

BENEFIT SUMMARY



Cigna Health and Life Insurance Co.
For - Zara USA, Inc.
Open Access Plus Plan
OAP
Effective - 10/01/2025

Selection of a Primary Care Provider - your plan may require or allow the designation of a primary care provider. You have the right to designate any primary care provider who participates in the network and who is available to accept you or your family members. If your plan requires designation of a primary care provider, Cigna may designate one for you until you make this designation. For information on how to select a primary care provider, and for a list of the participating primary care providers, visit www.mycigna.com or contact customer service at the phone number listed on the back of your ID card. For children, you may designate a pediatrician as the primary care provider.

Direct Access to Obstetricians and Gynecologists - You do not need prior authorization from the plan or from any other person (including a primary care provider) in order to obtain access to obstetrical or gynecological care from a health care professional in our network who specializes in obstetrics or gynecology. The health care professional, however, may be required to comply with certain procedures, including obtaining prior authorization for certain services, following a pre-approved treatment plan, or procedures for making referrals. For a list of participating health care professionals who specialize in obstetrics or gynecology, visit www.mycigna.com or contact customer service at the phone number listed on the back of your ID card.

A notice for Texas residents per Tex. Ins. Code §1218.001 et.al.: This plan has purchased an optional rider to cover elective abortions. The enrollee has the right to exclude from their plan, and not pay for, coverage for elective abortions.

| Plan Highlights | In-Network | Out-of-Network |
|---|--|--|
| Lifetime Maximum | Unlimited | Unlimited |
| Plan Year Accumulation | Your plan's deductibles, out-of-pockets and benefit level limits accumulate on a contract year basis unless otherwise stated. In addition, all plan maximums and service-specific maximums (dollar and occurrence) cross-accumulate between in- and out-of-network unless otherwise noted. | |
| Plan Coinsurance | Plan pays 100% | Plan pays 70% |
| Maximum Reimbursable Charge | Not Applicable | 150% |
| Plan Deductible | Individual: \$500 Family: \$1,000 | Individual: \$2,000 Family: \$4,000 |
| <ul style="list-style-type: none"> • Only the amount you pay for in-network covered expenses counts towards your in-network deductible. Only the amount you pay for out-of-network covered expenses counts towards your out-of-network deductible. • Benefit copays/deductibles always apply before plan deductible and coinsurance. • Family members meet only their individual deductible and then their claims will be covered under the plan coinsurance; if the family deductible has been met prior to their individual deductible being met, their claims will be paid at the plan coinsurance. | | |
| Note: Services where plan deductible applies are noted with a caret (^). | | |

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| Plan Highlights | In-Network | Out-of-Network |
|--|---|---|
| Plan Out-of-Pocket Maximum | Individual: \$5,050 Family: \$12,625 | Individual: \$9,000 Family: \$22,500 |
| <ul style="list-style-type: none"> Only the amount you pay for in-network covered expenses counts toward your in-network out-of-pocket maximum. Only the amount you pay for out-of-network covered expenses counts toward your out-of-network out-of-pocket maximum. Plan deductible contributes towards your out-of-pocket maximum. All benefit copays/deductibles contribute towards your out-of-pocket maximum. Covered expenses that count towards your out-of-pocket maximum include customer paid coinsurance and charges for Mental Health and Substance Use Disorder. Out-of-network non-compliance penalties or charges in excess of Maximum Reimbursable Charge do not contribute towards the out-of-pocket maximum. After each eligible family member meets his or her individual out-of-pocket maximum, the plan will pay 100% of their covered expenses. Or, after the family out-of-pocket maximum has been met, the plan will pay 100% of each eligible family member's covered expenses. This plan includes a combined Medical/Pharmacy out-of-pocket maximum. | | |
| Benefit | In-Network | Out-of-Network |
| Note: Services where plan deductible applies are noted with a caret (^). Benefit copays/deductibles always apply before plan deductible. | | |
| Physician Services - Office Visits | | |
| Primary Care Physician (PCP) Services/Office Visit | \$25 copay, and plan pays 100% | Plan pays 70% ^ |
| Specialty Care Physician Services/Office Visit | \$30 copay, and plan pays 100% | Plan pays 70% ^ |
| NOTE: Obstetrician and Gynecologist (OB/GYN) visits are subject to either the PCP or Specialist cost share depending on how the provider contracts with Cigna (i.e. as PCP or as Specialist). | | |
| Surgery Performed in Physician's Office | Covered same as Physician Services - Office Visit | Covered same as Physician Services - Office Visit |
| Allergy Treatment/Injections and Allergy Serum Allergy serum dispensed by the physician in the office | Covered same as Physician Services - Office Visit | Covered same as Physician Services - Office Visit |
| Note: Office copay does not apply if only the allergy serum is provided. | | |
| Virtual Care | | |
| Dedicated Virtual Providers - MDLIVE | | |
| MDLIVE Urgent Virtual Care Services | \$25 copay, and plan pays 100% | Not Covered |
| MDLIVE Primary Care Services | \$25 copay, and plan pays 100% | Not Covered |
| MDLIVE Specialty Care Services | \$30 copay, and plan pays 100% | Not Covered |
| <ul style="list-style-type: none"> Primary Care cost share applies to routine care. Virtual wellness screenings are payable under Preventive Care. Lab services supporting a virtual visit must be obtained through dedicated labs. Includes charges for the delivery of medical and health-related services and consultations by dedicated virtual providers as medically appropriate through audio, video, and secure internet-based technologies. | | |

