allowed under the Medical Benefits in order to provide for adequate transition.**
54. Charges for COVID-19 home tests.
55. Charges for ketamine infusion drugs and Spravato/esketamine and any other ketamine products. This exclusion does not apply to charges for related office visits. Spravato/esketamine may be covered under the Pharmacy Benefit of this Plan and may require Prior Authorization through the Plan's Pharmacy Benefit Manager.

GENERAL PLAN EXCLUSIONS AND LIMITATIONS

The following general exclusions and limitations apply to all Expenses Incurred under this Plan:

1. Charges for services rendered or started, or supplies furnished prior to the effective date of coverage under the Plan, or after coverage is terminated under the Plan, except as specifically provided for in the Plan provisions.
2. Charges which are caused by or arising out of war or act of war, (whether declared or undeclared), civil unrest, armed invasion or aggression, or caused during service in the armed forces of any country.
3. Charges to the extent that the Covered Person could have obtained payment, in whole or in part, if he or she had applied for coverage or obtained treatment under any federal, state or other governmental program or in a treatment facility operated by a government agency, except where required by law, such as for cases of medical emergencies or for coverage provided by Medicaid.
4. Charges by the Covered Person for all services and supplies resulting from any Illness or Injury which occurs in the course of employment for wage or profit, or in the course of any volunteer work when the organization, for whom the Covered Person is volunteering, has elected or is required by law to obtain coverage for such volunteer work under state or federal workers' compensation laws or other legislation, including Employees' compensation or liability laws of the United States (collectively called "Workers' Compensation"). This exclusion applies to all such services and supplies resulting from a work-related Illness or Injury even though:
 - A. Coverage for the Covered Person under Workers' Compensation provides benefits for only a portion of the services Incurred;
 - B. The Covered Person's employer/volunteer organization has failed to obtain such coverage required by law;
 - C. The Covered Person waived his/her rights to such coverage or benefits;
 - D. The Covered Person fails to file a claim within the filing period allowed by law for such benefits;
 - E. The Covered Person fails to comply with any other provision of the law to obtain such coverage or benefits;
 - F. The Covered Person is permitted to elect not to be covered by Workers' Compensation but failed to properly make such election effective; or
 - G. The Covered Person is permitted to elect not to be covered by Workers' Compensation and has affirmatively made that election.

This exclusion will not apply to household and domestic employment, employment not in the usual course of the trade, business, profession or occupation of the Covered Person or Employee, or employment of a Dependent member of an Employee's family for whom an exemption may be claimed by the Employee under the Internal Revenue Code, or in cases in which it is legally impossible to obtain Workers' Compensation coverage for a specific Illness or Injury.
5. Charges for which the Covered Person is not, in the absence of this coverage, legally obligated to pay, or for which a charge would not ordinarily be made in the absence of this coverage.

6. Charges for non-prescription vitamins or nutritional supplements, except as specifically covered under the Preventive Care Benefit.
7. Charges for services or supplies used primarily for Cosmetic, personal comfort, convenience, beautification items, television or telephone use that are not related to treatment of a medical condition.
8. Charges for non-medical expenses such as training, education, instructions or educational materials, even if they are performed, provided or prescribed by a Physician, except as specifically covered.
9. Expenses Incurred by persons other than the Covered Person receiving treatment.
10. Charges in excess of the Eligible Expense.
11. Charges for services rendered by a Physician or Licensed Health Care Provider who is a Close Relative of the Covered Person, or resides in the same household of the Covered Person and who does not regularly charge the Covered Person for services.
12. Charges for professional services on an Outpatient basis in connection with disorders of any type or cause, that can be credited towards earning a degree or furtherance of the education or training of a Covered Person regardless of the diagnosis.
13. Charges for services, treatment or supplies not considered legal in the United States.
14. Charges for travel Expenses Incurred by any person for any reason, except as specifically covered under the Non-Ambulance Travel Benefit.
15. Charges for services, treatments or supplies that may be useful to persons in the absence of Illness or Injury such as air conditioners, purifiers, humidifiers, special furniture, bicycles, whirlpools, dehumidifiers, exercise equipment, health club memberships, concierge provider subscription fees (monthly or annually), app store purchases, or any other membership or subscription fees, whether or not they have been prescribed or recommended by a Physician.
16. Charges for preparation of reports or itemized bills in connection with claims, unless specifically requested and approved by the Plan.
17. Charges for services or supplies that are not specifically listed as a covered benefit of this Plan.
18. Charges for any services or supplies to the extent that benefits are otherwise provided under this Plan, or under any other plan of group benefits that the Participant's Employer contributes to or sponsors.
19. Charges for incidental supplies or common first-aid supplies such as, but not limited to, adhesive tape, bandages, antiseptics, analgesics, etc.
20. Charges for the following treatments, services or supplies:
 - A. Charges related to or connected with treatments, services or supplies that are excluded under this Plan.
 - B. Charges that are the result of any medical complication resulting from a treatment, service or supply which is, or was at the time the charge was incurred, excluded from coverage under this Plan.
21. Charges for treatment, services or supplies not actually rendered to or received and used by the Covered Person.

22. Charges for care required while incarcerated in a federal, state or local penal institution or required while in custody of federal, state or local law enforcement authorities, including work release programs, unless otherwise required by law or regulation.

COORDINATION OF BENEFITS

The Coordination of Benefits provision prevents the payment of benefits which exceed the Allowable Expense. It applies when the Participant or Dependent who is covered by this Plan is or may also be covered by any other plan(s). This Plan will always pay either its benefits in full or a reduced amount which, when added to the benefits payable by the other plan(s), will not exceed 100% of the Allowable Expense. Only the amount paid by this Plan will be charged against the Plan maximums.

In the event of a motor vehicle or premises accident; or an act of violence with the intent to disrupt electronic, communications, or any other business system, this Plan will be secondary to any auto “no-fault” and traditional auto “fault” type contracts, homeowners, commercial general liability insurance and any other medical benefits coverage.

The Coordination of Benefits provision applies whether or not a claim is filed under the other plan or plans. If needed, authorization is hereby given this Plan to obtain information as to benefits or services available from the other plan or plans, or to recover overpayments.

All benefits contained in the Plan Document are subject to this provision.

DEFINITIONS

“Allowable Expense” as used herein means:

1. If the claim as applied to the primary plan is subject to a contracted or negotiated rate, Allowable Expense will be equal to that contracted or negotiated amount.
2. If the claim as applied to the primary plan is not subject to a contracted or negotiated rate, but the claim as applied to the secondary plan is subject to a contracted or negotiated rate, the Allowable Expense will be equal to that contracted or negotiated amount of the secondary plan.
3. If the claim as applied to the primary plan and the secondary plan is not subject to a contracted or negotiated rate, then the Allowable Expense will be equal to the secondary plan’s chosen limits for non-contracted providers.

“Plan” as used herein means any plan providing benefits or services for or by reason of medical, dental or vision treatment, and such benefits or services are provided by:

1. Group insurance or any other arrangement for coverage for Covered Persons in a group whether on an insured or uninsured basis including, but not limited to:
 - A. Hospital indemnity benefits; and
 - B. Hospital reimbursement-type plans which permit the Covered Person to elect indemnity at the time of claims; or
2. Hospital or medical service organizations on a group basis, group practice and other group pre-payment plans; or
3. Hospital or medical service organizations on an individual basis having a provision similar in effect to this provision; or
4. A licensed Health Maintenance Organization (HMO); or
5. Any coverage for students which is sponsored by, or provided through a school or other educational institution; or

6. Any coverage under a governmental program, and any coverage required or provided by any statute; or
7. Automobile insurance; or
8. Individual automobile insurance coverage on an automobile leased or owned by the Company or any responsible third-party tortfeasor; or
9. Individual automobile insurance coverage based upon the principles of “no-fault” coverage; or
10. Homeowner or premise liability insurance, individual or commercial.

“Plan” will be construed separately with respect to each policy, contract, or other arrangement for benefits or services, and separately with respect to that portion of any such policy, contract, or other arrangement which reserves the right to take the benefits or services of other plans into consideration in determining its benefits and that portion which does not.

ORDER OF BENEFIT DETERMINATION

1. **Non-Dependent/Dependent:**

The plan that covers the person as other than a dependent, (e.g., as an employee, member, subscriber, retiree) is primary and the plan that covers the person as a dependent is secondary.

2. **Dependent Child Covered Under More Than One Plan:**

Unless there is a court decree stating otherwise, plans covering a dependent child shall determine the order of benefits as follows:

- A. For a dependent child whose parents are married or are living together, whether or not they have ever been married:
 - 1) The plan of the parent whose birthday falls earlier in the calendar year is the primary plan; or
 - 2) If both parents have the same birthday, the plan that has covered the parent the longest is the primary plan.
- B. For a dependent child whose parents are divorced or separated or are not living together, whether or not they have ever been married:
 - 1) If a court decree states that one of the parents is responsible for the dependent child's health care expenses or health care coverage and the plan of that parent has actual knowledge of those terms, that plan is primary. If the parent with responsibility has no health care coverage for the dependent child's health care expenses, but that parent's spouse does, that parent's spouse's plan is the primary plan. This item shall not apply with respect to any plan year during which benefits are paid or provided before the entity has actual knowledge of the court decree provision;
 - 2) If a court decree states that both parents are responsible for the dependent child's health care expenses or health care coverage, the provisions of subparagraph A of this paragraph shall determine the order of benefit;
 - 3) If a court decree states that the parents have joint custody without specifying that one parent has responsibility for the health care expenses or health care coverage of the dependent child, the provisions of subparagraph A of this paragraph shall determine the order of benefit;

- 4) If there is no court decree allocating responsibility for the child's health care expenses or health care coverage, the order of benefits for the child are as follows:

- a) The plan covering the custodial parent;
- b) The plan covering the custodial parent's spouse;
- c) The plan covering the non-custodial parent; and then
- d) The plan covering the non-custodial parent's spouse.

- C. For a dependent child covered under more than one plan of individuals who are not the parents of the child, the order of benefits shall be determined, as applicable, under subparagraph a or b of this paragraph as if those individuals were parents of the child.
- D. For a dependent child who has coverage under either or both parents' plans and also has his or her own coverage as a dependent under a spouse's plan, the rule in paragraph 5 applies.
- E. In the event the dependent child's coverage under the spouse's plan began on the same date as the dependent child's coverage under either or both parent's plans, the order of benefits shall be determined by applying the birthday rule in subparagraph A to the dependent child's parent(s) and the dependent's spouse.

3. **Active Employee or Retired or Laid-Off Employee**

- A. The plan that covers a person as an active employee that is an employee who is neither laid-off nor retired or as a dependent of an active employee is the primary plan. The plan covering that same person as a retired or laid-off employee or as a dependent of a retired or laid-off employee is the secondary plan.
- B. If the other plan does not have this rule, and as a result, the plans do not agree on the order of benefits, this rule is ignored.
- C. This rule does not apply if the rule in paragraph 1 can determine the order of benefits.

4. **COBRA or State Continuation Coverage:**

- A. If a person whose coverage is provided pursuant to COBRA or under a right of continuation pursuant to state or other federal law is covered under another plan, the plan covering the person as an employee, member, subscriber or retiree or covering the person as a dependent of an employee, member, subscriber or retiree is the primary plan and the plan covering the same person pursuant to COBRA or under a right of continuation pursuant to state or other federal law is the secondary plan.
- B. If the other plan does not have this rule, and if, as a result, the plans do not agree on the order of benefits, this rule is ignored.
- C. This rule does not apply if the rule in paragraph 1 can determine the order of benefits.

5. **Longer or Shorter Length of Coverage**

- A. If the preceding rules do not determine the order of benefits, the plan that covered the person for the longer period of time is the primary plan and the plan that covered the person for the shorter period of time is the secondary plan.
- B. To determine the length of time a person has been covered under a plan, two successive plans shall be treated as one if the covered person was eligible under the second plan within twenty-four (24) hours after coverage under the first plan ended.

- C. The start of a new plan does not include:
 - 1) A change in the amount or scope of a plan's benefits;
 - 2) A change in the entity that pays, provides or administers the plan's benefits; or
 - 3) A change from one type of plan to another, such as, from a single employer plan to a multiple employer plan.
 - D. The person's length of time covered under a plan is measured from the person's first date of coverage under that plan. If that date is not readily available for a group plan, the date the person first became a member of the group shall be used as the date from which to determine the length of time the person's coverage under the present plan has been in force.
6. If none of the preceding rules determines the order of benefits, the Allowable Expense shall be shared equally between the plans.

COORDINATION WITH MEDICARE

Medicare Part A and Part B will be considered a plan for the purposes of coordination of benefits. This Plan will coordinate benefits with Medicare whether or not the Covered Person is actually receiving Medicare Benefits. This means that this Plan will only pay the amount that Medicare would not have covered, even if the Covered Person does not elect to be covered under Medicare. Note: Failure to enroll in Medicare Part B or Part D when a person is initially eligible may result in the person being assessed a significant surcharge by Medicare for late enrollment in Part B or Part D.

1. For Working Aged

A covered Employee who is eligible for Medicare Part A, Part B or Part D as a result of age may be covered under this Plan and be covered under Medicare, in which case this Plan will pay primary. A covered Employee, eligible for Medicare Part A, Part B or Part D as a result of age, may elect not to be covered under this Plan. If such election is made, coverage under this Plan will terminate.

A covered Dependent, eligible for Medicare Part A, Part B or Part D as a result of age, of a covered Employee may also be covered under this Plan and be covered under Medicare, in which case this Plan again will pay primary. A covered Dependent, eligible for Medicare Part A, Part B or Part D as a result of age, may elect not to be covered under this Plan. If such election is made, coverage under this Plan will terminate.

2. For Covered Persons who are Disabled

For plans with 100 Employees or more, this Plan is primary and Medicare will be secondary for the covered Employee or any covered Dependent who is eligible for Medicare by reason of disability, if the Employee is actively employed by the Employer.

For plans with 100 Employees or more, this Plan is secondary and Medicare will be primary for the covered Employee or any covered Dependent who is eligible for Medicare by reason of disability if the Employee is retired or otherwise not actively working for the employer.

3. For Covered Persons with End Stage Renal Disease

Except as stated below*, for Employees and their Dependents, if Medicare eligibility is due solely to End Stage Renal Disease (ESRD), this Plan will be primary only during the first thirty (30) months of Medicare coverage. Thereafter, this Plan will be secondary with respect to Medicare coverage, unless after the thirty-month period described above, the Covered Person has no dialysis for a period of twelve (12) consecutive months and:

- A. Then resumes dialysis, at which time this Plan will again become primary for a period of thirty (30) months; or

- B. The Covered Person undergoes a kidney transplant, at which time this Plan will again become primary for a period of thirty (30) months.

*If a Covered Person is covered by Medicare as a result of disability, and Medicare is primary for that reason on the date the Covered Person becomes eligible for Medicare as a result of End Stage Renal Disease, Medicare will continue to be primary and this Plan will be secondary.

COORDINATION WITH MEDICAID

If a Covered Person is also entitled to and covered by Medicaid, this Plan will always be primary and Medicaid will always be secondary coverage.

COORDINATION WITH TRICARE/CHAMPVA

If a Covered Person is also entitled to and covered under TRICARE/CHAMPVA, this Plan will always be primary and TRICARE/CHAMPVA will always be secondary coverage. TRICARE coverage will include programs established under its authority, known as TRICARE Standard, TRICARE Extra and TRICARE Prime.

If the Covered Person is eligible for Medicare and entitled to veterans benefits through the Department of Veterans Affairs (VA), this Plan will always be primary and the VA will always be secondary for non-service connected medical claims. For these claims, this Plan will make payment to the VA as though this Plan was making payment secondary to Medicare.

PROCEDURES FOR CLAIMING BENEFITS

Claims must be submitted to the Plan within twelve (12) months after the date services or treatments are received or completed. Non-electronic claims may be submitted on any approved claim form, available from the provider. The claim must be completed in full with all the requested information. A complete claim must include the following information:

- Date of service;
- Name of the Participant;
- Name and date of birth of the patient receiving the treatment or service and his/her relationship to the Participant;
- Diagnosis [code] of the condition being treated;
- Treatment or service [code] performed;
- Amount charged by the provider for the treatment or service; and
- Sufficient documentation, in the sole determination of the Plan Administrator, to support the Medical Necessity of the treatment or service being provided and sufficient to enable the Plan Supervisor to adjudicate the claim pursuant to the terms and conditions of the Plan.

