

This outline of coverage provides a very brief description of the important features of the policy. Please note: this outline is not intended to be part of the insurance contract. Only the actual policy provisions are final and binding. The policy details your rights and obligations, as well as those of PacificSource.

PLEASE READ YOUR MEMBER HANDBOOK CAREFULLY.

Provider Network: PSN

Estimated Premium

Plan Name	Employer Specific Categories	Employer Specific Categories	Employer Specific Categories	Employer Specific Categories	Employer Specific Categories

Annual Deductible	Per Person, Per Calendar Year	Per Family, Per Calendar Year
Participating Providers	\$2,000	\$4,000
Non-participating Providers	\$4,000	\$8,000
Out-of-Pocket Limit	Per Person, Per Calendar Year	Per Family, Per Calendar Year
Participating Providers	\$5,000	\$10,000
Non-participating Providers	\$10,000	\$20,000

Please note: Participating provider deductible and out-of-pocket limit accumulates separately from the non-participating provider deductible and out-of-pocket limit. Even though you may have the same benefit for participating and non-participating providers, your actual costs for services provided by a non-participating provider may exceed this policy’s out-of-pocket limit for non-participating services. In addition, non-participating providers can bill you for the difference between the amount charged by the provider and the amount allowed by the insurance company, and this amount is not counted toward the non-participating out-of-pocket limit. Please see ‘allowable fee’ in the definitions section of your handbook.

Trend Data

PacificSource bases small group premiums on data accumulated from the entire Montana small group population. Certain factors such as demographics are incorporated into the rating process. The small group premium increases for the last five years were 2017 8.4%, 2016 5.6%, 2015 5.1%, 2014 14.0%, 2013 8.3%.

Accident Benefit

The first \$500 of covered expenses within 90 days of an accident is covered up to the maximum benefit available and is not subject to the deductible. The date of injury must occur after the member is enrolled in this plan. If date of injury occurred prior to being enrolled on this plan, this benefit will not apply. The balance is covered as shown below.

The member is responsible for the above deductible and the following amounts:

Service	Participating Providers:	Non-participating Providers:
Preventive Care		
Well baby/Well child care	No charge*	25% co-insurance*
Preventive physicals	No charge*	Deductible then 25% co-insurance
Well woman visits	No charge*	Deductible then 25% co-insurance
Preventive mammograms	No charge*	No charge*
Immunizations	No charge*	Deductible then 25% co-insurance
Preventive colonoscopy	No charge*	Deductible then 25% co-insurance
Prostate cancer screening	No charge*	Deductible then 25% co-insurance
Professional Services		
Office and home visits	\$20 co-pay/visit*	Deductible then 25% co-insurance
Naturopath office visits	\$20 co-pay/visit*	Deductible then 25% co-insurance
Specialist office and home visits	\$50 co-pay/visit*	Deductible then 25% co-insurance
Telemedicine visits	\$20 co-pay/visit*	Deductible then 25% co-insurance
Office procedures and supplies	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Surgery	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Outpatient rehabilitation services	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Hospital Services		
Inpatient room and board	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Inpatient rehabilitation services	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Skilled nursing facility care	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Outpatient Services		
Outpatient surgery/services	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Advanced diagnostic imaging	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Diagnostic and therapeutic radiology/lab	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Urgent and Emergency Services		
Urgent care center visits	\$20 co-pay/visit*	Deductible then 25% co-insurance
Emergency room visits – medical emergency	Deductible then \$250 co-pay/visit plus 20% co-insurance^	Deductible then \$250 co-pay/visit plus 20% co-insurance^

Service	Participating Providers:	Non-participating Providers:
Emergency room visits – non-emergency	Deductible then \$250 co-pay/visit plus 20% co-insurance [^]	Deductible then \$250 co-pay/visit plus 45% co-insurance [^]
Ambulance, ground	Deductible then 20% co-insurance	Deductible then 20% co-insurance
Ambulance, air	Deductible then 20% co-insurance	Deductible then 20% co-insurance ⁺
Maternity Services		
Physician/Provider services (global charge)	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Hospital/Facility services	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Mental Health/Chemical Dependency Services		
Office visits	\$20 co-pay/visit [*]	Deductible then 25% co-insurance
Inpatient care	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Residential programs	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Other Covered Services		
Allergy injections	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Durable medical equipment	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Home health services	Deductible then 20% co-insurance	Deductible then 45% co-insurance
Chiropractic manipulations and acupuncture	\$20 co-pay/visit [*]	Deductible then 25% co-insurance
Transplants	Deductible then No charge	Deductible then 25% co-insurance

This is a brief summary of benefits. Refer to your handbook for additional information or a further explanation of benefits, limitations, and exclusions.

- [^] Co-pay applies to ER physician and facility charges only. Co-pay waived if admitted into hospital.
- ^{*} Not subject to annual deductible.
- ⁺ Non-participating air ambulance coverage is covered at 200 percent of the Medicare allowance, except as required by law. You may be held responsible for the amount billed in excess. Please see your handbook for additional information or contact our Customer Service team with questions.