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| Benefit | In-Network | Out-of-Network |
|---|---|---|
| Note: Services where plan deductible applies are noted with a caret (^). Benefit copays/deductibles always apply before plan deductible. | | |
| Virtual Physician Services - Office Visits | | |
| Primary Care Physician (PCP) Services/Office Visit | \$25 copay, and plan pays 100% | Plan pays 70% ^ |
| Specialty Care Physician Services/Office Visit | \$30 copay, and plan pays 100% | Plan pays 70% ^ |
| <ul style="list-style-type: none"> Physicians may deliver services virtually that are payable under other benefits (e.g., Preventive Care, Outpatient Therapy Services). Includes charges for the delivery of medical and health-related services and consultations as medically appropriate through audio, video, and secure internet-based technologies that are similar to office visit services provided in a face-to-face setting. | | |
| NOTE: Obstetrician and Gynecologist (OB/GYN) visits are subject to either the PCP or Specialist cost share depending on how the provider contracts with Cigna (i.e. as PCP or as Specialist). | | |
| Preventive Care | | |
| Preventive Care Birth through age 18 | Plan pays 100% | PCP: Plan pays 100% Specialist: Plan pays 100% |
| Ages 19 and older | Plan pays 100% | PCP: Plan pays 70% ^ Specialist: Plan pays 70% ^ |
| <ul style="list-style-type: none"> Includes coverage of additional services, such as urinalysis, EKG, and other laboratory tests, supplementing the standard Preventive Care benefit when billed as part of office visit. Annual Limit: Unlimited | | |
| Immunizations Birth through age 18 | Plan pays 100% | PCP: Plan pays 100% Specialist: Plan pays 100% |
| Ages 19 and older | Plan pays 100% | PCP: Plan pays 70% ^ Specialist: Plan pays 70% ^ |
| Mammogram, PAP, and PSA Tests | Plan pays 100% | Covered same as other x-ray and lab services, based on Place of Service |
| <ul style="list-style-type: none"> Coverage includes the associated Preventive Outpatient Professional Services. Diagnostic-related services are covered at the same level of benefits as other x-ray and lab services, based on Place of Service. | | |
| Inpatient | | |
| Inpatient Hospital Facility Services | \$250 per admission copay, and plan pays 100% ^ | Plan pays 70% ^ |
| Note: Includes all Lab and Radiology services, including Advanced Radiological Imaging as well as Medical Pharmaceutical Drugs | | |
| Inpatient Hospital Physician's Visit/Consultation | Plan pays 100% ^ | Plan pays 70% ^ |
| Inpatient Professional Services | Plan pays 100% ^ | Plan pays 70% ^ |
| <ul style="list-style-type: none"> For services performed by Surgeons, Radiologists, Pathologists and Anesthesiologists | | |

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|--|---|---|
| Note: Services where plan deductible applies are noted with a caret (^). Benefit copays/deductibles always apply before plan deductible. | | |
| Outpatient | | |
| Outpatient Facility Services | Plan pays 100% ^ | Plan pays 70% ^ |
| Outpatient Professional Services | Plan pays 100% ^ | Plan pays 70% ^ |
| <ul style="list-style-type: none"> For services performed by Surgeons, Radiologists, Pathologists and Anesthesiologists | | |
| Emergency Services | | |
| Emergency Room | | |
| <ul style="list-style-type: none"> Includes Professional, X-ray and/or Lab services performed at the Emergency Room and billed by the facility as part of the ER visit. Per visit copay is waived if admitted. | \$250 copay, and plan pays 100% | \$250 copay, and plan pays 100% |
| Urgent Care Facility | | |
| <ul style="list-style-type: none"> Includes Professional, X-ray and/or Lab services performed at the Urgent Care Facility and billed by the facility as part of the urgent care visit. | \$25 copay, and plan pays 100% | Plan pays 70% ^ |
| Ambulance | Plan pays 100% ^ | Plan pays 100% ^ |
| Ambulance services used as non-emergency transportation (e.g., transportation from hospital back home) generally are not covered. | | |
| Ambulance - Mental Health and Substance Use Disorder | Plan pays 100% | Plan pays 100% |
| Ambulance services used as non-emergency transportation (e.g., transportation from hospital back home) generally are not covered. | | |
| Inpatient Services at Other Health Care Facilities | | |
| Skilled Nursing Facility, Rehabilitation Hospital, Sub-Acute Facilities | | |
| <ul style="list-style-type: none"> Annual Limit: 60 days | Plan pays 100% ^ | Plan pays 70% ^ |
| Laboratory Services | | |
| Physician's Services/Office Visit | Covered same as Physician Services - Office Visit | Covered same as Physician Services - Office Visit |
| Independent Lab | Plan pays 100% ^ | Plan pays 70% ^ |
| Outpatient Facility | Plan pays 100% ^ | Plan pays 70% ^ |
| Radiology Services | | |
| Physician's Services/Office Visit | Covered same as Physician Services - Office Visit | Covered same as Physician Services - Office Visit |
| Outpatient Facility | Plan pays 100% ^ | Plan pays 70% ^ |
| Advanced Radiological Imaging (ARI) | Includes MRI, MRA, CAT Scan, PET Scan, etc. | |
| Outpatient Facility | Plan pays 100% ^ | Plan pays 100% ^ |
| Physician's Services/Office Visit | Plan pays 100% | Plan pays 100% ^ |