When completed, the claim must be sent to the Plan Supervisor, Allegiance Benefit Plan Management, Inc., at PO Box 21074, Eagan, Minnesota 55121, (406) 721-2222 or (855) 999-2279 or through any electronic claims submission system or clearinghouse to which Allegiance Benefit Plan Management, Inc. has access.

A claim will not, under any circumstances, be considered for payment of benefits if initially submitted to the Plan more than twelve (12) months from the date that services were incurred.

Upon termination of the Plan, final claims must be received within three (3) months of the date of termination, unless otherwise established by the Plan Administrator.

CLAIMS WILL NOT BE DEEMED SUBMITTED UNTIL RECEIVED BY THE PLAN SUPERVISOR.

The Plan will have the right, in its sole discretion and at its own expense, to require a claimant to undergo a medical examination, when and as often as may be reasonable, and to require the claimant to submit, or cause to be submitted, any and all medical and other relevant records it deems necessary to properly adjudicate the claim.

CLAIM DECISIONS ON CLAIMS AND ELIGIBILITY

Claims will be considered for payment according to the Plan's terms and conditions, industry-standard claims processing guidelines and administrative practices not inconsistent with the terms of the Plan. The Plan may, when appropriate or when required by law, consult with relevant health care professionals and access professional industry resources in making decisions about claims that involve specialized medical knowledge or judgment. Initial eligibility and claims decisions will be made within the time periods stated below. For purposes of this section, "Covered Person" will include the claimant and the claimant's Authorized Representative; "Covered Person" does not include a health care provider or other assignee, and said health care provider or assignee does not have an independent right to appeal an Adverse Benefit Determination simply by virtue of the assignment of benefits.

"Authorized Representative" means a representative authorized by the claimant to act on their behalf in pursuing a benefit claim or appeal of an Adverse Benefit Determination. The claimant must authorize the representative in writing, and this written authorization must be provided to the Plan. The Plan will recognize this Authorized Representative when the Plan receives the written authorization.

INFORMATION REGARDING URGENT CARE CLAIMS IS PROVIDED UNDER THE DISCLOSURE REQUIREMENTS OF APPLICABLE LAW; THE PLAN DOES NOT MAKE TREATMENT DECISIONS. ANY DECISION TO RECEIVE TREATMENT MUST BE MADE BETWEEN THE PATIENT AND HIS OR HER HEALTHCARE PROVIDER; HOWEVER, THE PLAN WILL ONLY PAY BENEFITS ACCORDING TO THE TERMS, CONDITIONS, LIMITATIONS AND EXCLUSIONS OF THIS PLAN.

1. **Urgent Care Claims** - An Urgent Care Claim is any claim for medical care or treatment with respect to which:
 - A. In the judgment of a prudent layperson possessing an average knowledge of health and medicine could seriously jeopardize the life or health of the claimant or the ability of the claimant to regain maximum function; or
 - B. In the opinion of a Physician with knowledge of the claimant's medical condition, would subject the claimant to severe pain that cannot be adequately managed without the care or treatment that is the subject of the claim.

There are no Urgent Care requirements under this Plan and therefore, there are no rights to appeal a pre-service Urgent Care Claim denial.

2. **Pre-Service Claims** - Pre-Service Claims must be submitted to the Plan before the Covered Person receives medical treatment or service. A Pre-Service Claim is any claim for a medical benefit which the Plan terms condition the Covered Person's receipt of the benefit, in whole or in part, on approval of the benefit before obtaining treatment. Pre-Service Claims are procedures stated in the Plan Document which, the Plan recommends be utilized before a Covered Person obtains medical care.
3. **Post-Service Claims** - A Post-Service Claim is any claim for a medical benefit under the Plan with respect to which the terms of the Plan do not condition the Covered Person's receipt of the benefit, or any part thereof, on approval of the benefit prior to obtaining medical care, and for which medical treatment has been obtained prior to submission of the claim(s).

In most cases, initial claims decisions on Post-Service Claims will be made within thirty (30) days of the Plan's receipt of the claim. The Plan will provide timely notice of the initial determination once sufficient information is received to make an initial determination, but no later than thirty (30) days after receiving the claim.

4. **Concurrent Care Review** - For patients who face early termination or reduction of benefits for a course of treatment previously certified by the Plan, a decision by the Plan to reduce or terminate benefits for ongoing care is considered an Adverse Benefit Determination. (Note: Exhaustion of the Plan's benefit maximums is not an Adverse Benefit Determination.) The Plan will notify the Covered Person sufficiently in advance to allow an appeal for uninterrupted continuing care before the benefit is reduced or terminated. Any request to extend an Urgent Care course of treatment beyond the initially prescribed period of time must be decided within twenty-four (24) hours of the Plan's receipt of the request. The appeal for ongoing care or treatment must be made to the Plan at least twenty-four (24) hours prior to the expiration of the initially-prescribed period.
5. **Claims for Payment Disputes for Non-Network Emergency Air Ambulance, Emergency Use of an Emergency Room and Non-Network Physicians and Licensed Health Care Providers While Providing Services Over Which the Covered Person Has No Control** - For providers in this category, the Plan will pay an amount equal to the Median network fee for the same service in the same geographic area. Once payment is made by the Plan, the provider will have thirty (30) days from the date of payment to contact the Plan Supervisor and attempt to negotiate a different payment amount. Failure to contact the Plan Supervisor within such thirty (30) days will result in the amount paid by the Plan being considered payment in full for all purposes. If negotiations are attempted within thirty (30) days but cannot be resolved within that time, the provider may follow the applicable federal or state rules to seek mediation (Independent Dispute Resolution) of the fee amount. The mediators decision shall be binding on the Plan and the provider.

APPEALING AN UN-REIMBURSED PHARMACY CLAIM¹²

Send Pharmacy appeals to: Kroger Prescription Plans; 1014 Vine Street, 16th Floor; Cincinnati, Ohio 45202; Fax: (866) 762-1014; Email: RxPlans@kroger.com.

APPEALING AN UN-REIMBURSED PRE-SERVICE CLAIM

If a claim is denied in whole or in part, the Covered Person will receive written notification of the Adverse Benefit Determination. A claim denial will be provided by the Plan showing:

1. The reason the claim was denied;
2. Reference(s) to the specific Plan provision(s) or rule(s) upon which the decision was based which resulted in the Adverse Benefit Determination;
3. Any additional information needed to perfect the claim and why such information is needed; and
4. An explanation of the Covered Person's right to appeal the Adverse Benefit Determination for a full and fair review and the right to bring a civil action following an Adverse Benefit Determination on appeal.

If a Covered Person does not understand the reason for any Adverse Benefit Determination, he or she should contact the Plan Supervisor at the address or telephone number shown on the claim denial.

The Covered Person must appeal the Adverse Benefit Determination before the Covered Person may exercise his or her right to bring a civil action. This Plan provides two (2) levels of benefit determination review and the Covered Person must exercise both levels of review before bringing a civil action.

To initiate the first level of benefit review, the Covered Person must submit in writing an appeal or a request for review of the Adverse Benefit Determination to the Plan within one hundred eighty (180) days after the Adverse Benefit Determination. The Covered Person should include any additional information supporting the appeal or the information required by the Plan which was not initially provided and forward it to the Plan Supervisor within the 180-day time period. Failure to appeal the Adverse Benefit Determination within the 180-day time period will render the determination final. Any appeal received after the 180-day time period has expired will receive no further consideration.

Appeals or requests for review of Adverse Benefit Determinations must be submitted to the Plan in writing to Allegiance Benefit Plan Management Appeals, PO Box 21222, Eagan, Minnesota 55121. Supporting materials may be submitted via mail, electronic claims submission process, facsimile (fax) or electronic mail (e-mail).

¹² "Appealing An Un-Reimbursed Pharmacy Claim" (Procedures for Claiming Benefits) added by Amend #2 eff 1/1/2025

1. **First Level of Benefit Determination Review**

The first level of benefit determination review is done by the Plan Supervisor. The Plan Supervisor will research the information initially received and determine if the initial determination was appropriate based on the terms and conditions of the Plan and other relevant information. Notice of the decision on the first level of review will be sent to the Covered Person within fifteen (15) days following the date the Plan Supervisor receives the request for reconsideration.

If, based on the Plan Supervisor's review, the initial Adverse Benefit Determination remains the same and the Covered Person does not agree with that benefit determination, the Covered Person must initiate the second level of benefit review. The Covered Person must request the second review in writing and send it to the Plan Supervisor, not later than sixty (60) days after receipt of the Plan Supervisor's decision from the first level of review. Failure to initiate the second level of benefit review within the 60-day time period will render the determination final.

2. **Second Level of Benefit Determination Review**

The Benefits Administrator will review the claim in question along with the additional information submitted by the Covered Person. The Plan will conduct a full and fair review of the claim by the Benefits Administrator who is neither the original decision-maker nor the decision-maker's subordinate. The Benefits Administrator cannot give deference to the initial benefit determination. The Benefits Administrator may, when appropriate or if required by law, consult with relevant health care professionals in making decisions about appeals that involve specialized medical judgment. Where the appeal involves issues of Medical Necessity or experimental treatment, the Benefits Administrator will consult with a health care professional with appropriate training who was neither the medical professional consulted in the initial determination or his or her subordinate.

After a full and fair review of the Covered Person's appeal, the Plan will provide a written or electronic notice of the final benefit determination, which contains the same information as notices for the initial determination, within fifteen (15) days.

If more time or information is needed to make a determination for a pre-service or post-service appeal, the Plan Supervisor will provide notice in writing to request an extension of up to fifteen (15) days and to specify any additional information needed to complete the review.

In the event any new or additional information is considered, relied upon or generated in connection with the appeal, the Plan will provide this information to the Covered Person as soon as possible, free of charge and sufficiently in advance of the decision, so that the Covered Person will have an opportunity to respond. Also, if any new or additional rationale is considered for a denial it will be provided to the Covered Person as soon as possible and sufficiently in advance of the decision to allow a reasonable opportunity to respond.

If an appeal decision is not made and issued within the time period described above, or if the Plan fails to meet any of the requirements of this appeal process, the Covered Person may deem the appeal to be exhausted and proceed to the external review or bring a civil action. The Covered Person should contact the Plan Administrator to ask for confirmation that the Covered Person's appeal has been denied, or to request an External Review.

INDEPENDENT EXTERNAL REVIEW FOR A PRE-SERVICE CLAIM

After exhaustion of all appeal rights stated above, a Covered Person may also request a final independent external review of any Adverse Benefit Determination involving a question of Medical Necessity, or other issue requiring medical expertise for resolution.

To assert this right to independent external medical review, the Covered Person must request such review in writing within one hundred twenty (120) days after a decision is made upon the second level benefit determination above.

If an independent external review is requested, the Plan Supervisor will forward the entire record on appeal, within ten (10) days, to an independent external review organization (IRO) selected randomly. The IRO will notify the Covered Person of its procedures to submit further information.

The IRO will issue a final decision within forty-five (45) days after receipt of all necessary information.

The decision of the IRO will be final and binding except that the Covered Person shall have an additional right to appeal the matter to a court with jurisdiction.

APPEALING AN UN-REIMBURSED POST-SERVICE CLAIM

If a claim is denied in whole or in part, the Covered Person will receive written notification of the Adverse Benefit Determination. A claim Explanation of Benefits (EOB) will be provided by the Plan showing:

1. The reason the claim was denied;
2. Reference(s) to the specific Plan provision(s) or rule(s) upon which the decision was based which resulted in the Adverse Benefit Determination;
3. Any additional information needed to perfect the claim and why such information is needed; and
4. An explanation of the Covered Person's right to appeal the Adverse Benefit Determination for a full and fair review and the right to bring a civil action following an Adverse Benefit Determination on appeal.

If a Covered Person does not understand the reason for any Adverse Benefit Determination, he or she should contact the Plan Supervisor at the address or telephone number shown on the EOB form.

The Covered Person must appeal the Adverse Benefit Determination before the Covered Person may exercise his or her right to bring a civil action. This Plan provides two (2) levels of benefit determination review and the Covered Person must exercise both levels of review before bringing a civil action.

To initiate the first level of benefit review, the Covered Person must submit in writing an appeal or a request for review of the Adverse Benefit Determination to the Plan within one hundred eighty (180) days after the Adverse Benefit Determination. The Covered Person should include any additional information supporting the appeal or the information required by the Plan which was not initially provided and forward it to the Plan Supervisor within the 180-day time period. Failure to appeal the Adverse Benefit Determination within the 180-day time period will render the determination final. Any appeal received after the 180-day time period has expired will receive no further consideration.

Appeals or requests for review of Adverse Benefit Determinations must be submitted to the Plan in writing to Allegiance Benefit Plan Management Appeals, PO Box 21222, Eagan, Minnesota 55121. Supporting materials may be submitted via mail, electronic claims submission process, facsimile (fax) or electronic mail (e-mail).

1. **First Level of Benefit Determination Review**

The first level of benefit determination review is done by the Plan Supervisor. The Plan Supervisor will research the information initially received and determine if the initial determination was appropriate based on the terms and conditions of the Plan and other relevant information. Notice of the decision on the first level of review will be sent to the Covered Person within thirty (30) days following the date the Plan Supervisor receives the request for reconsideration.

If, based on the Plan Supervisor's review, the initial Adverse Benefit Determination remains the same and the Covered Person does not agree with that benefit determination, the Covered Person must initiate the second level of benefit review. The Covered Person must request the second review in writing and send it to the Plan Supervisor, not later than sixty (60) days after receipt of the Plan Supervisor's decision from the first level of review. Failure to initiate the second level of benefit review within the 60-day time period will render the determination final.

2. **Second Level of Benefit Determination Review**

The Benefits Administrator will review the claim in question along with the additional information submitted by the Covered Person. The Plan will conduct a full and fair review of the claim by the Benefits Administrator who is neither the original decision-maker nor the decision-maker's subordinate. The Benefits Administrator cannot give deference to the initial benefit determination. The Benefits Administrator may, when appropriate or if required by law, consult with relevant health care professionals in making decisions about appeals that involve specialized medical judgment. Where the appeal involves issues of Medical Necessity or experimental treatment, the Benefits Administrator will consult with a health care professional with appropriate training who was neither the medical professional consulted in the initial determination or his or her subordinate.

After a full and fair review of the Covered Person's appeal, the Plan will provide a written or electronic notice of the final benefit determination within a reasonable time, but no later than thirty (30) days from the date the appeal is received by the Plan at each level of review.

All claim payments are based upon the terms contained in the Plan Document, on file with the Plan Administrator and the Plan Supervisor. The Covered Person may request, free of charge, more detailed information, names of any medical professionals consulted and copies of relevant documents, as defined in and required by law, which were used by the Plan to adjudicate the claim.

If more time or information is needed to make a determination for a pre-service or post-service appeal, the Plan Supervisor will provide notice in writing to request an extension of up to fifteen (15) days and to specify any additional information needed to complete the review.

In the event any new or additional information is considered, relied upon or generated in connection with the appeal, the Plan will provide this information to the Covered Person as soon as possible, free of charge and sufficiently in advance of the decision, so that the Covered Person will have an opportunity to respond. Also, if any new or additional rationale is considered for a denial it will be provided to the Covered Person as soon as possible and sufficiently in advance of the decision to allow a reasonable opportunity to respond.

If an appeal decision is not made and issued within the time period described above, or if the Plan fails to meet any of the requirements of this appeal process, the Covered Person may deem the appeal to be exhausted and proceed to the external review or bring a civil action. The Covered Person should contact the Plan Administrator to ask for confirmation that the Covered Person's appeal has been denied, or to request an External Review.

INDEPENDENT EXTERNAL REVIEW FOR A POST-SERVICE CLAIM

After exhaustion of all appeal rights stated above, a Covered Person may also request a final independent external review of any Adverse Benefit Determination involving a question of Medical Necessity, or other issue requiring medical expertise for resolution.

To assert this right to independent external medical review, the Covered Person must request such review in writing within one hundred twenty (120) days after a decision is made upon the second level benefit determination above.

If an independent external review is requested, the Plan Supervisor will forward the entire record on appeal, within ten (10) days, to an independent external review organization (IRO) selected randomly. The IRO will notify the Covered Person of its procedures to submit further information.

The IRO will issue a final decision within forty-five (45) days after receipt of all necessary information.

The decision of the IRO will be final and binding except that the Covered Person shall have an additional right to appeal the matter to a court with jurisdiction.

ELIGIBILITY PROVISIONS

If both spouses are employed by the Company, and both are eligible for Dependent Coverage, either spouse, but not both, may elect Dependent Coverage for their eligible Dependents. No one can be covered under this Plan as both an Employee and a Dependent. No one can be covered under this Plan as a Dependent by more than one Participant.