Additional Information

What is the annual deductible?

Your plan's deductible is the amount of money that you pay first, before your plan starts to pay. You'll see that many services, especially preventive care, are covered by the plan without you needing to meet the deductible. The individual deductible applies if you enroll without dependents. If you and one or more dependents enroll, the individual deductible applies for each member only until the family deductible has been met. Deductible expense is applied to the out-of-pocket limit.

Note that there is a separate category for participating and non-participating providers when it comes to meeting your deductible. Only participating provider expense applies to the participating provider deductible and only non-participating provider expense applies to the non-participating provider deductible.

What is the out-of-pocket limit?

The out-of-pocket limit is the most you'll pay for covered medical expenses during the plan year. Once the out-of-pocket limit has been met, the plan will pay 100 percent of covered charges for the rest of that year. The individual out-of-pocket limit applies only if you enroll without dependents. If you and one or more dependents enroll, the individual out-of-pocket limit applies for each member only until the family out-of-pocket limit has been met. Be sure to check your Member Handbook, as there are some charges, such as non-essential health benefits, penalties, and balance billed amounts that do not count toward the out-of-pocket limit.

Note that there is a separate category for participating and non-participating providers when it comes to meeting your out-of-pocket limit. Only participating provider expense applies to the participating provider out-of-pocket limit. Only non-participating provider expense applies to the non-participating provider out-of-pocket limit.

Payments to providers

Payment to providers is based on the prevailing or contracted PacificSource fee allowance for covered services. Participating providers accept the fee allowance as payment in full. Non-participating providers are allowed to balance bill any remaining balance that your plan did not cover. Services of non-participating providers could result in out-of-pocket expense in addition to the percentage indicated.

Allowable fee for non-participating providers

Outside the PacificSource service area and in areas where our members do not have reasonable access to a participating provider through one of our third party provider networks, the allowable fee, depending upon the service and supply, will be based on the use of the UCR or the participating provider contracted rate, whichever is greater. For more detailed information, please refer to the Non-Participating Providers section of your handbook.

Preauthorization

Coverage of certain medical services and surgical procedures requires a benefit determination by PacificSource before the services are performed. This process is called 'preauthorization'. Preauthorization is necessary to determine if certain services and supplies are covered under this plan, and if you meet the plan's eligibility requirements. You'll find the most current preauthorization list on our website, PacificSource.com/member/preauthorization.aspx.

The patient's right to know the costs of medical procedures

The insured, or the insured's agent, may request an estimate of the member's portion of provider charges for any service or course of treatment that exceeds \$500. PacificSource shall make a good faith effort to provide accurate information based on cost estimates and procedure codes obtained by the insured from the insured's health care provider. The estimate may be provided in writing or electronically. It is not a binding contract between PacificSource and the member, and is not a guarantee that the estimated amount will be the charged amount, or that it will include charges for unforeseen conditions. Contact Customer Service at (877) 590-1596 to request an estimate.

Emergency medical conditions

For emergency medical conditions, non-participating providers are paid at the participating provider level.

Emergency medical condition means a medical condition manifesting itself by acute symptoms of sufficient severity (including severe pain) so that a prudent layperson, possessing an average knowledge of health and medicine, could reasonably expect the absence of immediate medical attention to result in a condition that places the health of the individual in serious jeopardy, would result in serious impairment to bodily functions, or serious dysfunction of any bodily organ or part, or, with respect to a pregnant woman having contractions, that there is inadequate time to safely transfer the woman to another hospital for delivery, or that a transfer may pose a threat to the health or safety of the woman or the unborn child.

This PacificSource health plan includes coverage for prescription drugs and certain other pharmaceuticals, subject to the information below. This plan complies with federal healthcare reform.

The amount you pay for covered prescriptions at participating and non-participating pharmacies applies toward your plan’s participating medical out-of-pocket limit, which is shown on the Medical Benefit Summary. The co-payment and/or co-insurance for prescription drugs obtained from a participating or non-participating pharmacy are waived during the remainder of the calendar year in which you have satisfied the medical out-of-pocket limit.

PACIFICSOURCE PREVENTIVE RX

Your prescription benefit includes certain outpatient drugs as a preventive benefit at no charge*. This includes specific drugs that are taken regularly to prevent a disease or to keep a specific disease or condition from progressing. Preventive drugs are taken to help avoid many illnesses and conditions. You can get a list of covered preventive drugs by contacting our Customer Service team or visit PacificSource.com/drug-list.