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|--|---|---|
| Note: Services where plan deductible applies are noted with a caret (^). Benefit copays/deductibles always apply before plan deductible. | | |
| Outpatient Therapy Services | | |
| Outpatient Therapy Services | \$25 copay, and plan pays 100% | Covered same as Physician Services - Office Visit |
| Annual Limits: <ul style="list-style-type: none"> All Therapies Combined - Includes Cognitive Therapy, Occupational Therapy, Physical Therapy, Pulmonary Rehabilitation, and Speech Therapy - 120 days Limits are not applicable to mental health conditions for Physical, Speech and Occupational Therapies. | | |
| Note: Therapy days, provided as part of an approved Home Health Care plan, accumulate to the applicable outpatient therapy services maximum. | | |
| Chiropractic Services | Covered same as Physician Services - Office Visit | Covered same as Physician Services - Office Visit |
| Annual Limit: <ul style="list-style-type: none"> Chiropractic Care - Unlimited days | | |
| Cardiac Rehabilitation Services | Covered same as Physician Services - Office Visit | Covered same as Physician Services - Office Visit |
| Annual Limit: <ul style="list-style-type: none"> Cardiac Rehabilitation - 36 days | | |
| Hospice | | |
| Inpatient Facilities | Plan pays 100% ^ | Plan pays 70% ^ |
| Outpatient Services | Plan pays 100% | Plan pays 75% |
| Note: Includes Bereavement counseling provided as part of a hospice program. | | |
| Bereavement Counseling (for services not provided as part of a hospice program) | | |
| Services Provided by a Mental Health Professional | Covered under Mental Health benefit | Covered under Mental Health benefit |
| Medical Pharmaceutical Drugs | | |
| Cigna Pathwell Specialty® Medical Pharmaceuticals | Plan pays 100% ^ | Plan pays 70% ^ |
| Other Medical Pharmaceuticals | Plan pays 100% ^ | Plan pays 70% ^ |
| <ul style="list-style-type: none"> Cigna Pathwell Specialty® Medical Pharmaceuticals are only covered when administered by a Cigna Pathwell Specialty® designated provider. This benefit only applies to the cost of Medical Pharmaceutical drugs administered. Related Facility, Office Visit or Professional charges are covered according to the plan design. | | |

| Benefit | In-Network | Out-of-Network |
|--|---|---|
| Note: Services where plan deductible applies are noted with a caret (^). Benefit copays/deductibles always apply before plan deductible. | | |
| Maternity | | |
| Initial Visit to Confirm Pregnancy | Covered same as Physician Services - Office Visit | Covered same as Physician Services - Office Visit |
| All Subsequent Prenatal Visits, Postnatal Visits and Physician's Delivery Charges (Global Maternity Fee) | Plan pays 100% ^ | Plan pays 70% ^ |
| Office Visits in Addition to Global Maternity Fee (Performed by OB/GYN or Specialist) | Covered same as Physician Services - Office Visit | Covered same as Physician Services - Office Visit |
| Delivery - Facility (Inpatient Hospital, Birthing Center) | Covered same as plan's Inpatient Hospital benefit | Covered same as plan's Inpatient Hospital benefit |
| Abortion | | |
| Abortion Services | Plan pays 100% | Coverage varies based on Place of Service |
| Note: Elective and non-elective procedures | | |
| Family Planning | | |
| Women's Services | Plan pays 100% | Coverage varies based on Place of Service |
| Includes contraceptive devices as ordered or prescribed by a physician and surgical sterilization services, such as tubal ligation (excludes reversals) | | |
| Men's Services | Coverage varies based on Place of Service | Coverage varies based on Place of Service |
| Includes surgical sterilization services, such as vasectomy (excludes reversals) | | |
| Infertility | | |
| Infertility Treatment | Coverage varies based on Place of Service | Coverage varies based on Place of Service |
| Infertility covered services: lab and radiology test, counseling, surgical treatment, includes artificial insemination, in-vitro fertilization, GIFT, ZIFT, etc. | | |
| <ul style="list-style-type: none"> Lifetime Maximum: Unlimited | | |
| Outpatient Dialysis Services | | |
| Physician's Services/Office Visit | Covered same as Physician Services - Office Visit | Covered same as Physician Services - Office Visit |
| Home Dialysis | Covered same as plan's Home Health Care benefit | Covered same as plan's Home Health Care benefit |
| Outpatient Facility Services | Covered same as plan's Outpatient Facility Services benefit | Covered same as plan's Outpatient Facility Services benefit |
| Outpatient Professional Services | Covered same as plan's Outpatient Professional Services benefit | Covered same as plan's Outpatient Professional Services benefit |