EMPLOYEE ELIGIBILITY

An Employee becomes eligible under this Plan for each classification of employees as follows:

1. Class I: Is employed by the Company on a continuing and regular basis for at least twenty (20) hours per week; or
2. Class II: Is employed by the Company as a variable hour Employee, and completes a Measurement Period of twelve (12) consecutive months, during which the variable hour Employee averages thirty (30) hours per week of actual work and/or paid leave, FMLA leave or jury duty whether paid or not, for twelve (12) consecutive months.

“Measurement Period” is the period of time adopted by the Plan for variable hour Employees during which such Employees’ work hours and applicable leave are measured to determine whether such Employees are eligible for coverage.

An Employee is not eligible while on active military duty if that duty exceeds a period of thirty-one (31) consecutive days.

WAITING PERIOD

With respect to an eligible Employee, coverage under the Plan will not start until the Employee completes a Waiting Period. The Waiting Period commences with the date the Employee meets the eligibility requirements stated above (Enrollment Date) and ends for each classification of Employees as follows:

1. Class I: For full-time Employees, the last day of the month following thirty (30) days from the Enrollment Date.
2. Class II: For variable hour Employees, the last day of the month following thirty (30) days from the end of the Measurement Period defined in Employee Eligibility subsection above. If elected, coverage under this section shall continue for a period of not more than twelve (12) consecutive months provided the Participant remains employed by the Employer regardless of the number of hours worked during that time period. This period of time is the Coverage Period.

For a Class I Employee only, an ineligible Employee who has an employment status change which makes him/her eligible for coverage will be given credit for days of employment with the Company as an ineligible Employee which credit will be applied toward the Waiting Period. The effective date of coverage will be the date the Employee meets the eligibility requirements stated above (Enrollment Date), which the thirty (30) hours per week period will be reduced on a day-for-day basis by days employed by the Company as an ineligible Employee.

DEPENDENT ELIGIBILITY¹³

An eligible Dependent includes any person who is a citizen, resident alien, or is otherwise legally present in the United States or in any other jurisdiction that the related Participant has been assigned by the Employer, and who is either:

1. The Participant's legal spouse, according to the marriage laws of the state where the marriage was first solemnized or established. Proof of legal marriage must be furnished to the Plan Administrator upon request, including a copy of the Participant's most recent Federal tax return and signed Affidavit.

An eligible Dependent does not include a spouse who is legally separated or divorced from the Participant and has a court order or decree stating such from a court of competent jurisdiction.

2. The Participant's Dependent child who meets all of the following Required Eligibility Conditions:
 - A. Is a natural child; step-child; legally adopted child; a child who has been Placed for Adoption with the Participant and for whom as part of such placement the Participant has a legal obligation for the partial or full support of such child, including providing coverage under the Plan pursuant to a written agreement; and
 - B. Is less than twenty-six (26) years of age. This requirement is waived if the Participant's Dependent child is mentally handicapped/challenged or physically handicapped/challenged, provided that the child is unmarried, incapable of self-supporting employment and is chiefly dependent upon the Participant for support and maintenance. Proof of incapacity must be furnished to the Plan Administrator upon request, and additional proof may be required from time to time.
3. The Participant's Dependent under guardianship who is a person for whom the Participant has been appointed the legal guardian by a court of competent jurisdiction and is less than nineteen (19) years of age, subject to the applicable terms of the legal guardianship and/or applicable state law.

An eligible Dependent does not include a spouse of the Dependent child or a child of the Dependent child.

PARTICIPANT ELIGIBILITY FOR DEPENDENT COVERAGE

Each Employee will become eligible for Dependent Coverage on the latest of:

1. The date the Employee becomes eligible for Participant coverage; or
2. The date on which the Employee first acquires a Dependent.

¹³ "Dependent Eligibility" (Eligibility Provisions) replaced by Amendment #6 effective 1/1/2026

EFFECTIVE DATE OF COVERAGE

All coverage under the Plan will commence at 12:01 A.M. in the time zone in which the Covered Person permanently resides, on the date such coverage becomes effective.

PARTICIPANT COVERAGE

Participant coverage under the Plan will become effective on the first day immediately after the Employee satisfies the applicable eligibility requirements and Waiting Period. If these requirements are met, the Employee must be offered coverage or an opportunity to waive coverage even if the offer is after the date coverage should become effective, regardless of the time that has elapsed, provided that the reason coverage was not offered before the end of the Waiting Period was as a result of an administrative error on the part of the Employer, Plan Administrator or Plan Supervisor.

An eligible Employee who declines Participant coverage under the Plan during the Initial Enrollment Period will only be able to become covered during an Open Enrollment Period or Special Enrollment Period.

A variable hour Employee will remain covered for a period of time not to exceed twelve (12) months from the effective date of coverage (the Coverage Period) regardless of the number of hours worked and applicable leave, as long as the individual remains employed by the Company. At the end of the Coverage Period, if the individual remains employed as a variable hour Employee and averages at least thirty (30) hours per week during the Coverage Period, the individual will remain covered for a period of time not to exceed an additional twelve (12) months.

"Coverage Period" is the maximum period of time variable hour Employees can be covered under the Plan as active Employees after completion of a Measurement Period as defined in the Eligibility Provisions under the Employee Eligibility subsection.

DEPENDENT COVERAGE

Each Participant who requests Dependent Coverage on the Plan's enrollment platform will become covered for Dependent Coverage as follows:

1. On the Participant's effective date of coverage, if application for Dependent Coverage is made on the same enrollment platform used by the Participant to enroll for coverage. This subsection applies only to Dependents who are eligible on the Participant's effective date of coverage.
2. In the event a Dependent is acquired after the Participant's effective date of coverage as a result of a legal guardianship or in the event that a Participant is required to provide coverage as a result of a valid court order, or if the Dependent is acquired as a result of operation of law, Dependent Coverage will begin on the date in which the Plan receives the enrollment form and copy of said court order, if applicable.

OPEN ENROLLMENT PERIOD

The Open Enrollment Period will generally be during the month of October or November, as determined by the Plan Administrator, of each year during which an Employee and the Employee's eligible Dependents, who are not covered under this Plan may request Participant or Dependent coverage. Coverage must be requested on the Plan's enrollment platform.

Coverage requested during any Open Enrollment Period will begin on January 1 immediately following the Open Enrollment Period.

SPECIAL ENROLLMENT PERIOD

In addition to other enrollment times allowed by this Plan, certain persons may enroll during the Special Enrollment Periods described below.

Coverage will become effective on the date of the event if the Employee makes a special enrollment request, verbally or in writing, within thirty (30) days of any special enrollment event and application for such coverage is made on the Plan's enrollment platform within sixty (60) days of the event.

1. An eligible Employee who is not enrolled and eligible Dependents, including step children, who are acquired under the following specific events may enroll and become covered:
 - A. Marriage to the Employee; or
 - B. Birth of the Employee's child; or
 - C. Adoption of a child by the Employee, provided the child is under the age of 19; or
 - D. Placement for Adoption with the Employee, provided such Employee has a legal obligation for the partial or full support of such child, including providing coverage under the Plan pursuant to a written agreement and the child is under the age of 19.
2. A Participant may enroll eligible Dependents, including step children, who are acquired under the following specific events:
 - A. Marriage to the Participant; or
 - B. Birth of the Participant's child; or
 - C. Adoption of a child by the Participant, provided the child is under the age of 19; or
 - D. Placement for Adoption with the Employee, provided such Employee has a legal obligation for the partial or full support of such child, including providing coverage under the Plan pursuant to a written agreement and the child is under the age of 19.
3. The spouse of a Participant (Covered Employee) may enroll and become covered under the following specific events:
 - A. Marriage to the Participant; or
 - B. Birth of the Participant's child; or
 - C. Adoption of a child by the Participant, provided the child is under the age of 19; or
 - D. Placement for Adoption with the Employee, provided such Employee has a legal obligation for the partial or full support of such child, including providing coverage under the Plan pursuant to a written agreement and the child is under the age of 19.

4. The following individuals may enroll and become covered when coverage under another health care plan or health insurance is terminated due to loss of eligibility or if employer contributions to the other coverage have been terminated (Loss of Coverage), subject to the following:

- A. If the eligible Employee loses coverage, the eligible Employee who lost coverage and any eligible Dependents of the eligible Employee may enroll and become covered.
- B. If an eligible Dependent loses coverage, the eligible Dependent who lost coverage and the eligible Employee may enroll and become covered.

Further, Loss of Coverage means only one of the following:

- A. COBRA Continuation Coverage under another plan and the maximum period of COBRA Continuation Coverage under that other plan has been exhausted; or
- B. Group or insurance health coverage that has been terminated as a result of termination of employer contributions* towards that other coverage; or
- C. Group or insurance health coverage (includes other coverage that is Medicare) that has been terminated only as a result of a loss of eligibility for coverage for any of the following:
 - 1) Legal separation or divorce of the eligible Employee;
 - 2) Cessation of Dependent status;
 - 3) Death of the eligible Employee;
 - 4) Termination of employment of the eligible Dependent;
 - 5) Reduction in the number of hours of employment of the eligible Dependent;
 - 6) Termination of the eligible Dependent's employer's plan; or
 - 7) Any loss of eligibility after a period that is measured by reference to any of the foregoing; or
 - 8) Any loss of eligibility for individual or group coverage because the eligible Employee or Dependent no longer resides, lives or works in the service area of the Health Maintenance Organization (HMO) or other such plan.

*Employer contributions include contributions by any current or former employer that was contributing to the other non-COBRA coverage.

A loss of eligibility for coverage does not occur if coverage was terminated due to a failure of the Employee or Dependent to pay premiums on a timely basis or coverage was terminated for cause.

5. Individuals may enroll and become covered when coverage under Medicaid or any state children's insurance program recognized under the Children's Health Insurance Program Reauthorization Act of 2009 is terminated due to loss of eligibility, subject to the following:

- A. A request for enrollment must be made either verbally or in writing within sixty (60) days after this special enrollment event, and written application for such coverage must be made within ninety (90) days after such event.
- B. If the eligible Employee loses coverage, the eligible Employee who lost coverage and any eligible Dependents of the eligible Employee may enroll and become covered.
- C. If an eligible Dependent loses coverage, the eligible Dependent who lost coverage and the eligible Employee may enroll and become covered.

6. Individuals who are eligible for coverage under this Plan may enroll and become covered on the date they become entitled to a Premium Assistance Subsidy authorized under the Children's Health Insurance Program Reauthorization Act of 2009. The date of entitlement shall be the date stated in the Premium Assistance Authorization entitlement notice issued by the applicable state agency (CHIP or Medicaid). A request for enrollment, either verbal or in writing, must be made within sixty (60) days after this special enrollment event, and written application for such coverage must be made in writing within ninety (90) days after such event.

For any Special Enrollment event, the Participant may also elect to change coverage options to any coverage option offered by the Plan. The Coverage Option for the Dependent must be the same as the Participant.

CHANGE IN STATUS

If a Covered Dependent under this Plan becomes an eligible Employee of the Company, he/she may continue his/her coverage as a Dependent or elect to be covered as a Participant.

If an eligible Employee who is covered as a Participant of this Plan ceases to be an Employee of the Company, but is eligible to be covered as a Dependent under another Employee/Participant, he/she may elect to continue his/her coverage as a Dependent of such Employee/Participant.

Application for coverage due to a Change in Status must be made on the Plan's enrollment platform, within sixty (60) days immediately following the date the Employee becomes or ceases to be an eligible Employee. A Change in Status will not be deemed to be a break or termination of coverage and will not operate to reduce or increase any coverage or accumulations toward satisfaction of the deductible and Out-of-Pocket Maximum to which the Covered Person was entitled prior to the Change in Status.

QUALIFIED MEDICAL CHILD SUPPORT ORDER PROVISION

PURPOSE

Pursuant to Section 609(a) of ERISA, the Plan Administrator adopts the following procedures to determine whether Medical Child Support Orders are qualified in accordance with ERISA's requirements, to administer payments and other provisions under Qualified Medical Child Support Orders (QMCSO), and to enforce these procedures as legally required. Employer adopts ERISA standards to comply with child support enforcement obligation of Part D of Title IV of the Social Security Act of 1975 as amended.

DEFINITIONS

For QMCSO requirements, the following definitions apply:

1. "Alternate Recipient" means any child of a Participant who is recognized under a Medical Child Support Order as having a right to enroll in this Plan with respect to the Participant.
2. "Medical Child Support Order" means any state or court judgment, decree or order (including approval of settlement agreement) issued by a court of competent jurisdiction, or issued through an administrative process established under State law and which has the same force and effect of law under applicable State law and:
 - A. Provides for child support for a child of a Participant under this Plan;
 - B. Provides for health coverage for such a child under state domestic relations laws (including community property laws) and relates to benefits under this Plan; and
 - C. Is made pursuant to a law relating to medical child support described in Section 1908 of the Social Security Act.
3. "Plan" means this self-funded Employee Health Benefit Plan, including all supplements and amendments in effect.
4. "Qualified Medical Child Support Order" means a Medical Child Support Order which creates (including assignment of rights) or recognizes an Alternate Recipient's right to receive benefits to which a Participant or Qualified Beneficiary is eligible under this Plan, and has been determined by the Plan Administrator to meet the qualification requirements as outlined under Procedures for Notifications and Determinations of this provision.

CRITERIA FOR A QUALIFIED MEDICAL CHILD SUPPORT ORDER

To be qualified, a Medical Child Support Order must clearly:

1. Specify the name and the last known mailing address (if any) of the Participant and the name and mailing address of each Alternate Recipient covered by the order, except that, to the extent provided in the order, the name and mailing address of an official of a State or a political subdivision thereof may be substituted for the mailing address of any such Alternate Recipient; and
2. Include a reasonable description of the type of coverage to be provided by the Plan to each Alternate Recipient, or the manner in which such type of coverage is to be determined; and
3. Specify each period to which such order applies.

In order to be qualified, a Medical Child Support Order must not require the Plan to provide any type or form of benefits, or any option, not otherwise provided under the Plan except to the extent necessary to meet the requirements of Section 1908 of the Social Security Act (relating to enforcement of state laws regarding child support and reimbursement of Medicaid).

PROCEDURES FOR NOTIFICATIONS AND DETERMINATIONS

In the case of any Medical Child Support Order received by this Plan:

1. The Plan Administrator will promptly notify the Participant and each Alternate Recipient of the receipt of such order and the plan's procedures for determining whether Medical Child Support Orders are qualified orders; and
2. Within a reasonable period after receipt of such order, the Plan Administrator will determine whether such order is a Qualified Medical Child Support Order and notify the Participant and each Alternate Recipient of such determination.

NATIONAL MEDICAL SUPPORT NOTICE

If the plan administrator of a group health plan which is maintained by the employer of a non-custodial parent of a child, or to which such an employer contributes, receives an appropriately completed National Medical Support Notice as described in Section 401(b) of the Child Support Performance and Incentive Act of 1998 in the case of such child, and the Notice meets the criteria shown above for a qualified order, the Notice will be deemed to be a Qualified Medical Child Support Order in the case of such child.

FAMILY AND MEDICAL LEAVE ACT OF 1993

The Family and Medical Leave Act (FMLA) requires Employers who are subject to FMLA to allow their “eligible” Employees to take unpaid, job-protected leave. The Employer may also require or allow the Employee to substitute appropriate paid leave including, but not limited to, vacation and sick leave, if the Employee has earned or accrued it. The maximum leave required by FMLA is twelve (12) workweeks in any twelve (12) month period for certain family and medical reasons and a maximum combined total of twenty-six (26) workweeks during any twelve (12) month period for certain family and medical reasons and for a serious Injury or Illness of a member of the Armed Forces to allow the Employee, who is the spouse, son, daughter, parent, or next of kin to the member of the Armed Forces, to care for that member of the Armed Forces. In certain cases, this leave may be taken on an intermittent basis rather than all at once, or the Employee may work a part-time schedule.