Each time a covered pharmaceutical is dispensed, you are responsible for the amounts below:

	Tier 1:	Tier 2:	Tier 3:
Participating Retail Pharmacy[^]			
Up to a 30 day supply:	\$10 co-pay*	\$35 co-pay*	\$60 co-pay*
Participating Mail Order Pharmacy			
Up to a 30 day supply:	\$10 co-pay*	\$35 co-pay*	\$60 co-pay*
31 - 90 day supply:	\$20 co-pay*	\$105 co-pay*	\$180 co-pay*
Non-participating Pharmacy			
30 day max fill, no more than three fills allowed per year:	Deductible then 50% co-insurance		
Tier 4 Specialty Drugs – Participating Specialty Pharmacy			
Up to a 30 day supply:	\$250 co-pay*		
Tier 4 Specialty Drugs – Not filled through Participating Specialty Pharmacy			
30 day max fill, no more than three fills allowed per year:	Deductible then 50% co-insurance		
Compound Drugs^{**}			
Up to a 30 day supply:	\$60 co-pay*		

[^] Remember to show your PacificSource member ID card each time you fill a prescription at a retail pharmacy. If your ID card is not used, your benefits cannot be applied and may result in higher out-of-pocket cost.

* Not subject to annual medical deductible.

^{**}Compounded medications are subject to a preauthorization process. Compounds are generally covered only when all commercially available formulary products have been exhausted and all the ingredients in the compounded medication are on the applicable formulary.

MAC A - Regardless of the reason or medical necessity, if you receive a brand name drug or if your physician prescribes a brand name drug when a generic is available, you will be responsible for the brand name drug’s co-payment and/or co-insurance plus the difference in cost between the brand name and generic drug. The cost difference between the brand name and generic drug does not

apply toward the medical plan's out-of-pocket limit. Does not apply to tobacco cessation medications covered under USPSTF guidelines.

If your physician prescribes a non-formulary drug due to medical necessity, it may be subject to preauthorization.

See your member handbook for important information about your prescription drug benefit, including which drugs are covered, limitations, and more.

The following shows the vision benefit available under this plan for enrolled members for all covered vision exams, lenses, and frames when performed or prescribed by a licensed ophthalmologist or licensed optometrist. Coverage for pediatric services will end on the last day of the month in which the enrolled member turns 19. Co-payment and/or co-insurance for covered charges apply to the medical plan’s out-of-pocket limit.

If charges for a service or supply are less than the amount allowed, the benefit will be equal to the actual charge. If charges for a service or supply are greater than the amount allowed, the expense above the allowed amount is the member’s responsibility and will not apply toward the member’s medical plan deductible or out-of-pocket limit.

Member Responsibility

Service/Supply	Participating Providers:	Non-participating Providers:
Enrolled Members Age 18 and Younger		
Eye exam	No charge*	No charge* up to \$40 maximum, then 100% co-insurance
Vision hardware	No charge* up to \$150 maximum then subject to participating providers medical deductible and co-insurance per calendar year	

* Not subject to annual deductible

Benefit Limitations: enrolled members age 18 and younger

- One vision exam every calendar year.
- One pair of glasses (lenses and frames) or contact lenses in lieu of glasses per calendar year.

Exclusions

- Special procedures, such as orthoptics or vision training.
- Special supplies, such as sunglasses (plain or prescription) and subnormal vision aids.
- Lens tint.
- Plano contact lenses.
- Anti-reflective coating and scratch resistant coatings.
- Replacement of lost, stolen, or broken lenses or frames.
- Duplication of spare eyeglasses or any lenses or frames for members age 18 and younger.
- Nonprescription lenses.
- Visual analysis that does not include refraction.
- Services or supplies not listed as covered expenses.
- Eye exams required as a condition of employment, required by a labor agreement or government body.
- Expenses covered under any worker’s compensation law.
- Services or supplies received before this plan’s coverage begins or after it ends.

- Charges for services or supplies covered in whole or in part under any medical or vision benefits provided by the employer.
- Medical or surgical treatment of the eye.

Important information about your vision benefits

Your PacificSource group health plan includes coverage for vision services. To make the most of those benefits, it's important to keep in mind the following:

Participating Providers

PacificSource is able to add value to your vision benefits by contracting with a network of vision providers. Those providers offer vision services at discounted rates, which are passed on to you in your benefits.

Paying for Services

Please remember to show your current PacificSource ID card whenever you use your plan's benefits. Our provider contracts require participating providers to bill us directly whenever you receive covered services and supplies. Providers will verify your vision benefits. Participating providers should not ask you to pay the full cost in advance. They may only collect your share of the expense up front, such as co-payments and amounts over your plan's allowances. If you are asked to pay the entire amount in advance, tell the provider you understand they have a contract with PacificSource, and they should bill PacificSource directly.

Sales and Promotions (sales and promotions are not considered insurance)

Vision retailers often use coupons and promotions to bring in new business, such as free eye exams, two-for-one glasses, or free lenses with purchase of frames. Because participating providers already discount their services through their contract with PacificSource, your plan's participating provider benefits cannot be combined with any other discounts or coupons. You can use your plan's participating provider benefits, or you can use your plan's non-participating provider benefits to take advantage of a sale or coupon offer.

If you do take advantage of a special offer, the participating provider may treat you as an uninsured customer and require full payment in advance. You can then send the claim to PacificSource yourself, and we will reimburse you according to your plan's non-participating provider benefits.