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|--|---|---|
| Note: Services where plan deductible applies are noted with a caret (^). Benefit copays/deductibles always apply before plan deductible. | | |
| Other Health Care Facilities/Services | | |
| Home Health Care <ul style="list-style-type: none"> Annual Limit: Unlimited Note: Includes outpatient private duty nursing when approved as medically necessary | Plan pays 100% | Plan pays 75% |
| Organ Transplants | | |
| Inpatient Hospital Facility Services | | |
| LifeSOURCE Transplant Network® facility | \$250 per admission copay, and plan pays 100% | Not Applicable |
| Other Facility | \$250 per admission copay, and plan pays 100% ^ | Not Covered |
| Inpatient Professional Services | | |
| LifeSOURCE Transplant Network® facility | Plan pays 100% | Not Applicable |
| Other Facility | Plan pays 100% ^ | Not Covered |
| <ul style="list-style-type: none"> Travel Maximum - Cigna LifeSOURCE Transplant Network® facility only: \$10,000 maximum per Transplant per Lifetime | | |
| Durable Medical Equipment <ul style="list-style-type: none"> Annual Limit: Unlimited | Plan pays 100% ^ | Plan pays 70% ^ |
| Breast Feeding Equipment and Supplies <ul style="list-style-type: none"> Limited to the rental of one breast pump per birth as ordered or prescribed by a physician Includes related supplies | Plan pays 100% | Plan pays 70% ^ |
| External Prosthetic Appliances (EPA) <ul style="list-style-type: none"> Annual Limit: Unlimited | Plan pays 100% ^ | Plan pays 70% ^ |
| Temporomandibular Joint Disorder (TMJ) <ul style="list-style-type: none"> Unlimited lifetime maximum Note: Provided on a limited, case-by-case basis. Excludes appliances and orthodontic treatment. | Coverage varies based on Place of Service | Coverage varies based on Place of Service |
| Bariatric Surgery <ul style="list-style-type: none"> Unlimited lifetime limit | Coverage varies based on Place of Service | Coverage varies based on Place of Service |
| Routine Foot Care Note: Services associated with foot care for diabetes and peripheral vascular disease are covered when approved as medically necessary. | Not Covered | Not Covered |
| Hearing Aids <ul style="list-style-type: none"> Maximum of 2 devices per lifetime Includes testing and fitting of hearing aid devices at Physician Office Visit cost share | Plan pays 100% ^ | Not Covered |
| Acupuncture <ul style="list-style-type: none"> Annual Limit: 20 days | Covered same as Physician Services - Office Visit | Covered same as Physician Services - Office Visit |

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Benefit**In-Network****Out-of-Network**

Note: Services where plan deductible applies are noted with a caret (^). Benefit copays/deductibles always apply before plan deductible.

Mental Health and Substance Use Disorder

| | | |
|---|---|-----------------|
| Inpatient Mental Health | \$250 per admission copay, and plan pays 100% ^ | Plan pays 70% ^ |
| Outpatient Mental Health – Physician’s Office | \$25 copay, and plan pays 100% | Plan pays 70% ^ |
| Outpatient Mental Health – All Other Services | Plan pays 100% | Plan pays 70% ^ |
| Inpatient Substance Use Disorder | \$250 per admission copay, and plan pays 100% ^ | Plan pays 70% ^ |
| Outpatient Substance Use Disorder – Physician’s Office | \$25 copay, and plan pays 100% | Plan pays 70% ^ |
| Outpatient Substance Use Disorder – All Other Services | Plan pays 100% | Plan pays 70% ^ |

Annual Limits:

- Unlimited maximum

Notes:

- Inpatient includes Acute Inpatient and Residential Treatment.
- Outpatient - Physician's Office - may include Individual, family and group therapy, psychotherapy, medication management, etc.
- Outpatient - All Other Services - may include Partial Hospitalization, Intensive Outpatient Services, Applied Behavior Analysis (ABA Therapy), etc.
- Services are paid at 100% after you reach your out-of-pocket maximum.

Important Note on Mental Health and Substance Use Disorder Coverage: Covered medical services listed above, which are received to diagnose or treat a Mental Health or Substance Use Disorder condition will be payable according to this section titled “Mental Health and Substance Use Disorder.”

Mental Health/Substance Use Disorder Utilization Review, Case Management and Programs**Cigna Total Behavioral Health - Inpatient and Outpatient Management**

- Inpatient utilization review and case management
- Outpatient utilization review and case management
- Partial Hospitalization
- Intensive outpatient programs
- Changing Lives by Integrating Mind and Body Program
- Lifestyle Management Programs: Stress Management, Tobacco Cessation and Weight Management.
- Narcotic Therapy Management
- inMyndSM program - a comprehensive, holistic solution to help recognize and find resources to treat behavioral health conditions.

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| Pharmacy | In-Network | Out-of-Network |
|----------|------------|----------------|
|----------|------------|----------------|

Cost Share and Supply

| | | |
|---|--|--|
| <p>Cigna Pharmacy Cost Share</p> <ul style="list-style-type: none"> Retail – up to 90-day supply (except Specialty up to 30-day supply) Home Delivery – up to 90-day supply (except Specialty up to 30-day supply) | <p>Retail (per 30-day supply): Generic: You pay \$10 Preferred Brand: You pay \$40 Non-Preferred Brand: You pay \$85</p> <p>Retail and Home Delivery (per 90-day supply): Generic: You pay \$20 Preferred Brand: You pay \$80 Non-Preferred Brand: You pay \$170</p> | <p>Retail: You pay 30% Your plan pays 70%</p> <p>Home Delivery: Not Covered</p> |
|---|--|--|