DEFINITIONS

For these Family and Medical Leave Act of 1993 provisions only, the following definitions apply:

1. “Member of the Armed Forces” includes members of the National Guard or Reserves who are undergoing medical treatment, recuperation or therapy.
2. “Next of Kin” means the nearest blood relative to the service member.
3. “Parent” means Employee’s biological parent or someone who has acted as Employee’s parent in place of Employee’s biological parent when Employee was a son or daughter.
4. “Serious health condition” means an Illness, Injury impairment, or physical or mental condition that involves:
 - A. Inpatient care in a hospital, hospice, or residential medical facility; or
 - B. Continuing treatment by a health care provider (a doctor of medicine or osteopathy who is authorized to practice medicine or surgery as appropriate, by the state in which the doctor practices or any other person determined by the Secretary of Labor to be capable of providing health care services).
5. “Serious Injury or Illness” means an Injury or Illness incurred in the line of duty that may render the member of the Armed Forces medically unfit to perform his or her military duties.
6. “Son or daughter” means Employee’s biological child, adopted child, stepchild, legal foster child, a child placed in Employee’s legal custody, or a child for which Employee is acting as the parent in place of the child’s natural blood related parent. The child must be:
 - A. Under the age of eighteen (18); or
 - B. Over the age of eighteen (18), but incapable of self-care because of a mental or physical disability.
7. “Spouse” means a husband or wife as defined or recognized under state law for purposes of marriage in the state where the Employee resides, including common law marriage and same-sex marriage.

EMPLOYERS SUBJECT TO FMLA

In general, FMLA applies to any employer engaged in interstate commerce or in any industry or activity affecting interstate commerce who employs 50 or more Employees for each working day during each of 20 or more calendar work weeks in the current or preceding Calendar Year. FMLA also applies to those persons described in Section 3(d) of the Fair Labor Standards Act, 29 U.S.C. 203(d). The FMLA applies to government entities, including branches of the United States government, state governments and political subdivisions thereof.

ELIGIBLE EMPLOYEES

Generally, an Employee is eligible for FMLA leave only if the Employee satisfies all of the following requirements as of the date on which any requested FMLA leave is to commence: (1) has been employed by the Employer for a total of at least twelve months (whether consecutive or not); (2) the Employee has worked (as defined under the Fair Labor Standards Act) at least 1,250 hours during the twelve-(12) month period immediately preceding the date the requested leave is to commence; (3) the Employee is employed in any state of the United States, the District of Columbia or any Territories or possession of the United States; and (4) at the time the leave is requested, the Employee is employed at a work site where 50 or more Employees are employed by the Employer within 75 surface miles of the work site.

REASONS FOR TAKING LEAVE

FMLA leave must be granted (1) to care for the Employee's newborn child; (2) to care for a child placed with the Employee for adoption or foster care; (3) to care for the Employee's spouse, son, daughter, or parent, who has a serious health condition; (4) because the Employee's own serious health condition prevents the Employee from performing his or her job; or (5) because of a qualifying exigency, as determined by the Secretary of Labor, arising out of the fact that a spouse, son, daughter or parent of the Employee is on active duty or has been called to active duty in the Armed Forces in support of a contingency operation (e.g., a war or national emergency declared by the President or Congress).

ADVANCE NOTICE AND MEDICAL CERTIFICATION

Ordinarily, an Employee must provide thirty (30) days advance notice when the requested leave is "foreseeable." If the leave is not foreseeable, the Employee must notify the Employer as soon as is practicable, generally within one to two working days. An employer may require medical certification to substantiate a request for leave requested due to a serious health condition. If the leave is due to the Employee's serious health condition, the Employer may require second or third opinions, at the Employer's expense, and a certification of fitness to return to work prior to allowing the Employee to return to work.

PROTECTION OF JOB BENEFITS

For the duration of FMLA leave, the Employer must maintain the Employee's health coverage under any "group health plan" on the same conditions as coverage would have been provided if the Employee had been in Active Service during FMLA leave period. Taking FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an Employee's leave, unless the loss would have occurred even if the Employee had been in Active Service.

UNLAWFUL ACTS BY EMPLOYERS

Employers cannot interfere with, restrain or deny the exercise of any right provided under the FMLA or to manipulate circumstances to avoid responsibilities under the FMLA. Employers may not discharge, or discriminate against any person who opposes any practice made unlawful by the FMLA or who may be involved in a proceeding under or relating to the FMLA.

ENFORCEMENT

The U.S. Department of Labor is authorized to investigate and resolve complaints of FMLA violations. An eligible Employee may also bring a civil action against an employer for FMLA violations. The FMLA does not supersede any federal or state law prohibiting discrimination, and does not supersede any state or local law or collective bargaining agreement which provides greater family or medical leave rights. For additional information, contact the nearest office of Wage and Hour Division, listed in most telephone directories under U.S. Government, Department of Labor.

TERMINATION OF COVERAGE

PARTICIPANT TERMINATION

Participant coverage will automatically terminate immediately upon the earliest of the following dates, except as provided in any Continuation of Coverage Provision:

1. On the last day of the month in which the Participant's employment terminates; or
2. On the last day of the month in which the Participant ceases to be eligible for coverage; or
3. On the last day of the month in which the Participant fails to make any required contribution for coverage; or
4. The date the Plan is terminated; or
5. The date the Company terminates the Participant's coverage; or
6. The date the Participant dies; or
7. On the last day of the month in which the Plan receives the Plan's Health Coverage Waiver Form for the Participant; or
8. For variable hour Employees on the last day of the Coverage Period, unless at the expiration of the Coverage Period, the Participant is otherwise eligible as the result of a subsequent Measurement Period or as a result of being reclassified as a full-time Employee.

A Participant whose Active Service ceases because of Illness or Injury or as a result of any other approved leave of absence may remain covered as an Employee in Active Service for a period of twelve (12) weeks pursuant to the Family and Medical Leave Act (FMLA) or such other length of time that is consistent with and stated in the Company's current Absence Management Policy. Coverage under this provision will be subject to all the provisions of FMLA if the leave is classified as FMLA leave.

A Participant whose Active Service ceases due to temporary layoff will be considered employed by the Company for the purposes of his/her coverage under this Plan, and such coverage may continue until the end of the month in which the layoff began.

If a Participant's coverage is to be continued during disability, approved leave of absence or temporary layoff, the amount of his or her coverage will be the same as the Plan benefits in force for an active Employee, subject to the Plan's right to amend coverage and benefits.

REINSTATEMENT OF COVERAGE

An Employee whose coverage terminates by reason of termination of employment or reduction in hours and who again becomes eligible for coverage under the Plan within a thirteen (13) week period immediately following the date of such termination of employment or reduction in hours will become eligible for reinstatement of coverage on the date of renewed eligibility. Coverage will be reinstated for the Employee and eligible Dependents on the date of renewed eligibility, if covered on the date of termination, provided that application for such coverage is made on the Plan's enrollment platform within thirty (30) days after the date of renewed eligibility. Reinstatement of Coverage is subject to the following:

1. Credit will be given for prior amounts applied toward the Deductible and Out-of-Pocket Maximum for the same Benefit Period during which renewed eligibility occurs.
2. All prior accumulations toward annual or Maximum Lifetime Benefits will apply.

If renewed eligibility occurs under any circumstances other than as stated in this subsection, enrollment for coverage for the Employee and his/her Dependents will be treated as if initially hired for purposes of eligibility and coverage under this Plan.

The Reinstatement of Coverage provision is not applicable to a variable hour Employee except for any period of time that the variable hour Employee is actually enrolled and covered during the Coverage Period.

DEPENDENT TERMINATION¹⁴

Each Covered Person, whether Participant or Dependent, is responsible for notifying the Plan Administrator, within sixty (60) days after loss of Dependent status due to death, divorce, legal separation or ceasing to be an eligible Dependent child or an eligible Dependent under guardianship. Failure to provide this notice may result in loss of eligibility for COBRA Continuation Coverage After Termination.

Coverage for a Dependent will automatically terminate immediately upon the earliest of the following dates, except as provided in any Continuation of Coverage Provision:

1. The date the Dependent ceases to be an eligible Dependent under guardianship; or
2. Other than a Dependent under guardianship, on the last day of the month in which the Dependent ceases to be an eligible Dependent as defined by the Plan; or
3. On the last day of the month in which the Participant's coverage terminates under the Plan; or
4. On the last day of the month in which the Participant ceases to be eligible for Dependent Coverage; or
5. On the last day of the month in which the Participant fails to make any required contribution for Dependent Coverage; or
6. The date the Plan is terminated; or
7. The date the Company terminates the Dependent's coverage; or
8. On the last day of the month in which the Participant dies; or
9. On the last day of the month in which the Plan receives the Plan's Health Coverage Waiver Form for the Dependent whose coverage is to be terminated.

RESCISSION OF COVERAGE

Coverage for an Employee and/or Dependent may be rescinded if the Plan Administrator determines that the Employee or a Dependent engaged in fraud or intentional misrepresentation of a material fact in order to obtain coverage and/or benefits under the Plan. In such case, the Participant will receive written notice at least thirty (30) days before the coverage is rescinded.

¹⁴ "Dependent Termination" (Termination of Coverage) replaced by Amendment #6 effective 1/1/2026

CONTINUATION COVERAGE AFTER TERMINATION

Under the Public Health Service Act, as amended, Employees and their enrolled Dependents may have the right to continue coverage "employee beyond the time coverage would ordinarily have ended. The law applies to employers who normally employ twenty (20) or more employees.

The Plan Administrator is ARUP Laboratories, 500 Chipeta Way, Salt Lake City, Utah 84108, (801) 583-2787, ext 2282. COBRA Continuation Coverage for the Plan is administered by: GBS Benefits, Inc; 2200 S Main Street, Suite 600; South Salt Lake, UT 84115; (801) 364-7233.

COBRA Continuation Coverage is available to any Qualified Beneficiary whose coverage would otherwise terminate due to any Qualifying Event. COBRA Continuation Coverage under this provision will begin on the first day following the date of the Qualifying Event.

1. Qualifying Events for Participants, for purposes of this section, are the following events, if such event results in a loss of coverage under this Plan:
 - A. The termination (other than by reason of gross misconduct) of the Participant's employment.
 - B. The reduction in hours of the Participant's employment.
2. Qualifying Events for covered Dependents, for purposes of this section are the following events, if such event results in a loss of coverage under this Plan:
 - A. Death of the Participant.
 - B. Termination of the Participant's employment.
 - C. Reduction in hours of the Participant's employment.
 - D. The divorce or legal separation of the Participant from his or her spouse.
 - E. A covered Dependent child ceases to be a Dependent as defined by the Plan.

NOTIFICATION RESPONSIBILITIES

The Covered Person must notify the Employer of the following Qualifying Events within sixty (60) days after the date the event occurs. The Employer must notify the Plan Administrator of any of the following:

1. Death of the Participant.
2. The divorce or legal separation of the Participant from his or her spouse.
3. A covered Dependent child ceases to be a Dependent as defined by the Plan.

The Employer must notify the Plan Administrator of the following Qualifying Events within thirty (30) days after the date of the event occurs:

1. Termination (other than by reason of gross misconduct) of the Participant's employment.
2. Reduction in hours of the Participant's employment.

ELECTION OF COVERAGE

When the Plan Administrator is notified of a Qualifying Event, the Plan Administrator will notify the Qualified Beneficiary of the right to elect continuation of coverage. Notice of the right to COBRA Continuation Coverage will be sent by the Plan no later than fourteen (14) days after the Plan Administrator is notified of the Qualifying Event.

A Qualified Beneficiary has sixty (60) days from the date coverage would otherwise be lost or sixty (60) days from the date of notification from the Plan Administrator, whichever is later, to notify the Plan Administrator that he or she elects to continue coverage under the Plan. Failure to elect continuation within that period will cause coverage to end.

MONTHLY PREMIUM PAYMENTS

A Qualified Beneficiary is responsible for the full cost of continuation coverage. Monthly premium for continuation of coverage must be paid in advance to the Plan Administrator. The premium required under the provisions of COBRA is as follows:

1. For a Qualified Beneficiary: The premium is the same as applicable to any other similarly situated non-COBRA Participant plus an additional administrative expense of up to a maximum of two percent (2%).
2. Social Security Disability: For a Qualified Beneficiary continuing coverage beyond eighteen (18) months due to a documented finding of disability by the Social Security Administration within 60 days after becoming covered under COBRA, the premium may be up to a maximum of 150% of the premium applicable to any other similarly situated non-COBRA Participant.
3. For a Qualified Beneficiary with a qualifying Social Security Disability who experiences a second Qualifying Event:
 - A. If another Qualifying Event occurs during the initial eighteen (18) months of COBRA coverage, such as a death, divorce or legal separation, the monthly fee for qualified disabled person may be up to a maximum of one hundred and two percent (102%) of the applicable premium.
 - B. If the second Qualifying Event occurs during the nineteenth (19th) through the twenty-ninth (29th) month (the Disability Extension Period), the premium for a Qualified Beneficiary may be up to a maximum of one hundred fifty percent (150%) of the applicable premium.

Payment of claims while covered under this COBRA Continuation Coverage Provision will be contingent upon the receipt by the Employer of the applicable monthly premium for such coverage. The monthly premium for continuation coverage under this provision is due the first of the month for each month of coverage. A grace period of thirty (30) days from the first of the month will be allowed for payment. Payment will be made in a manner prescribed by the Employer.

DISABILITY EXTENSION OF 18-MONTH PERIOD OF CONTINUATION COVERAGE

If the Qualified Beneficiary who is covered under the Plan is determined by the Social Security Administration to be disabled at any time before the qualifying event or within sixty (60) days after the qualifying event, and the Plan Administrator is notified in a timely fashion, the Qualified Beneficiary covered under the Plan can receive up to an additional 11 months of COBRA Continuation Coverage, for a total maximum of 29 months. The Plan Administrator must be provided with a copy of the Social Security Administration's disability determination letter within sixty (60) days after the date of the determination and before the end of the original 18-month period of COBRA Continuation Coverage. This notice should be sent to: GBS Benefits, Inc; 2200 S Main Street, Suite 600; South Salt lake, UT 84115.

SECOND QUALIFYING EVENT EXTENSION OF 18-MONTH PERIOD OF CONTINUATION COVERAGE

If another qualifying event occurs while receiving COBRA Continuation Coverage, the spouse and Dependent children of the Employee can get additional months of COBRA Continuation Coverage, up to a maximum of thirty-six (36) months. This extension is available to the spouse and Dependent children if the former employee dies or becomes divorced or legally separated. The extension is also available to a Dependent child when that child stops being eligible under the Plan as a Dependent child. **In all of these cases, the Plan Administrator must be notified of the second qualifying event within sixty (60) days of the second qualifying event. This notice must be sent to: GBS Benefits, Inc; 2200 S Main Street, Suite 600; South Salt Lake, UT 84115. Failure to provide notice within the time required will result in loss of eligibility for COBRA Continuation Coverage.**

MEDICARE ENROLLMENT EXTENSION OF 18-MONTH PERIOD OF CONTINUATION COVERAGE

The dependents of a former employee are eligible to elect COBRA Continuation Coverage if they lose coverage as a result of the former employee's enrollment in Part A, Part B or Part D of Medicare, whichever occurs earlier.

When the former employee enrolls in Medicare before the Qualifying Event of termination, or reduction in hours, of employment occurs, the maximum period for COBRA Continuation Coverage for the spouse and dependent children ends on the later of:

1. Eighteen (18) months after the Qualifying Event of termination of employment or reduction in hours of employment; or
2. Thirty-six (36) months after the former employee's enrollment in Medicare.

When the former employee enrolls in Medicare after the Qualifying Event of termination, or reduction in hours, of employment, the maximum period for COBRA Continuation Coverage for the spouse and dependent children ends eighteen (18) months after the Qualifying Event, unless a second Qualifying Event, as described above occurs within that eighteen (18) month period.

WHEN COBRA CONTINUATION COVERAGE ENDS

COBRA Continuation Coverage and any coverage under the Plan that has been elected with respect to any Qualified Beneficiary will cease on the earliest of the following:

1. On the date the Qualified Beneficiary becomes covered under another group health plan or health insurance.
2. On the date, after the date of election for COBRA Continuation Coverage, that the Qualified Beneficiary becomes enrolled in Medicare (either Part A, Part B or Part D).
3. On the first date that timely payment of any premium required under the Plan with respect to COBRA Continuation Coverage for a Qualified Beneficiary is not made to the Plan Administrator.
4. On the date the Employer ceases to provide any group health plan coverage to any Employee.
5. On the date of receipt of written notice that the Qualified Beneficiary wishes to terminate COBRA Continuation Coverage.
6. On the date that the maximum coverage period for COBRA Continuation Coverage ends, as follows:
 - A. Eighteen (18) months for a former employee who is a Qualified Beneficiary as a result of termination, or reduction in hours, of employment;

- B. Eighteen (18) months for a Dependent who is a Qualified Beneficiary unless a second Qualifying Event occurs within that eighteen month period entitling that Dependent to an additional eighteen (18) months;
 - C. For the Dependent who is a Qualified Beneficiary as a result of termination, or reduction in hours, of employment of the former employee if that former employee enrolled in Medicare before termination, or reduction in hours, of employment, the later of eighteen (18) months from the Qualifying Event, or thirty-six (36) months following the date of enrollment in Medicare.
 - D. On the first day of the month beginning thirty (30) days after a Qualified Beneficiary is determined to be no longer disabled by the Social Security Administration if the Qualified Beneficiary was found to be disabled on or within the first sixty (60) days of the date of the Qualifying Event and has received at least eighteen (18) months of COBRA Continuation Coverage. COBRA Continuation Coverage will also terminate on such date for all Dependents who are Qualified Beneficiaries as a result of the Qualifying Event unless that Dependent is entitled to a longer period of COBRA Continuation Coverage without regard to disability.
 - E. Twenty-nine (29) months for any Qualified Beneficiary if a Disability Extension Period of COBRA Continuation Coverage has been granted for such Qualified Beneficiary.
 - F. Thirty-six (36) months for all other Qualified Beneficiaries.
7. On the same basis that the Plan can terminate for cause the coverage of a similarly situated non-COBRA Participant.

OPTIONS OTHER THAN COBRA CONTINUATION COVERAGE

Instead of enrolling in COBRA Continuation Coverage, there may be other coverage options for Employees and their enrolled Dependents through the Health Insurance Marketplace, Medicaid or other group health plan coverage options (such as a spouse's plan) through what is called a "special enrollment period". Some of these options may cost less than COBRA Continuation Coverage. For more information visit www.HealthCare.gov.

In general for a person who is still employed, if enrollment in Medicare Part A or Part B is not made when first eligible, after the Medicare initial enrollment period, there is an 8-month special enrollment period to sign up for Medicare Part A or Part B, beginning on the earlier of:

- 1. The month after employment ends; or
- 2. The month after group health plan coverage based on current employment ends.

A Covered Person who elects COBRA Continuation Coverage instead of enrolling in Medicare may result in a significant surcharge by Medicare for late enrollment in Part B and there may be a gap in coverage if enrolling for Part B at a later time. If a Covered Person elects COBRA Continuation Coverage and later enrolls for Medicare Part A or Part B before the COBRA Continuation Coverage ends, the Plan may terminate COBRA Continuation Coverage for this individual. However, if Medicare Part A and Part B is effective on or before the date of the COBRA election, COBRA Continuation coverage may not be discontinued on account of Medicare entitlement, even if enrollment is made in the other part of Medicare after the date of the election of COBRA Continuation Coverage.

If enrolling in both COBRA Continuation Coverage and Medicare, Medicare will generally pay first (primary payer) and COBRA Continuation Coverage will pay second (secondary payer). Certain plans may pay as if secondary to Medicare, even if not enrolled in Medicare.

For more information visit <https://www.medicare.gov/medicare-and-you>.

QUESTIONS

Any questions about COBRA Continuation Coverage should be directed to the COBRA administrator or contact the nearest Regional or District Office of the U.S. Department of Labor's Employee Benefits Security Administration (EBSA). Addresses and phone numbers of Regional and District EBSA Offices are available through EBSA's website at www.dol.gov/ebsa. For more information about the Marketplace visit www.HealthCare.gov.

INFORM THE PLAN OF ADDRESS CHANGES

In order to protect the Employee's family's rights, the Employee should keep the Plan Administrator informed of any changes in the addresses of family members. The Employee should also keep a copy, for his/her records, of any notices sent to the Plan Administrator.

COVERAGE FOR A MILITARY RESERVIST¹⁵

To the extent required by the Uniform Services Employment and Reemployment Rights Act (USERRA), the following provisions will apply:

1. If a Participant is absent from employment with Employer by reason of service in the uniformed services, or by reason for service as a reservist in the Federal Emergency Management Agency (FEMA) who is deployed for disaster response, the Participant may elect to continue coverage under this Plan for himself or herself and his or her eligible Dependents as provided in this subsection. The maximum period of coverage under such an election will be the lesser of:
 - A. The twenty-four (24) month period beginning on the date on which the Participant's absence begins; or
 - B. The period beginning on the date on which the Participant's absence begins and ending on the day after the date on which the Participant fails to apply for or return to a position of employment, as required by USERRA.
2. A Participant who elects to continue Plan coverage under this Section may be required to pay not more than one hundred two percent (102%) of the full premium under the Plan (determined in the same manner as the applicable premium under Section 4980B(f)(4) of the Internal Revenue Code of 1986) associated with such coverage for the Employer's other Employees, except that in the case of a person who performs service in the uniformed services for less than thirty-one (31) days, such person may not be required to pay more than the regular Employee share, if any, for such coverage.
3. In the case of a Participant whose coverage under the Plan is terminated by reason of service in the uniformed services, an exclusion or Waiting Period may not be imposed in connection with the reinstatement of such coverage upon reemployment if an exclusion or Waiting Period would not have been imposed under the Plan had coverage of such person by the Plan not been terminated as a result of such service. This paragraph applies to the Employee who notifies the Employer of his or her intent to return to employment in a timely manner as defined by USERRA, and is reemployed and to any Dependent who is covered by the Plan by reason of the reinstatement of the coverage of such Employee. **This provision will not apply to the coverage of any illness or injury determined by the Secretary of Veterans Affairs to have been caused by or aggravated during, performance of service in the uniformed services.**
4. The requirements of this section shall not supersede any anti discrimination in coverage requirement promulgated by TRICARE/CHAMPVA related to eligibility for those coverages.

COBRA Continuation Coverage notice should be sent to: GBS Benefits, Inc; 2200 S Main Street, Suite 600; South Salt lake, UT 84115; (801) 364-7233.

¹⁵ "Coverage For A Military Reservist" replaced by Amendment #5 effective 1/1/2026

FRAUD AND ABUSE

THIS PLAN IS SUBJECT TO FEDERAL LAW WHICH PERMITS CRIMINAL PENALTIES FOR FRAUDULENT ACTS COMMITTED AGAINST THE PLAN. STATE LAW MAY ALSO APPLY.

Anyone who knowingly defrauds or tries to defraud the Plan, or obtains Plan funds through false statements or fraudulent schemes, may be subject to criminal prosecution and penalties. The following may be considered fraudulent:

1. Falsifying eligibility criteria for a Dependent to get or continue coverage for that Dependent when not otherwise eligible for coverage;
2. Falsifying or withholding medical history or information required to calculate benefits;
3. Falsifying or altering documents to get coverage or benefits;
4. Permitting a person not otherwise eligible for coverage to use a Plan ID card to get Plan benefits; or
5. Submitting a fraudulent claim or making untruthful statements to the Plan to get reimbursement from the Plan for services that may or may not have been provided to a Covered Person.

The Plan Administrator, in its sole discretion, may take additional action against the Participant or Covered Person including, but not limited to, terminating the Participant or Covered Person's coverage under the Plan.

MISSTATEMENT OF AGE

If the Covered Person's age was misstated on an enrollment form or claim, the Covered Person's eligibility or amount of benefits, or both, will be adjusted to reflect the Covered Person's true age. If the Covered Person was not eligible for coverage under the Plan or for the amount of benefits received, the Plan has a right to recover any benefits paid by the Plan. A misstatement of age will not continue coverage that was otherwise properly terminated or terminate coverage that is otherwise validly in force.

MISREPRESENTATION OF ELIGIBILITY

If a Participant misrepresents a Dependent's marital status, age, Dependent child relationship or other eligibility criteria to get coverage for that Dependent, when he or she would not otherwise be eligible, coverage for that Dependent will terminate as though never effective.

MISUSE OF IDENTIFICATION CARD

If a Covered Person permits any person who is not otherwise eligible as a Covered Person to use an ID card, the Plan Sponsor may, at the Plan Sponsor's sole discretion, terminate the Covered Person's coverage.

REIMBURSEMENT TO PLAN

Payment of benefits by the Plan for any person who was not otherwise eligible for coverage under this Plan but for whom benefits were paid based upon fraud as defined in this section must be reimbursed to the Plan by the Participant. Failure to reimburse the Plan upon request may result in an interruption or a loss of benefits by the Participant and Dependents.

RESCISSION OF COVERAGE

Coverage for an Employee and/or Dependent may be rescinded if the Plan Administrator determines that the Employee or a Dependent engaged in fraud or intentional misrepresentation of a material fact in order to obtain coverage and/or benefits under the Plan. In such case, the Participant will receive written notice at least thirty (30) days before the coverage is rescinded.

RECOVERY/REIMBURSEMENT/SUBROGATION

By enrollment in this Plan, Covered Persons agree to the provisions of this section as a condition precedent to receiving benefits under this Plan. Failure of a Covered Person to comply with the requirements of this section may result in the Plan pending the payment of benefits.

RIGHT TO RECOVER BENEFITS PAID IN ERROR

If the Plan makes a payment in error to or on behalf of a Covered Person or an assignee of a Covered Person to which that Covered Person is not entitled, or if the Plan pays a claim that is not covered, the Plan has the right to recover the payment from the person paid or anyone else who benefitted from the payment. The Plan can deduct the amount paid from the Covered Person's future benefits, or from the benefits for any covered Family member even if the erroneous payment was not made on that Family member's behalf.

Payment of benefits by the Plan for any person who was not otherwise eligible for coverage under this Plan, but for whom benefits were paid based upon inaccurate or false information, or information omitted by the Participant must be reimbursed to the Plan by the Participant. The Participant's failure to reimburse the Plan after demand is made, may result in an interruption in or loss of benefits to the Participant and Dependents, and could be reported to the appropriate governmental authorities for investigation of criminal fraud.

The Plan may recover such amount by any appropriate method that the Plan Administrator, in its sole discretion, will determine.

The provisions of this section apply to any Physician or Licensed Health Care Provider who receives an assignment of benefits or payment of benefits under this Plan. If a Physician or Licensed Health Care Provider fails to refund a payment of benefits, the Plan may refuse to recognize future assignments of benefits to that provider.

REIMBURSEMENT

The Plan's right to Reimbursement is separate from and in addition to the Plan's right of Subrogation. If the Plan pays benefits for medical expenses on a Covered Person's behalf, and another party was responsible or liable for payment of those medical expenses, the Plan has a right to be reimbursed by the Covered Person for the amounts the Plan paid.

Accordingly, if a Covered Person, or anyone on his or her behalf, settles, is reimbursed or recovers money from any person, corporation, entity, liability coverage, no-fault coverage, uninsured coverage, underinsured coverage, or other insurance policies or funds for any accident, Injury, condition or Illness for which benefits were provided by the Plan, the Covered Person agrees to hold the money received in trust for the benefit of the Plan. The Covered Person agrees to reimburse the Plan, in first priority, from any money recovered from a liable third party, for the amount of all money paid by the Plan to the Covered Person or on his or her behalf or that will be paid as a result of said accident, Injury, condition or Illness. Reimbursement to the Plan will be paid first, in its entirety, even if the Covered Person is not paid for all of his or her claim for damages and regardless of whether the settlement, judgment or payment he or she receives is for or specifically designates the recovery, or a portion thereof, as including health care, medical, disability or other expenses or damages.

SUBROGATION

The Plan's right to Subrogation is separate from and in addition to the Plan's right to Reimbursement. Subrogation is the right of the Plan to exercise the Covered Person's rights and remedies in order to recover from any third party who is liable to the Covered Person for a loss or benefits paid by the Plan. The Plan may proceed through litigation or settlement in the name of the Covered Person, with or without his or her consent, to recover benefits paid under the Plan.

The Covered Person agrees to subrogate to the Plan any and all claims, causes of action or rights that he or she has or that may arise against any entity who has or may have caused, contributed to or aggravated the accident, Injury, condition or Illness for which the Plan has paid benefits, and to subrogate any claims, causes of action or rights the Covered Person may have against any other coverage including, but not limited to, liability coverage, no-fault coverage, uninsured motorist coverage, underinsured motorist coverage, or other insurance policies, coverage or funds.

In the event that a Covered Person decides not to pursue a claim against any third party or insurer, the Covered Person will notify the Plan, and specifically authorize the Plan, in its sole discretion, to sue for, compromise or settle any such claims in the Covered Person's name, to cooperate fully with the Plan in the prosecution of the claims, and to execute any and all documents necessary to pursue those claims.

The Following Paragraphs Apply to Both Reimbursement and Subrogation:

1. Under the terms of this Plan, the Plan Supervisor is not required to pay any claim where there is evidence of liability of a third party unless the Covered Person signs the Plan's Third-Party Reimbursement Agreement and follows the requirements of this section. However, the Plan, in its discretion, may instruct the Plan Supervisor not to withhold payment of benefits while the liability of a party other than the Covered Person is being legally determined. If a repayment agreement is requested to be signed, the Plan's right of recovery through Reimbursement and/or Subrogation remains in effect regardless of whether the repayment agreement is actually signed.
2. If the Plan makes a payment which the Covered Person, or any other party on the Covered Person's behalf, is or may be entitled to recover against any liable third party, this Plan has a right of recovery, through reimbursement or subrogation or both, to the extent of its payment.
3. The Covered Person will cooperate fully with the Plan Administrator, its agents, attorneys and assigns, regarding the recovery of any benefits paid by the Plan from any liable third party. This cooperation includes, but is not limited to, make full and complete disclosure in a timely manner of all material facts regarding the accident, Injury, condition or Illness to the Plan Administrator; report all efforts by any person to recover any such monies; provide the Plan Administrator with any and all requested documents, reports and other information in a timely manner, regarding any demand, litigation or settlement involving the recovery of benefits paid by the Plan; and notify the Plan Administrator of the amount and source of funds received from third parties as compensation or damages for any event from which the Plan may have a reimbursement or subrogation claim.
4. Covered Persons will respond within ten (10) days to all inquiries of the Plan regarding the status of any claim they may have against any third parties or insurers including, but not limited to, liability, no-fault, uninsured and underinsured insurance coverage. The Covered Person will notify the Plan immediately of the name and address of any attorney whom the Covered Person engages to pursue any personal Injury claim on his or her behalf.
5. The Covered Person will not act, fail to act, or engage in any conduct directly, indirectly, personally or through third parties, either before or after payment by the Plan, the result of which may prejudice or interfere with the Plan's rights to recovery hereunder. The Covered Person will not conceal or attempt to conceal the fact that recovery has occurred or will occur.
6. The Plan will not pay or be responsible, without its written consent, for any fees or costs associated with a Covered Person pursuing a claim against any third party or coverage including, but not limited to, attorney fees or costs of litigation. Monies paid by the Plan will be repaid in full, in first priority, notwithstanding any anti-subrogation, "made whole," "common fund" or similar statute, regulation, prior court decision or common law theory unless a reduction or compromise settlement is agreed to in writing or required pursuant to a court order.

RIGHT OF OFF-SET

The Plan has a right of off-set to satisfy reimbursement claims against Covered Persons for money received by the Covered Person from a third party, including any insurer. If the Covered Person fails or refuses to reimburse the Plan for funds paid for claims, the Plan may deny payment of future claims of the Covered Person, up to the full amount paid by the Plan and subject to reimbursement for such claims. This right of off-set applies to all reimbursement claims owing to the Plan whether or not formal demand is made by the Plan, and notwithstanding any anti-subrogation, "common fund," "made whole" or similar statutes, regulations, prior court decisions or common law theories.

PLAN ADMINISTRATION

PURPOSE

The purpose of the Plan Document is to set forth the provisions of the Plan which provide for the payment or reimbursement of all or a portion of the claim. The terms of this Plan are legally enforceable and the Plan is maintained for the exclusive benefit of eligible Employees and their covered Dependents.

EFFECTIVE DATE

The effective date of the Plan is January 1, 2020, and restated January 1, 2024.

PLAN YEAR

The Plan Year will commence January 1 and end on December 31 of each year.

PLAN SPONSOR

The Plan Sponsor is ARUP Laboratories, Inc.

PLAN SUPERVISOR

The Plan Supervisor is Allegiance Benefit Plan Management, Inc.

NAMED FIDUCIARY AND PLAN ADMINISTRATOR

The Named Fiduciary and Plan Administrator is ARUP Laboratories, Inc., a Utah corporation, who has the authority to control and manage the operation and administration of the Plan. The Plan Administrator may delegate responsibilities for the operation and administration of the Plan. The Plan Administrator will have the authority to amend the Plan, to determine its policies, to appoint and remove other service providers of the Plan, to fix their compensation (if any), and exercise general administrative authority over them and the Plan. The Plan Administrator has the sole authority and responsibility to review and make final decisions on all claims to benefits hereunder.

PLAN INTERPRETATION

The Named Fiduciary and the Plan Administrator have full discretionary authority to interpret and apply all Plan provisions including, but not limited to, resolving all issues concerning eligibility and determination of benefits. The Plan Administrator may contract with an independent administrative firm to process claims, maintain Plan data, and perform other Plan-connected services. Final authority to interpret and apply the provisions of the Plan rests exclusively with the Plan Administrator. Decisions of the Plan Administrator made in good faith will be final and binding.