- Cigna 90 Now CVS:** Retail drugs for a 30-day supply may be obtained in-network at a wide range of pharmacies across the nation although prescriptions for a 90-day supply (such as maintenance drugs) will be available at select network pharmacies. Walgreens will be considered out-of-network for a 90-day supply.
- Cigna 90 Now Program:** You can choose to fill your medications in a 30- or 90-day supply. If you choose to fill a 30-day prescription, it can be filled at any network retail pharmacy or network home delivery pharmacy. If you choose to fill a 90-day prescription, it must be filled at a 90-day network retail pharmacy or network home delivery pharmacy to be covered by the plan.
- Specialty medications are used to treat an underlying disease which is considered to be rare and chronic including, but not limited to, multiple sclerosis, hepatitis C or rheumatoid arthritis. Specialty Drugs may include high cost medications as well as medications that may require special handling and close supervision when being administered.
- When patient requests brand drug, patient pays the lower tier cost share plus the cost difference between the brand and generic drugs up to the cost of the brand drug (unless the physician indicates "Dispense As Written" DAW).
- Your pharmacy benefits share an out-of-pocket maximum with the medical/behavioral benefits.
- Specialty Drugs provided at Home Delivery at the Retail (per 30-day supply) cost share.

Drugs Covered

Prescription Drug List:

Your Cigna Standard Prescription Drug List includes a full range of drugs including all those required under applicable health care laws. To check which drugs are included in your plan, please log on to myCigna.com.

Some highlights:

- Coverage includes Self Administered injectables and optional injectable drugs – but excludes infertility drugs.
- Contraceptive devices and drugs are covered with federally required products covered at 100%.
- Insulin, glucose test strips, lancets, insulin needles & syringes, insulin pens and cartridges are covered.
- Lifestyle drugs are covered - limited to sexual dysfunction.
- Oral Fertility drugs are covered.

Pharmacy Program Information

Pharmacy Clinical Management: Essential

Your plan features drug management programs and edits to ensure safe prescribing, and access to medications proven to be the most reliable and cost effective for the medical condition, including:

- Prior authorization requirements
- Step Therapy on select classes of medications and drugs new to the market
- Quantity limits, including maximum daily dose edits, quantity over time edits, duration of therapy edits, and dose optimization edits
- Age edits, and refill-too-soon edits
- Plan exclusion edits
- Current users of Step Therapy medications will be allowed one 30-day fill during the first three months of coverage before Step Therapy program applies.
- Your plan includes Specialty Drug Management features, such as prior authorization and quantity limits, to ensure the safe prescribing and access to specialty medications.
- For customers with complex conditions taking a specialty medication, we will offer Accredo Therapeutic Resource Centers (TRCs) to provide specialty medication and condition counseling. For customers taking a specialty medication not dispensed by Accredo, Cigna experts will offer this important specialty medication and condition counseling.

Additional Information

Case Management

Coordinated by Cigna HealthCare. This is a service designated to provide assistance to a patient who is at risk of developing medical complexities or for whom a health incident has precipitated a need for rehabilitation or additional health care support. The program strives to attain a balance between quality and cost effective care while maximizing the patient's quality of life.

Comprehensive Oncology Program

- Care Management outreach
- Case Management

Included

Healthy Pregnancies/Healthy Babies

- Care Management outreach
- Maternity Case Management
- Neo-natal Case Management

\$150 (1st trimester) / \$75 (2nd trimester) - Option 3

Additional Information

Maximum Reimbursable Charge

The allowable covered expense for non-network services is based on the lesser of the health care professional's normal charge for a similar service or a percentage of a fee schedule (150%) developed by Cigna that is based on a methodology similar to one used by Medicare to determine the allowable fee for the same or similar service in a geographic area. In some cases, the Medicare based fee schedule will not be used and the Maximum Reimbursable Charge for covered services is based on the lesser of the health care professional's normal charge for a similar service or a percentile (80th) of charges made by health care professionals of such service or supply in the geographic area where it is received. If sufficient charge data is unavailable in the database for that geographic area to determine the Maximum Reimbursable Charge, then data in the database for similar services may be used. Out-of-network services are subject to a contract year deductible and Maximum Reimbursable Charge limitations.

Out-of-Network Emergency Services Charges

1. Emergency Services are covered at the in-network cost-sharing level as required by applicable state or federal law if services are received from a non-participating (out-of-network) provider.
2. The allowable amount used to determine the plan's benefit payment for covered Emergency Services rendered in an out-of-network hospital, or by an out-of-network provider in an in-network hospital, is the amount agreed to by the out-of-network provider and Cigna, or as required by applicable state or federal law.

The member is responsible for applicable in-network cost-sharing amounts (any deductible, copay or coinsurance). The member is not responsible for any charges that may be made in excess of the allowable amount. If the out-of-network provider bills you for an amount higher than the amount you owe as indicated on the Explanation of Benefits (EOB), contact Cigna Customer Service at the phone number on your ID card.

Medicare Coordination

In accordance with the Social Security Act of 1965, this plan will pay Secondary to Medicare Part A and B as follows:

- (a) a former Employee such as a retiree, a former Disabled Employee, a former Employee's Dependent Spouse and/or Dependent Child(ren), including a former Employee's Domestic Partner, or a COBRA continuant (whose insurance is continued for any reason), and who is also eligible for Medicare due to age or disability;
- (b) an Employee's Domestic Partner who is also eligible for Medicare due to age;
- (c) an Employee, a former Employee, an Employee's or former Employee's Dependent Spouse and/or Dependent Child(ren), an Employee's Dependent, including a Domestic Partner, who is eligible for Medicare due to End Stage Renal Disease after that person has been eligible for Medicare for 30 months.