CONTRIBUTIONS TO THE PLAN

The Company will from time to time evaluate the costs of the Plan and determine the amount to be contributed by the Company, if any, and the amount to be contributed, if any, by each Participant.

If the Company terminates the Plan, the Company and Participants will have no obligation to contribute to the Plan after the date of termination.

PLAN AMENDMENTS/MODIFICATION/TERMINATION

The Plan Document contains all the terms of the Plan and may be amended at any time by the Plan Administrator. Any changes will be binding on each Participant and on any other Covered Persons referred to in this Plan Document. The authority to amend the Plan is delegated by the Plan Administrator to the Benefit Administrator or Human Resources Officer of the Company. Any such amendment, modification, revocation or termination of the Plan will be authorized and signed by the Benefit Administrator or Human Resources Officer of the Company, pursuant to a Company policy, granting that individual the authority to amend, modify, revoke or terminate this Plan. A copy of the executed policy will be supplied to the Plan Supervisor. Written notification of any amendments, modifications, revocations or terminations will be given to Plan Participants at least sixty (60) days prior to the effective date, except for amendments effective on the first day of a new Plan Year, for which thirty (30) days advance notice is required.

TERMINATION OF PLAN

The Company reserves the right at any time to terminate the Plan by a written notice. All previous contributions by the Company will continue to be issued for the purpose of paying benefits and fixed costs under provisions of this Plan with respect to claims arising before such termination, or will be used for the purpose of providing similar health benefits to Participants, until all contributions are exhausted.

SUMMARY PLAN DESCRIPTION

A Summary Plan Description (SPD) will be made available to each Participant covered under this Plan, describing the benefits to which the Covered Persons are entitled, the required Plan procedures for eligibility and claiming benefits, and the limitations and exclusions of the Plan.

GENERAL PROVISIONS

EXAMINATION

The Plan will have the right and opportunity to have the Covered Person examined whenever Injury or Illness is the basis of a claim when and so often as it may reasonably require to adjudicate the claim. The Plan will also have the right to have an autopsy performed in case of death to the extent permitted by law.

PAYMENT OF CLAIMS

All Plan benefits are payable to a Participant, Qualified Beneficiary or Alternate Recipient, whichever is applicable. All or a portion of any benefits payable by the Plan may, at the Covered Person's option and unless the Covered Person requests otherwise in writing not later than the time of filing the claim, be paid directly to the health care provider rendering the service, if proper written assignment is provided to the Plan. No payments will be made to any provider of services unless the Covered Person is liable for such expenses.

If any benefits remain unpaid at the time of the Covered Person's death or if the Covered Person is a minor or is, in the opinion of the Plan, legally incapable of giving a valid receipt and discharge for any payment, the Plan may, at its option, pay such benefits to the Covered Person's legal representative or estate. The Plan, in its sole option, may require that an estate, guardianship or conservatorship be established by a court of competent jurisdiction prior to the payment of any benefit. Any payment made under this subsection will constitute a complete discharge of the Plan's obligation to the extent of such payment and the Plan will not be required to oversee the application of the money so paid.

LEGAL PROCEEDINGS

No action at law or equity will be brought to recover on the Plan prior to the expiration of sixty (60) days after proof of loss has been filed in accordance with the requirements of the Plan, nor will such action be brought at all unless brought within three (3) years from the expiration of the time within which proof of loss is required by the Plan.

NO WAIVER OR ESTOPPEL

No term, condition or provision of this Plan will be waived, and there will be no estoppel against the enforcement of any provision of this Plan, except by written instrument of the party charged with such waiver or estoppel. No such written waiver will be deemed a continuing waiver unless specifically stated therein, and each such waiver will operate only as to the specific term or condition waived and will not constitute a waiver of such term or condition for the future or as to any act other than that specifically waived.

VERBAL STATEMENTS

Verbal statements or representations of the Plan Administrator, its agents and Employees, or Covered Persons will not create any right by contract, estoppel, unjust enrichment, waiver or other legal theory regarding any matter related to the Plan, or its administration, except as specifically stated in this subsection. No statement or representation of the Plan Administrator, its agents and Employees, or Covered Persons will be binding upon the Plan or a Covered Person unless made in writing by a person with authority to issue such a statement. This subsection will not be construed in any manner to waive any claim, right or defense of the Plan or a Covered Person based upon fraud or intentional material misrepresentation of fact or law.

FREE CHOICE OF PHYSICIAN

The Covered Person will have free choice of any licensed Physician, Licensed Health Care Provider or surgeon and the patient-provider relationship will be maintained.

WORKERS' COMPENSATION NOT AFFECTED

This Plan is not in lieu of, supplemental to Workers' Compensation and does not affect any requirement for coverage by Workers' Compensation Insurance.

CONFORMITY WITH LAW

If any provision of this Plan is contrary to any law to which it is subject, such provision is hereby amended to conform to the minimum requirements of the applicable law. Only that provision which is contrary to applicable law will be amended to conform; all other parts of the Plan will remain in full force and effect.

MISCELLANEOUS

Section titles are for convenience of reference only, and are not to be considered in interpreting this Plan.

No failure to enforce any provision of this Plan will affect the right thereafter to enforce such provision, nor will such failure affect its right to enforce any other provision of the Plan.

FACILITY OF PAYMENT

Whenever payments which should have been made under this Plan in accordance with this provision have been made under any other plan or plans, the Plan will have the right, exercisable alone and in its sole discretion, to pay to any insurance company or other organization or person making such other payments any amounts it determines in order to satisfy the intent of this provision. Amounts so paid will be deemed to be benefits paid under this Plan and to the extent of such payments, the Plan will be fully discharged from liability under this Plan.

The benefits that are payable will be charged against any applicable maximum payment or benefit of this Plan rather than the amount payable in the absence of this provision.

PROTECTION AGAINST CREDITORS

No benefit payment under this Plan will be subject in any way to alienation, sale, transfer, pledge, attachment, garnishment, execution or encumbrance of any kind, and any attempt to accomplish the same will be void, except an assignment of payment to a provider of Covered Services. If the Plan Administrator finds that such an attempt has been made with respect to any payment due or which will become due to any Participant, the Plan Administrator, in its sole discretion, may terminate the interest of such Participant or former Participant in such payment. In such case, the Plan Administrator will apply the amount of such payment to or for the benefit of such Participant or covered Dependents or former Participant, as the Plan Administrator may determine. Any such application will be a complete discharge of all liability of the Plan with respect to such benefit payment.

PLAN IS NOT A CONTRACT

The Plan Document constitutes the primary authority for Plan administration. The establishment, administration and maintenance of this Plan will not be deemed to constitute a contract of employment, give any Participant of the Company the right to be retained in the service of the Company, or to interfere with the right of the Company to discharge or otherwise terminate the employment of any Participant.

GENERAL DEFINITIONS

Certain words and phrases in this Plan Document are defined below and references of such words or phrases will be capitalized when used throughout the Plan Document. The failure of a word or phrase to appear capitalized does not waive the special meaning given to that word or phrase, unless the context requires otherwise. If the defined term is not used in this document, the term does not apply to this Plan.

Masculine pronouns used in this Plan Document will include either the masculine or feminine gender unless the context indicates otherwise.

Any words used herein in the singular or plural will include the alternative as applicable.

ACCIDENTAL INJURY

“Accidental Injury” means an Injury sustained as a result of an external force or forces that is/are sudden, direct and unforeseen and is/are exact as to time and place. A hernia of any kind will only be considered as an Illness.

ACTIVE SERVICE

“Active Service” means that an Employee is in service with the Company on a day which is one of the Company's regularly scheduled work days and that the Employee is performing all of the regular duties of his/her employment with the Company on a regular basis, either at one of the Company's business establishments or at some location to which the Company's business requires him/her to travel.

ADVERSE BENEFIT DETERMINATION

“Adverse Benefit Determination” means any of the following: a denial, reduction, or termination of, or a failure to provide or make payment, in whole or in part, for, a benefit, including any such denial, reduction, termination, or failure to provide or make payment that is based on a determination of a Participant's or beneficiary's eligibility to participate in the Plan, and including, with respect to group health plans, a denial, reduction, or termination of, or a failure to provide or make payment, in whole or in part, for, a benefit resulting from the application of any utilization review, as well as a failure to cover an item or service for which benefits are otherwise provided because it is determined to be Experimental or Investigational or not Medically Necessary or appropriate, or a rescission of coverage if the Plan Administrator determines that the Employee or a Dependent engaged in fraud or intentional misrepresentation of a material fact in order to obtain coverage and/or benefits under the Plan. In such case, the Participant will receive written notice at least thirty (30) days before the coverage is rescinded.

ALCOHOLISM

“Alcoholism” means a morbid state caused by excessive and compulsive consumption of alcohol that interferes with the patient's health, social or economic functioning.

ALCOHOLISM AND/OR CHEMICAL DEPENDENCY TREATMENT FACILITY

“Alcoholism and/or Chemical Dependency Treatment Facility” means a licensed institution which provides a program for diagnosis, evaluation, and effective treatment of Alcoholism and/or Chemical Dependency; provides detoxification services needed with its effective treatment program; provides infirmity-level medical services or arranges with a Hospital in the area for any other medical services that may be required; is at all times supervised by a staff of Physicians; provides at all times skilled nursing care by licensed nurses who are directed by a full-time Registered Nurse (RN) or Licensed Vocational Nurse (LVN); prepares and maintains a written plan of treatment for each patient based on medical, psychological and social needs which is supervised by a Physician; and meets licensing standards.

AMBULANCE SERVICE

“Ambulance Service” means an entity, its personnel and equipment including, but not limited to, automobiles, airplanes, boats or helicopters, which are licensed to provide Emergency medical and Ambulance services in the state in which the services are rendered.

AMBULATORY SURGICAL CENTER

“Ambulatory Surgical Center” (also called same-day surgery center or Outpatient surgery center) means a licensed establishment with an organized staff of Physicians and permanent facilities, either freestanding or as a part of a Hospital, equipped and operated primarily for the purpose of performing surgical procedures and which a patient is admitted to and discharged from within a twenty-four (24) hour period. Such facilities must provide continuous Physician and registered nursing services whenever a patient is in the facility. An Ambulatory Surgical Center must meet any requirements for certification or licensing for ambulatory surgery centers in the state in which the facility is located.

“Ambulatory Surgical Center” does not include an office or clinic maintained by a Dentist or Physician for the practice of dentistry or medicine, a Hospital emergency room or trauma center.

BENEFIT PERCENTAGE

“Benefit Percentage” means that portion of Eligible Expenses payable by the Plan, which is stated as a percentage in the Schedule of Benefits.

BENEFIT PERIOD

“Benefit Period” refers to a time period of one year, which is either a Calendar Year or other annual period, as shown in the Schedule of Benefits. Such Benefit Period will terminate on the earliest of the following dates:

1. The last day of the one year period so established; or
2. The date the Plan terminates.

BIRTHING CENTER

“Birthing Center” means a freestanding or hospital based facility which provides obstetrical delivery services under the supervision of a Physician, and through an arrangement or an agreement with a Hospital.

CALENDAR YEAR

“Calendar Year” means a period of time commencing on January 1 and ending on December 31 of the same year.

CERTIFIED NURSE MIDWIFE

“Certified Nurse Midwife” (CNM) means an individual who has received advanced nursing training and who is licensed by the state or regulatory agency in the state in which the individual performs such nursing services.

CHEMICAL DEPENDENCY

“Chemical Dependency” means the physiological and psychological addiction to a controlled drug or substance, or to alcohol. Dependence upon tobacco, nicotine, caffeine or eating disorders are not included in this definition.

CIGNA LIFESOURCE FACILITY

“CIGNA LifeSOURCE Facility” means any Network facility (or Supplemental Network or Optum Network if applicable) that provides transplant or other complex medical services as applicable and for which the Plan Administrator is able to obtain a discount for services.

CLOSE RELATIVE

“Close Relative” means the spouse, parent, brother, sister, child, or in-laws of the Covered Person.

COBRA

“COBRA” means Sections 2201 through 2208 of the Public Health Service Act [42 U.S.C. § 300bb-1 through § 300bb-8], which contains provisions similar to Title X of the Consolidated Omnibus Budget Reconciliation Act of 1985, as amended.

COBRA CONTINUATION COVERAGE

“COBRA Continuation Coverage” means continuation coverage provided under the provisions of the Public Health Service Act referenced herein under the definition of “COBRA”.

COMPANY

“Company” means ARUP Laboratories, Inc. or any affiliated company that has adopted this Plan for its Employees and which is a “controlled group” as defined by applicable state and federal law, as amended.

CONTRACEPTIVE MANAGEMENT

“Contraceptive Management” means Physician fees related to a prescription contraceptive device, obtaining a prescription for contraceptives, purchasing, fitting, injecting, implantation, placement or removal of any contraceptive device.

CONVALESCENT NURSING FACILITY

See “Skilled Nursing Facility”.

COPAYMENT

“Copayment” means a dollar amount fixed as either a percentage or a specific dollar amount payable to the provider at the time of service.

COSMETIC

“Cosmetic” means services or treatment ordered or performed solely to change a Covered Person's appearance rather than for the restoration of bodily function.

COVERED PERSON

“Covered Person” means any Participant or Dependent of a Participant meeting the eligibility requirements for coverage and properly enrolled for coverage as specified in the Plan.

CUSTODIAL CARE

“Custodial Care” means the type of care or service, wherever furnished and by whatever name called, which is designed primarily to assist a Covered Person in the activities of daily living. Such activities include, but are not limited to: bathing, dressing, feeding, preparation of special diets, assistance in walking or in getting in and out of bed, and supervision over medication which can normally be self-administered.

DEDUCTIBLE

"Deductible" means a specified dollar amount that must be incurred before the Plan will pay any amount for any benefit during each Benefit Period.

DEPENDENT

"Dependent" means a person who is eligible for coverage under the Dependent Eligibility subsection of this Plan.

DEPENDENT COVERAGE

"Dependent Coverage" means eligibility for coverage under the terms of the Plan for benefits payable as a consequence of Eligible Incurred Expenses for an Illness or Injury of a Dependent.

DURABLE MEDICAL EQUIPMENT

"Durable Medical Equipment" means equipment which is:

1. Able to withstand repeated use, e.g., could normally be rented, and used by successive patients; and
2. Primarily and customarily used to serve a medical purpose; and
3. Not generally useful to a person in the absence of Illness or Injury.

ELIGIBLE EXPENSES

"Eligible Expenses" means the maximum amount of any charge for a covered service, treatment or supply that may be considered for payment by the Plan, including any portion of that charge that may be applied to the Deductible or used to satisfy the Out-of-Pocket Maximum. Eligible Expenses are equal to the Maximum Eligible Expense as defined by this Plan.

EMERGENCY

"Emergency" means acute symptoms that a prudent layperson with average knowledge of health and medicine would expect that the absence of medical attention would place the individual's health in serious jeopardy, or seriously impair body functions, organs or parts.

EMPLOYEE

"Employee" means a person employed by the Employer on a continuing and regular basis who is a common-law Employee and who is on the Employer's W-2 payroll.

Employee does not include any employee leased from another employer including, but not limited to, those individuals defined in Internal Revenue Code Section 414(n), or an individual classified by the Employer as a contract worker, or independent contractor if such persons are not on the Employer's W-2 payroll, or any individual who performs services for the Employer but who is paid by a temporary or other employment agency such as "Kelly," "Manpower," etc.

EMPLOYER

"Employer" means the Company or any affiliated entity that has adopted this Plan for its Employees and which is a "controlled group" as defined by applicable state and federal law, as amended.

ENROLLMENT DATE

“Enrollment Date” means the date a person becomes eligible for coverage under this Plan or the eligible person’s effective date of coverage under this Plan, whichever occurs first.

ERISA

“ERISA” refers to the Employee Retirement Income Security Act of 1974, as amended.

EXPERIMENTAL/INVESTIGATIONAL

“Experimental/Investigational” means:

1. Any drug or device that cannot be lawfully marketed without approval of the U.S. Food and Drug Administration and approval for marketing has not been given at the time the drug or device is furnished; or
2. Any drug, device, medical treatment or procedure for which the patient informed consent document utilized with the drug, device, treatment or procedure, was reviewed and approved by the treating facility’s Institutional Review Board or other body serving a similar function, or if federal law requires such review or approval; or
3. That the drug, device or medical treatment or procedure is under study, prior to or in the absence of any clinical trial, to determine its maximum tolerated dose, its toxicity, or its safety; or
4. That based upon Reliable Evidence, the drug, device, medical treatment or procedure is the subject of an on-going Phase I or Phase II clinical trial. (A Phase III clinical trial recognized by the National Institute of Health is not considered Experimental or Investigational.) For chemotherapy regimens, a Phase II clinical trial is not considered Experimental or Investigational when both of these criteria are met:
 - A. The regimen or protocol has been the subject of a completed and published Phase II clinical trial which demonstrates benefits equal to or greater than existing accepted treatment protocols; and
 - B. The regimen or protocol listed by the National Comprehensive Cancer Network is supported by level of evidence Category 2B or higher; or
5. Based upon Reliable Evidence, any drug, device, medical treatment or procedure that the prevailing opinion among experts is that further studies or clinical trial are necessary to determine the maximum tolerated dose, its toxicity, its safety, its efficacy or its efficacy as compared with generally medically accepted means of treatment or diagnosis; or
6. Any drug, device, medical treatment or procedure used in a manner outside the scope of use for which it was approved by the FDA or other applicable regulatory authority (U.S. Department of Health, Centers for Medicare and Medicaid Services (CMS), American Dental Association, American Medical Association).

“Reliable Evidence” means only reports and articles published in authoritative medical and scientific literature; the written protocol or protocols used by a treating facility or the protocol(s) of another facility studying substantially the same drug, device, medical treatment or procedure; or the informed consent document used by the treating facility or by another facility studying substantially the same drug, device, medical treatment or procedure.

FAMILY

“Family” means a Participant and his or her eligible Dependents as defined herein.

FMLA

“FMLA” means Family and Medical Leave Act.

GENDER IDENTITY DISORDER/ GENDER DYSPHORIA**DSM-V diagnosis in children:**

1. A definite difference between experienced/expressed gender and the one assigned at birth of at least six (6) months duration. At least six (6) of the following must be present:
 - A. Persistent and strong desire to be of the other sex or insistence that they belong to the other sex.
 - B. In male children, a strong preference for cross-dressing and in female children, a strong preference for wearing typical masculine clothing and dislike or refusal to wear typical feminine clothing.
 - C. Fantasizing about playing opposite gender roles in make-belief play or activities.
 - D. Preference for toys, games or activities typical of the opposite sex.
 - E. Rejection of toys, games and activities conforming to one's own sex. In male children, avoidance of rough-and-tumble play, and in female children, rejection of typically feminine toys, games and activities.
 - F. Preference for playmates of the other sex.
 - G. Dislike for sexual anatomy. Male children may hate their penis and testes, and female children may dislike urinating sitting.
 - H. Desire to acquire the primary and/or secondary sex characteristics of the opposite sex.
2. The gender dysphoria leads to clinically significant distress and/or social, occupational and other functioning impairment. There may be an increased risk of suffering distress or disability.

The subtypes may be ones with or without defects or defects in sexual development.

DSM-V diagnosis in adolescents and adults:

1. A definite mismatch between the assigned gender and experienced/expressed gender for at least six (6) months duration as characterized by at least two (2) or more of the following features:
 - A. Mismatch between experienced or expressed gender and gender manifested by primary and/or secondary sex characteristics at puberty.
 - B. Persistent desire to rid oneself of the primary or secondary sexual characteristics of the biological sex at puberty.
 - C. Strong desire to possess the primary and/or secondary sex characteristics of the other gender.
 - D. Desire to belong to the other gender.
 - E. Desire to be treated as the other gender.
 - F. Strong feeling or conviction that he or she is reacting or feeling in accordance with the identified gender.

2. The gender dysphoria leads to clinically significant distress and/or social, occupational and other functioning impairment. There may be an increased risk of suffering distress or disability.

The subtypes may be ones with or without defects or defects in sexual development.

HIPAA

“HIPAA” means the Health Insurance Portability and Accountability Act of 1996, as amended.

HOME HEALTH CARE AGENCY

“Home Health Care Agency” means an organization that provides skilled nursing services and therapeutic services (home health aide services, physical therapy, occupational therapy, speech therapy, medical social services) on a visiting basis, in a place of residence used as the Covered Person’s home. The organization must be Medicare certified and licensed within the state in which home health care services are provided.

HOME HEALTH CARE PLAN

“Home Health Care Plan” means a program for continued care and treatment administered by a Medicare certified and licensed Home Health Care Agency, for the Covered Person who may otherwise have been confined as an Inpatient in a Hospital or Skilled Nursing Facility or following termination of a Hospital confinement as an Inpatient and is the result of the same related condition for which the Covered Person was hospitalized and is approved in writing by the Covered Person’s attending Physician.

HOSPICE

“Hospice” means a health care program providing a coordinated set of services rendered at home, in Outpatient settings or in institutional settings for Covered Persons suffering from a condition that has a terminal prognosis. A Hospice must have an interdisciplinary group of personnel which includes at least one Physician and one Registered Nurse (RN) or Licensed Vocational Nurse (LVN), and it must maintain central clinical records on all patients. A Hospice must meet the standards of the National Hospice Organization (NHO) and applicable state licensing requirements.

HOSPICE BENEFIT PERIOD

“Hospice Benefit Period” means a specified amount of time during which the Covered Person undergoes treatment by a Hospice. Such time period begins on the date the attending Physician of a Covered Person certifies a diagnosis of terminal illness, and the Covered Person is accepted into a Hospice program. The period will end the earliest of six months from this date or at the death of the Covered Person. A new Hospice Benefit Period may begin if the attending Physician certifies that the patient is still terminally ill; however, additional proof will be required by the Plan Administrator before a new Hospice Benefit Period can begin.

HOSPITAL

“Hospital” means an institution which meets all of the following conditions:

1. It is engaged primarily in providing medical care and treatment to ill and injured persons on an emergent or Inpatient basis at the patient’s expense; and
2. It is licensed as a Hospital or a critical access hospital under the laws of the jurisdiction in which the facility is located; and
3. It maintains on its premises the facilities necessary to provide for the diagnosis and treatment of an illness or an Injury or provides for the facilities through arrangement or agreement with another hospital; and

4. It provides treatment by or under the supervision of a Physician or osteopathic Physician with nursing services by Registered Nurses as required under the laws of the jurisdiction in which the facility is licensed; and
5. It is a provider of services under Medicare. This condition is waived for otherwise Eligible Incurred Expenses outside of the United States; and
6. It is not, other than incidentally, a place for rest, a place for the aged, a place for drug addicts, a place for alcoholics, or a nursing home.

HOSPITAL MISCELLANEOUS EXPENSES

"Hospital Miscellaneous Expenses" mean the actual charges made by a Hospital on its own behalf for services and supplies rendered to the Covered Person which are Medically Necessary for the treatment of such Covered Person. Hospital Miscellaneous Expenses do not include charges for Room and Board or for professional services, regardless of whether the services are rendered under the direction of the Hospital or otherwise.

ILLNESS

"Illness" means a bodily disorder, Pregnancy, disease, physical sickness, Mental Illness, or functional nervous disorder of a Covered Person.

INCURRED EXPENSES OR EXPENSES INCURRED

"Incurred Expenses" or "Expenses Incurred" means those services and supplies rendered to a Covered Person. Such expenses will be considered to have occurred at the time or date the treatment, service or supply is actually provided.

INITIAL ENROLLMENT PERIOD

"Initial Enrollment Period" means the time allowed by this Plan for enrollment when a person first becomes eligible for coverage.

INJURY

"Injury" means physical damage to the Covered Person's body which is not caused by disease or bodily infirmity.

INPATIENT

"Inpatient" means the classification of a Covered Person when that person is admitted to a Hospital, Hospice, or Skilled Nursing Facility for treatment, and charges are made for Room and Board to the Covered Person as a result of such treatment.

INTENSIVE CARE UNIT

"Intensive Care Unit" means a section, ward, or wing within the Hospital which is separated from other facilities and:

1. Is operated exclusively for the purpose of providing professional medical treatment for critically ill patients;
2. It has special supplies and equipment necessary for such medical treatment available on a standby basis for immediate use; and

3. It provides constant observation and treatment by Registered Nurses (RN) or other highly-trained Hospital personnel.

LICENSED HEALTH CARE PROVIDER

“Licensed Health Care Provider” means any provider of health care services who is licensed or certified by any applicable governmental regulatory authority to the extent that services are within the scope of the license or certification and are not specifically excluded by this Plan.

LICENSED PRACTICAL NURSE

“Licensed Practical Nurse” (LPN) means an individual who has received specialized nursing training and practical nursing experience, and is licensed to perform such nursing services by the state or regulatory agency responsible for such licensing in the state in which that individual performs such services.

LICENSED PROFESSIONAL COUNSELOR

“Licensed Professional Counselor” means a person currently licensed in the state in which services are rendered to perform mental health counseling in a clinical setting, for Mental Illnesses.

LICENSED SOCIAL WORKER

“Licensed Social Worker” (LSW) means a person holding a Master’s Degree (MSW) in social work and who is currently licensed as a social worker in the state in which services are rendered, and who provides counseling and treatment in a clinical setting for Mental Illnesses.

LICENSED VOCATIONAL NURSE

“Licensed Vocational Nurse” (LVN) means an individual who has received specialized nursing training and practical nursing experience, and is licensed to perform such nursing services by the state or regulatory agency responsible for such licensing in the state in which that individual performs such services.

MAXIMUM ELIGIBLE EXPENSE

“Maximum Eligible Expense” (MEE) means the maximum amount considered for payment by this Plan for any covered treatment, service, or supply, subject however, to all Plan annual and lifetime maximum benefit limitations. The following criteria will apply to determination of the Maximum Eligible Expense:

1. For services of a Network Physician or Licensed Health Care Provider at an Network facility:
 - A. A contracted amount as established by a preferred provider or other discounting contract.
2. For services of a Non-Network Physician or Licensed Health Care Provider at a Non-Network facility:
 - A. The lesser of billed charges or 150% of the allowable charge established by Medicare for the same service or similar service; or billed charge; or
 - B. 20% off providers billed charge.
3. For services of a Non-Network Physician or Licensed Health Care Provider at a Network facility and who was not disclosed as such to the Covered Person when services were rendered:
 - A. A maximum amount equal to the median network allowable charge for the same service in the same geographic area; or
 - B. An amount established by federally appointed mediator if more than A above.

4. For facility charges, except emergency use of a Non-Network emergency room:
 - A. A contracted amount as established by a preferred provider or other discounting contract;
 - B. The lesser of billed charges or 250% of Medicare based on the facility or the nearest facility in the geographical area; or
 - C. A schedule maintained by the Plan Supervisor and based upon the average billed charge, reduced by 20%.
5. For all prescription drugs not obtained through the Plan's Pharmacy Drug Program while undergoing either Inpatient or Outpatient treatment, including injectable drugs:
 - A. A contracted amount as established by a preferred provider or other discounting contract;
 - B. 125% of the current Medicare allowable fee, if a contracted amount does not exist; or
 - C. The billed charge if less than A or B above.
6. For Durable Medical Equipment:
 - A. A contracted amount as established by a preferred provider or other discounting contract;
 - B. The allowable charge established by application of the Medicare DME Fee Schedule; or
 - C. The billed charge if less than A or B above.
7. For Air Ambulance:
 - A. A contracted amount as established by a preferred provider or other discounting contract; or
 - B. A maximum amount equal to the median network allowable charge for the same services; or
 - C. An amount established by a federally appointed mediator if more than B above.
8. For Ground Ambulance:
 - A. A contracted amount as established by a preferred provider or other discounting contract; or
 - B. 250% of the allowable charge established by application of the Medicare Ambulance Fee Schedule; or
 - C. 80% of billed charges if no contract rate or Medicare allowable; or
 - D. The billed charge if less than A, B or C.
9. For Emergency charges of a Non-Network emergency room:
 - A. A maximum amount equal to the median network allowable charge for the same services in the same geographic area; or
 - B. An amount established by a federally appointed mediator if more than A above.

10. For surgical implants (devices and related supplies):
 - A. A contracted amount as established by a preferred provider or other discounting contract;
 - B. 50% of billed charges; or
 - C. 150% of invoice if less than B above.
11. For Dialysis Centers:
 - A. A contracted amount established by a preferred provider or any other discounting contract;
 - B. An amount equal to 200% of the Medicare Allowable fee for the same treatment if an out-of-network provider is used and no discounting contract can be established; or
 - C. The billed charge if less than A or B above.

MAXIMUM LIFETIME BENEFIT

“Maximum Lifetime Benefit” means the maximum benefit payable while a person is covered under this Plan. The Maximum Lifetime Benefit will not be construed as providing lifetime coverage, or benefits for a person’s Illness or Injury after coverage terminates under this Plan.

MEDICAID

“Medicaid” means that program of medical care and coverage established and provided by Title XIX of the Social Security Act, as amended.

MEDICALLY NECESSARY OR MEDICAL NECESSITY¹⁶

“Medically Necessary” or “Medical Necessity” means treatment, tests, services or supplies provided by a Hospital, Physician, or other Licensed Health Care Provider which are not excluded under this Plan and which meet all of the following criteria:

1. Are to treat or diagnose an Illness or Injury; and
2. Are ordered by a Physician or Licensed Health Care Provider and are consistent with the symptoms or diagnosis and treatment of the Illness or Injury; and
3. Are not primarily for the convenience of the Covered Person, Physician or other Licensed Health Care Provider; and
4. Are the standard or level of services most appropriate for good medical practice that can be safely provided to the Covered Person and are in accordance with the Plan’s Medical Policy; and
5. Are not of an Experimental/Investigational or solely educational nature; and
6. Are not provided primarily for medical or other research; and
7. Do not involve excessive, unnecessary or repeated tests; and
8. Are commonly and customarily recognized by the medical profession as appropriate in the treatment or diagnosis of the diagnosed condition; and

¹⁶ “Medically Necessary or Medical Necessity” (General Definitions) replaced by Amendment #5 effective 1/1/2026

9. Are clinically appropriate, in terms of type, effectiveness, affordability, frequency, level, extent, less intensive site of care and duration, for the Covered Person's Illness, Injury or disease; and
10. Are approved procedures or meet required guidelines or protocols of the Food and Drug Administration (FDA) or Centers For Medicare/Medicaid Services (CMS), pursuant to that entity's program oversight authority based upon the medical treatment circumstances.

MEDICAL POLICY

"Medical Policy" means a policy adopted by the Plan which is created and updated by Physicians and other medical providers and is used to determine whether health care services including medical and surgical procedures, medication, medical equipment and supplies, processes and technology meet the following nationally accepted criteria:

1. Final approval from the appropriate governmental regulatory agencies;
2. Scientific studies showing conclusive evidence of improved net health outcome; and
3. In accordance with any established standards of good medical practice.

MEDICARE

"Medicare" means the programs established under the "Health Insurance for the Aged Act," Public Law 89-97 under Title XVIII of the Federal Social Security Act, as amended, to pay for various medical expenses for qualified individuals, specifically those who are eligible for Medicare Part A, Part B or Part D as a result of age, those with end-stage renal disease, or with disabilities.

MENTAL ILLNESS

"Mental Illness" means a medically recognized psychological, physiological, nervous or behavioral condition, affecting the brain, which can be diagnosed and treated by medically recognized and accepted methods, **but will not include Alcoholism, Chemical Dependency or other addictive behavior**. Conditions recognized by the Diagnostic Statistical Manual (the most current edition) will be included in this definition.

NAMED FIDUCIARY

"Named Fiduciary" means the Plan Administrator which has the authority to control and manage the operation and administration of the Plan.

NETWORK PROVIDER

"Network Provider" means using a Physician or Licensed Health Care Provider who is part of the group of contracted providers.

NEWBORN

"Newborn" refers to an infant from the date of his/her birth until the initial Hospital discharge or forty-eight (48) hours for vaginal delivery or ninety-six (96) hours for cesarean section, whichever occurs first.

NON-NETWORK PROVIDER

"Non-Network Provider" means a provider who is not a Network Provider.

OCCUPATIONAL THERAPY

“Occupational Therapy” means a program of care which is for the purpose of improving the physical, cognitive and perceptual disabilities that influence the Covered Person’s ability to perform functional tasks related to normal life functions or occupations, and which is for the purpose of assisting the Covered Person in performing such functional tasks without assistance.

ORTHOPEDIC DEVICE

“Orthopedic Device” means a rigid or semi-rigid support used to restrict or eliminate motion in a diseased, injured, weak or deformed body member.

OUT-OF-POCKET MAXIMUM

“Out-of-Pocket Maximum” means the maximum dollar amount, as stated in the Schedule of Medical Benefits or Pharmacy Benefit, that any Covered Person or Family will pay in any Benefit Period for covered services, treatments or supplies.