When a person is eligible for Medicare A and B as described above, this plan will pay as the Secondary Plan to Medicare Part A and B **regardless if the person is actually enrolled in Medicare Part A and/or Part B and regardless if the person seeks care at a Medicare Provider or not for Medicare covered services.**

Multiple Surgical Reduction

Multiple surgeries performed during one operating session result in payment reduction of 50% to the surgery of lesser charge. The most expensive procedure is paid as any other surgery.

One Guide

Available by phone or through myCigna mobile application. One Guide helps you navigate the health care system and make the most of your health benefits and programs.

Additional Information

Pre-Certification - Continued Stay Review - Preferred Care Management Inpatient - required for all inpatient admissions

In-Network: Coordinated by your physician

Out-of-Network: Customer is responsible for contacting Cigna Healthcare. Subject to penalty/reduction or denial for non-compliance.

- The lesser of 50% or \$500 penalty applied to hospital inpatient charges for failure to contact Cigna Healthcare to precertify admission.
- Benefits are denied for any admission reviewed by Cigna Healthcare and not certified.
- Benefits are denied for any additional days not certified by Cigna Healthcare.

Pre-Certification - Preferred Care Management Outpatient Prior Authorization - required for selected outpatient procedures and diagnostic testing

In-Network: Coordinated by your physician

Out-of-Network: Customer is responsible for contacting Cigna Healthcare. Subject to penalty/reduction or denial for non-compliance.

- The lesser of 50% or \$500 penalty applied to outpatient procedures/diagnostic testing charges for failure to contact Cigna Healthcare and to precertify admission.
- Benefits are denied for any outpatient procedures/diagnostic testing reviewed by Cigna Healthcare and not certified.

Pre-Existing Condition Limitation (PCL) does not apply.

Well-Being Solution: Core

- Health assessment
- Device/app integration
- Personalized online content and data-driven actions
- Social connections

Your Health First - 300

Individuals with one or more of the chronic conditions, identified on the right, may be eligible to receive the following type of support:

- Condition Management
- Medication adherence
- Risk factor management
- Lifestyle issues
- Health & Wellness issues
- Pre/post-admission
- Treatment decision support
- Gaps in care

Holistic health support for the following chronic health conditions:

- Heart Disease
- Coronary Artery Disease
- Angina
- Congestive Heart Failure
- Acute Myocardial Infarction
- Peripheral Arterial Disease
- Asthma
- Chronic Obstructive Pulmonary Disease (Emphysema and Chronic Bronchitis)
- Diabetes Type 1
- Diabetes Type 2
- Metabolic Syndrome/Weight Complications
- Osteoarthritis
- Low Back Pain
- Anxiety
- Bipolar Disorder
- Depression

Definitions

Coinsurance - After you've reached your deductible, you and your plan share some of your medical costs. The portion of covered expenses you are responsible for is called Coinsurance.

Copay - A flat fee you pay for certain covered services such as doctor's visits or prescriptions.

Deductible - A flat dollar amount you must pay out of your own pocket before your plan begins to pay for covered services.

Out-of-Pocket Maximum - Specific limits for the total amount you will pay out of your own pocket before your plan coinsurance percentage no longer applies. Once you meet these maximums, your plan then pays 100 percent of the "Maximum Reimbursable Charges" or negotiated fees for covered services.

Place of Service - Your plan pays based on where you receive services. For example, for hospital stays, your coverage is paid at the inpatient level.

Prescription Drug List - The list of prescription brand and generic drugs covered by your pharmacy plan.

Professional Services - Services performed by Surgeons, Assistant Surgeons, Hospital Based Physicians, Radiologists, Pathologists and Anesthesiologists

Transition of Care - Provides in-network health coverage to new customers when the customer's doctor is not part of the Cigna network and there are approved clinical reasons why the customer should continue to see the same doctor.

Exclusions

No Coverage is available for the following:

A. Aviation.

We do not Cover services arising out of aviation, other than as a fare-paying passenger on a scheduled or charter flight operated by a scheduled airline.

B. Convalescent and Custodial Care.

We do not Cover services related to rest cures, custodial care or transportation. "Custodial care" means help in transferring, eating, dressing, bathing, toileting and other such related activities. Custodial care does not include Covered Services determined to be Medically Necessary.

C. Conversion Therapy.

We do not Cover conversion therapy. Conversion therapy is any practice by a mental health professional that seeks to change the sexual orientation or gender identity of a Member under 18 years of age, including efforts to change behaviors, gender expressions, or to eliminate or reduce sexual or romantic attractions or feelings toward individuals of the same sex. Conversion therapy does not include counseling or therapy for an individual who is seeking to undergo a gender transition or who is in the process of undergoing a gender transition, that provides acceptance, support, and understanding of an individual or the facilitation of an individual's coping, social support, and identity exploration and development, including sexual orientation-neutral interventions to prevent or address unlawful conduct or unsafe sexual practices, provided that the counseling or therapy does not seek to change sexual orientation or gender identity.

D. Cosmetic Services.

We do not Cover cosmetic services, Prescription Drugs, or surgery, unless otherwise specified, except that cosmetic surgery shall not include reconstructive surgery when such service is incidental to or follows surgery resulting from trauma, infection or diseases of the involved part, and reconstructive surgery because of congenital disease or anomaly of a covered Child which has resulted in a functional defect. We also Cover services in connection with reconstructive surgery following a mastectomy, as provided elsewhere in this Certificate. Cosmetic surgery does not include surgery determined to be Medically Necessary. If a claim for a procedure listed in 11 NYCRR 56 (e.g., certain plastic surgery and dermatology procedures) is submitted retrospectively and without medical information, any denial will not be subject to the Utilization Review process in the Utilization Review and External Appeal sections of this Certificate unless medical information is submitted.

E. Coverage Outside of the United States, Canada or Mexico.

We do not Cover care or treatment provided outside of the United States, its possessions, Canada or Mexico except for Emergency Services, Pre-Hospital Emergency Medical Services and ambulance services to treat Your Emergency Condition.

F. Dental Services.

We do not Cover dental services except for: care or treatment due to accidental injury to sound natural teeth within 12 months of the accident; dental care or treatment necessary due to congenital disease or anomaly; or dental care or treatment specifically stated in the Outpatient and Professional Services

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Exclusions

section(s) of the Certificate.

G. Experimental or Investigational Treatment.

We do not Cover any health care service, procedure, treatment, device or Prescription Drug that is experimental or investigational. However, We will Cover experimental or investigational treatments, including treatment for Your rare disease or patient costs for Your participation in a clinical trial as described in the Outpatient and Professional Services section of this Certificate, when Our denial of services is overturned by an External Appeal Agent certified by the State. However, for clinical trials, We will not Cover the costs of any investigational drugs or devices, non-health services required for You to receive the treatment, the costs of managing the research, or costs that would not be Covered under this Certificate for non-investigational treatments. See the Utilization Review and External Appeal sections of this Certificate for a further explanation of Your Appeal rights.

H. Felony Participation.

We do not Cover any illness, treatment or medical condition due to Your participation in a felony, riot or insurrection. This exclusion does not apply to Coverage for services involving injuries suffered by a victim of an act of domestic violence or for services as a result of Your medical condition (including both physical and mental health conditions).

I. Foot Care.

We do not Cover routine foot care in connection with corns, calluses, flat feet, fallen arches, weak feet, chronic foot strain or symptomatic complaints of the feet. However, we will Cover foot care when You have a specific medical condition or disease resulting in circulatory deficits or areas of decreased sensation in Your legs or feet.

J. Government Facility.

We do not Cover care or treatment provided in a Hospital that is owned or operated by any federal, state or other governmental entity, except as otherwise required by law.

K. Medically Necessary.

In general, We will not Cover any health care service, procedure, treatment, test, device or Prescription Drug that We determine is not Medically Necessary. If an External Appeal Agent certified by the State overturns Our denial, however, We will Cover the service, procedure, treatment, test, device or Prescription Drug for which coverage has been denied, to the extent that such service, procedure, treatment, test, device or Prescription Drug is otherwise Covered under the terms of this Certificate.

L. Medicare or Other Governmental Program.

We do not Cover services if benefits are provided for such services under the federal Medicare program or other governmental program (except Medicaid).

M. Military Service.

We do not Cover an illness, treatment or medical condition due to service in the Armed Forces or auxiliary units.

N. No-Fault Automobile Insurance.

We do not Cover any benefits to the extent provided for any loss or portion thereof for which mandatory automobile no-fault benefits are recovered or recoverable. This exclusion applies even if You do not make a proper or timely claim for the benefits available to You under a mandatory no-fault policy.

O. Services Not Listed.

We do not Cover services that are not listed in this Certificate as being Covered.

P. Services Provided by a Family Member.

We do not Cover services performed by a member of the covered person's immediate family. "Immediate family" shall mean a child, spouse, mother, father, sister or brother of You or Your Spouse.

Q. Services Separately Billed by Hospital Employees.

We do not Cover services rendered and separately billed by employees of Hospitals, laboratories or other institutions.

R. Services with No Charge.

We do not Cover services for which no charge is normally made.

S. Vision Services.

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Exclusions

We do not Cover the examination or fitting of eyeglasses or contact lenses, except as specifically stated in the Vision Care section(s) of this Certificate.

T. War.

We do not Cover an illness, treatment or medical condition due to war, declared or undeclared.

U. Workers' Compensation.

We do not Cover services if benefits for such services are provided under any state or federal Workers' Compensation, employers' liability or occupational disease law.

These are only the highlights

This summary outlines the highlights of your plan. For a complete list of both covered and not covered services, including benefits required by your state, see your employer's insurance certificate, service agreement or summary plan description -- the official plan documents. If there are any differences between this summary and the plan documents, the information in the plan documents takes precedence.

Cigna Healthcare products and services are provided exclusively by or through operating subsidiaries of The Cigna Group, including Cigna Health and Life Insurance Company, Connecticut General Life Insurance Company, Evernorth Behavioral Health, Inc., Evernorth Care Solutions, Inc. and HMO or service company subsidiaries of Cigna Health Corporation.

EHB State: NY

Discrimination is against the law.