OUTPATIENT

“Outpatient” means a Covered Person who is receiving medical care, treatment, services or supplies at a clinic, a Physician’s office, a Licensed Health Care Provider’s office or at a Hospital if not a registered bed-patient at that Hospital, Psychiatric Facility or Alcoholism and/or Chemical Dependency Treatment Facility.

PARTIAL HOSPITALIZATION

“Partial Hospitalization” means care in a day care or night care facility for a minimum of twenty (20) hours per week, during which therapeutic clinical treatment is provided.

PARTICIPANT

“Participant” means an Employee of the Company who is eligible and enrolled for coverage under this Plan.

PHYSICAL THERAPY

“Physical Therapy” means a plan of care provided by a licensed physical therapist, to return the Covered Person to the highest level of motor functioning possible.

PHYSICIAN

“Physician” means a person holding the degree of Doctor of Medicine, Dentistry or Osteopathy, or Optometry who is legally licensed as such.

“Physician” does not include the Covered Person or any Close Relative of the Covered Person who does not regularly charge the Covered Person for services.

PLACEMENT OR PLACED FOR ADOPTION

“Placement” or “Placed for Adoption” means the assumption and retention of a legal obligation for total or partial support of a child by a person with whom the child has been placed in anticipation of the child’s adoption. The child’s placement for adoption with such person ends upon the termination of such legal obligation.

PLAN

“Plan” means the ARUP Laboratories, Inc. Medical Benefit Plan, the Plan Document and any other relevant documents pertinent to its operation and maintenance.

PLAN ADMINISTRATOR

“Plan Administrator” means the Company and/or its designee which is responsible for the day-to-day functions and management of the Plan. The Plan Administrator may employ persons or firms to process claims and perform other Plan-connected services. For the purposes of any applicable state legislation of a similar nature, the Company will be deemed to be the Plan Administrator of the Plan unless the Company designates an individual or committee to act as Plan Administrator of the Plan.

PLAN SUPERVISOR

“Plan Supervisor” means the person or firm employed by the Plan to provide consulting services to the Plan in connection with the operation of the Plan and any other functions, including the processing and payment of claims. The Plan Supervisor is Allegiance Benefit Plan Management, Inc. The Plan Supervisor provides ministerial duties only, exercises no discretion over Plan assets and will not be considered a fiduciary as defined by any other State or Federal law or regulation.

PREGNANCY

“Pregnancy” means a physical condition commencing with conception, and ending with miscarriage or birth.

PREVENTIVE CARE

“Preventive Care” means routine treatment or examination provided when there is no objective indication or outward manifestation of impairment of normal health or normal bodily function, and which is not provided as a result of any Injury or Illness.

PRIMARY CARE PHYSICIAN

“Primary Care Physician” (PCP) includes Family Practice, General Practice, Internal Medicine, Obstetrics and Gynecology (OB/Gyn) or Pediatrics, and their associated Physician Assistants, Licensed Nurse Practitioners, Licensed Vocational Nurse and Certified Nurse Midwives.

PROSTHETIC APPLIANCE

“Prosthetic Appliance” means a device or appliance that is designed to replace a natural body part lost or damaged due to Illness or Injury, the purpose of which is to restore full or partial bodily function or appearance, or in the case of Covered Dental Benefit, means any device which replaces all or part of a missing tooth or teeth.

PSYCHIATRIC CARE

“Psychiatric Care,” also known as psychoanalytic care, means treatment for a Mental Illness or disorder, a functional nervous disorder, Alcoholism or drug addiction by a licensed psychiatrist, psychologist, Licensed Social Worker or Licensed Professional Counselor acting within the scope and limitations of his/her respective license, provided that such treatment is Medically Necessary as defined by the Plan, and within recognized and accepted professional psychiatric and psychological standards and practices.

PSYCHIATRIC FACILITY

“Psychiatric Facility” means a licensed institution that provides Mental Illness treatment and which provides for a psychiatrist who has regularly scheduled hours in the facility, and who assumes the overall responsibility for coordinating the care of all patients.

PSYCHOLOGIST

“Psychologist” means a person currently licensed in the state in which services are rendered as a psychologist and acting within the scope of his/her license.

QMCSO

"QMCSO" means Qualified Medical Child Support Order as defined by Section 609(a) of ERISA, as amended.

QUALIFIED BENEFICIARY

"Qualified Beneficiary" means an Employee, former Employee or Dependent of an Employee or former Employee who is eligible to continue coverage under the Plan in accordance with applicable provisions of Title X of COBRA or Section 609(a) of ERISA in relation to QMCSO.

"Qualified Beneficiary" will also include a child born to, adopted by or Placed for Adoption with an Employee or former employee at any time during COBRA Continuation Coverage.

REGISTERED NURSE

"Registered Nurse" (RN) means an individual who has received specialized nursing training and who is licensed by the state or regulatory agency in the state in which the individual performs such nursing services.

RESIDENTIAL TREATMENT FACILITY

"Residential Treatment Facility" means an institution which:

1. Is licensed as a 24-hour residential facility for Mental Illness and Chemical Dependency and/or Alcoholism treatment, although not licensed as a hospital;
2. Provides a multi-disciplinary treatment plan in a controlled environment, with periodic supervision of a Physician or a Ph.D. Psychologist; and
3. Provides programs such as social, psychological and rehabilitative training, age appropriate for the special needs of the age group of patients, with focus on reintegration back into the community.

ROOM AND BOARD

"Room and Board" refers to all charges which are made by a Hospital, Hospice, or Skilled Nursing Facility as a condition of occupancy. Such charges do not include the professional services of Physicians or intensive nursing care by whatever name called.

SKILLED NURSING FACILITY

"Skilled Nursing Facility" means an institution, or distinct part thereof, which meets all of the following conditions:

1. It is currently licensed as a long-term care facility or skilled nursing facility in the state in which the facility is located;
2. It is not, other than incidentally, a place for rest, the aged, drug addicts, alcoholics, mentally disabled persons, custodial or educational care, or care of mental disorders; and
3. It is certified by Medicare.

This term also applies to Incurred Expenses in an institution known as a Convalescent Nursing Facility, Extended Care Facility, Convalescent Nursing Home, or any such other similar nomenclature.

SPECIAL ENROLLMENT PERIOD

"Special Enrollment Period" means a period of time allowed under this Plan, other than the eligible person's Initial Enrollment Period or an Open Enrollment Period, during which an eligible person can request coverage under this Plan as a result of certain events that create special enrollment rights.

SPECIALTY CARE PHYSICIAN

“Specialty Care Physician” includes any Physician who is practicing any branch of medicine or medical specialty who is not identified as a Primary Care Physician.

SPEECH THERAPY

“Speech Therapy” means a course of treatment to treat speech deficiencies or impediments.

TELEMEDICINE

“Telemedicine” means the practice of medicine by electronic means, only for the purposes of diagnosis, providing medical advice and treatment to the Covered Person (patient), requiring direct contact between the Covered Person’s Physician or other Licensed Health Care Providers or entities in a different location. The Covered Person’s direct participation or physical presence is not a prerequisite for coverage if there is documentation that the consultation was conducted on behalf of the Covered Person for the purpose of diagnosing, providing medical advice or treatment to the Covered Person.

URGENT CARE FACILITY

“Urgent Care Facility” means a free-standing facility which is engaged primarily in diagnosing and treating Illness or Injury for unscheduled, ambulatory Covered Persons seeking immediate medical attention. A clinic or office located in or in conjunction with or in any way made a part of a Hospital will be excluded from the terms of this definition.

USERRA

“USERRA” means the Uniformed Services Employment and Reemployment Rights Act, as amended.

NOTICES

NEWBORNS' AND MOTHERS' HEALTH PROTECTION ACT: Group health insurance issuers offering group health insurance coverage generally may not, under Federal law, restrict benefits for any hospital length of stay in connection with childbirth for the mother or newborn child to less than 48 hours following a normal vaginal delivery, or less than 96 hours following a cesarean section. However, Federal law generally does not prohibit the mother's or newborn's attending provider, after consulting with the mother, from discharging the mother or her newborn earlier than 48 hours or 96 hours as applicable. In any case, plans and issuers may not, under Federal law, require that a provider obtain authorization from the Plan or the issuer for prescribing a length of stay not in excess of 48 hours or 96 hours as applicable.

IDENTIFICATION OF FUNDING: Benefits under this Plan will be paid from Employee or Employer contributions up to the limits defined in the Plan Document/Summary Plan Description (SPD). Benefits in excess of the amount stated in the stop loss policy are reimbursable to the Employer by stop loss insurance, pursuant to the stop loss insurance contract or policy, subject, however, to the terms of this Plan and the stop loss insurance contract.

WOMEN'S HEALTH AND CANCER RIGHTS ACT: This Plan, as required by the Women's Health and Cancer Rights Act of 1998, provides benefits for mastectomy-related services including all states of reconstruction and surgery to achieve symmetry between the breasts, prostheses, and complications resulting from a mastectomy, including lymphedema. Call the Plan Administrator for more information.

HIPAA PRIVACY AND SECURITY STANDARDS

These standards are intended to comply with all requirements of the Privacy and Security Rules of the Administrative Simplification Rules of HIPAA as stated in 45 CFR Parts 160, 162 and 164, as amended from time to time.

DEFINITIONS

“Protected Health Information” (PHI) means information, including demographic information, that identifies an individual and is created or received by a health care provider, health plan, employer, or health care clearinghouse, and relates to the physical or mental health of an individual, health care that individual has received, or the payment for health care provided to that individual. PHI does not include employment records held by the Plan Sponsor in its role as an Employer.

“Summary Health Information” means information summarizing claims history, expenses, or types of claims by individuals enrolled in a group health plan and has had the following identifiers removed: names; addresses, except for the first three digits of the ZIP Code; dates related to the individual (ex: birth date); phone numbers; email addresses and related identifiers; social security numbers; medical record numbers; account or plan participant numbers; vehicle identifiers; and any photo or biometric identifier.

PRIVACY CERTIFICATION

The Plan Sponsor hereby certifies that the Plan Document have been amended to comply with the privacy regulations by incorporation of the following provisions. The Plan Sponsor agrees to:

1. Not use or further disclose the information other than as permitted or required by the Plan Document or as required by law. Such uses or disclosures may be for the purposes of Plan administration including, but not limited to, the following:
 - A. Operational activities such as quality assurance and utilization management, credentialing, and certification or licensing activities; underwriting, premium rating or other activities related to creating, renewing or replacing health benefit contracts (including reinsurance or stop loss); compliance programs; business planning; responding to appeals, external reviews, arranging for medical reviews and auditing, and customer service activities. Plan administration can include management of carve-out plans, such as dental or vision coverage.
 - B. Payment activities such as determining eligibility or coverage, coordination of benefits, determination of cost-sharing amounts, adjudicating or subrogating claims, claims management and collection activities, obtaining payment under a contract for reinsurance or stop-loss coverage, and related data-processing activities; reviewing health care services for Medical Necessity, coverage or appropriateness of care, or justification of charges; or utilization review activities.
 - C. For purposes of this certification, Plan administration does not include disclosing Summary Health Information to help the Plan Sponsor obtain premium bids; or to modify, amend or terminate group health plan coverage. Plan administration does not include disclosure of information to the Plan Sponsor as to whether the individual is a participant in; is an enrollee of or has disenrolled from the group health plan.
2. Ensure that any agents, including a subcontractor, to whom it provides PHI received from the Plan agree to the same restrictions and conditions that apply to the Plan Sponsor with respect to such information;
3. Not use or disclose the PHI for employment-related actions and decisions or in connection with any other benefit or employee benefit plan of the Plan Sponsor;

4. Report to the Plan any use or disclosure of the information that is inconsistent with the uses or disclosures provided for of which it becomes aware;
5. Make available PHI as required to allow the Covered Person a right of access to his or her PHI as required and permitted by the regulations;
6. Make available PHI for amendment and incorporate any amendments into PHI as required and permitted by the regulations;
7. Make available the PHI required to provide an accounting of disclosures as required by the regulations;
8. Make its internal practices, books, and records relating to the use and disclosure of PHI received from the Plan available to any applicable regulatory authority for purposes of determining the Plan's compliance with the law's requirements;
9. If feasible, return or destroy all PHI received from the Plan that the Plan Sponsor still maintains in any form and retain no copies of such information when no longer needed for the purpose for which disclosure was made, except that, if such return or destruction is not feasible, limit further uses and disclosures to those purposes that make the return or destruction of the information infeasible; and
10. Ensure that the adequate separation required between the Plan and the Plan Sponsor is established. To fulfill this requirement, the Plan Sponsor will restrict access to nonpublic personal information to the Plan Administrator(s) designated in this Plan Document or employees designated by the Plan Administrator(s) who need to know that information to perform Plan administration and healthcare operations functions or assist eligible persons enrolling and disenrolling from the Plan. The Plan Sponsor will maintain physical, electronic, and procedural safeguards that comply with applicable federal and state regulations to guard such information and to provide the minimum PHI necessary for performance of healthcare operations duties. The Plan Administrator(s) and any employee so designated will be required to maintain the confidentiality of nonpublic personal information and to follow policies the Plan Sponsor establishes to secure such information.

When information is disclosed to entities that perform services or functions on the Plan's behalf, such entities are required to adhere to procedures and practices that maintain the confidentiality of the Covered Person's nonpublic personal information, to use the information only for the limited purpose for which it was shared, and to abide by all applicable privacy laws.

SECURITY CERTIFICATION

The Plan Sponsor hereby certifies that its Plan Document have been amended to comply with the security regulations by incorporation of the following provisions. The Plan Sponsor agrees to:

1. Implement and follow all administrative, physical, and technical safeguards of the HIPAA Security Rules, as required by 45 CFR §§164.308, 310 and 312.
2. Implement and install adequate electronic firewalls and other electronic and physical safeguards and security measures to ensure that electronic PHI is used and disclosed only as stated in the Privacy Certification section above.
3. Ensure that when any electronic PHI is disclosed to any entity that performs services or functions on the Plan's behalf, that any such entity shall be required to adhere to and follow all of the requirements for security of electronic PHI found in 45 CFR §§164.308, 310, 312, 314 and 316.
4. Report to the Plan Administrator or the Named Fiduciary of the Plan any attempted breach, or breach of security measures described in this certification, and any disclosure or attempted disclosure of electronic PHI of which the Plan Sponsor becomes aware.

PLAN SUMMARY

The following information, together with the information contained in this booklet, form the Summary Plan Description.

1. PLAN NAME

The name of the Plan is ARUP LABORATORIES, INC. MEDICAL BENEFIT PLAN, which Plan describes the benefits, terms, limitations and provisions for payment of benefits to or on behalf of eligible Participants.

2. PLAN BENEFITS

This Plan provides benefits for Eligible Expenses Incurred by eligible Participants for: Hospital, Surgical, Medical, Maternity, other eligible Medically related, Necessary expenses.

3. PLAN EFFECTIVE DATE

This Plan was established effective January 1, 2020, and restated January 1, 2024.

4. PLAN SPONSOR

Name: ARUP Laboratories, Inc.
Phone (801) 583-2787, ext. 2282
Address: 500 Chipeta Way
Salt Lake City, UT 84108

5. PLAN ADMINISTRATOR

The Plan Administrator is the Plan Sponsor.

6. NAMED FIDUCIARY

Name: ARUP Laboratories, Inc.
Phone (801) 583-2787, ext. 2282
Address: 500 Chipeta Way
Salt Lake City, UT 84108

7. PLAN FISCAL YEAR

The Plan fiscal year begins July 1 and ends June 30 of each year.

8. PLAN YEAR

The Plan Year will commence January 1 and end on December 31 of each year.

9. PLAN TERMINATION

The right is reserved by the Plan Sponsor to terminate, suspend, withdraw, amend or modify the Plan in whole or in part at any time.

10. IDENTIFICATION NUMBER

Group Number: 2001032
Employer Identification Number: 87-0403206

11. PLAN SUPERVISOR

Name: Allegiance Benefit Plan Management, Inc.
Address: 2806 South Garfield Street
Missoula, Montana 59801

12. ELIGIBILITY

Employees and Dependents of Employees of the Plan Sponsor may participate in the Plan based upon the eligibility requirements set forth by the Plan.

13. PLAN FUNDING

The Plan is funded by contributions from the Employer and Employees.

14. AGENT FOR SERVICE OF LEGAL PROCESS

Name: University of Utah
Office of General Counsel
Address: 201 President's Circle, Room 309
Salt Lake City, UT 84112