Medical coverage

Cigna Healthcare complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Cigna Healthcare does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Cigna Healthcare:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - Qualified sign language interpreters
 - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services, contact customer service at the toll-free number shown on your ID card, and ask a Customer Service Associate for assistance.



If you believe that Cigna Healthcare has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance by sending an email to **ACAGrievance@Cigna.com** or by writing to the following address:

Cigna Healthcare

Nondiscrimination Complaint Coordinator
P.O. Box 188016
Chattanooga, TN 37422

If you need assistance filing a written grievance, please call the number on the back of your ID card or send an email to **ACAGrievance@Cigna.com**. You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at:

U.S. Department of Health and Human Services

200 Independence Avenue, SW
Room 509F, HHH Building
Washington, DC 20201
1.800.368.1019, 800.537.7697 (TDD)

Complaint forms are available at
<https://www.hhs.gov/civil-rights/filing-a-complaint/complaint-process/index.html>

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Proficiency of Language Assistance Services

English – ATTENTION: Language assistance services, free of charge, are available to you. For current Cigna Healthcare customers, call the number on the back of your ID card. Otherwise, call 1.800.244.6224 (TTY: Dial 711).

Spanish – ATENCIÓN: Hay servicios de asistencia de idiomas, sin cargo, a su disposición. Si es un cliente actual de Cigna Healthcare, llame al número que figura en el reverso de su tarjeta de identificación. Si no lo es, llame al 1.800.244.6224 (los usuarios de TTY deben llamar al 711).

Chinese – 注意：我們可為您免費提供語言協助服務。對於 Cigna Healthcare 的現有客戶，請致電您的 ID 卡背面的號碼。其他客戶請致電 1.800.244.6224（聽障專線：請撥 711）。

Vietnamese – XIN LƯU Ý: Quý vị được cấp dịch vụ trợ giúp về ngôn ngữ miễn phí. Dành cho khách hàng hiện tại của Cigna Healthcare, vui lòng gọi số ở mặt sau thẻ Hội viên. Các trường hợp khác xin gọi số 1.800.244.6224 (TTY: Quay số 711).

Korean – 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 현재 Cigna Healthcare 가입자님들께서는 ID 카드 뒷면에 있는 전화번호로 연락해주시시오. 기타 다른 경우에는 1.800.244.6224 (TTY: 다이얼 711)번으로 전화해주시시오.

Tagalog – PAUNAWA: Makakakuha ka ng mga serbisyo sa tulong sa wika nang libre. Para sa mga kasalukuyang customer ng Cigna Healthcare, tawagan ang numero sa likuran ng iyong ID card. O kaya, tumawag sa 1.800.244.6224 (TTY: I-dial ang 711).

Russian – ВНИМАНИЕ: вам могут предоставить бесплатные услуги перевода. Если вы уже участвуете в плане Cigna Healthcare, позвоните по номеру, указанному на обратной стороне вашей идентификационной карточки участника плана. Если вы не являетесь участником одного из наших планов, позвоните по номеру 1.800.244.6224 (TTY: 711).

Arabic – برجاء الانتباه خدمات الترجمة المجانية متاحة لكم. لعملاء Cigna Healthcare الحاليين برجاء الاتصال بالرقم المدون علي ظهر بطاقتكم الشخصية. او اتصل ب 1.800.244.6224 (TTY: اتصل ب 711).

French Creole – ATANSYON: Gen sèvis èd nan lang ki disponib gratis pou ou. Pou kliyan Cigna Healthcare yo, rele nimewo ki dèyè kat ID ou. Sinon, rele nimewo 1.800.244.6224 (TTY: Rele 711).

French – ATTENTION: Des services d'aide linguistique vous sont proposés gratuitement. Si vous êtes un client actuel de Cigna Healthcare, veuillez appeler le numéro indiqué au verso de votre carte d'identité. Sinon, veuillez appeler le numéro 1.800.244.6224 (ATS : composez le numéro 711).

Portuguese – ATENÇÃO: Tem ao seu dispor serviços de assistência linguística, totalmente gratuitos. Para clientes Cigna Healthcare atuais, ligue para o número que se encontra no verso do seu cartão de identificação. Caso contrário, ligue para 1.800.244.6224 (Dispositivos TTY: marque 711).

Polish – UWAGA: w celu skorzystania z dostępnej, bezpłatnej pomocy językowej, obecni klienci firmy Cigna Healthcare mogą dzwonić pod numer podany na odwrocie karty identyfikacyjnej. Wszystkie inne osoby prosimy o skorzystanie z numeru 1 800 244 6224 (TTY: wybierz 711).

Japanese – 注意事項：日本語を話される場合、無料の言語支援サービスをご利用いただけます。現在のCigna Healthcareのお客様は、IDカード裏面の電話番号まで、お電話にてご連絡ください。その他の方は、1.800.244.6224 (TTY: 711) まで、お電話にてご連絡ください。

Italian – ATTENZIONE: Sono disponibili servizi di assistenza linguistica gratuiti. Per i clienti Cigna Healthcare attuali, chiamare il numero sul retro della tessera di identificazione. In caso contrario, chiamare il numero 1.800.244.6224 (utenti TTY: chiamare il numero 711).

German – ACHTUNG: Die Leistungen der Sprachunterstützung stehen Ihnen kostenlos zur Verfügung. Wenn Sie gegenwärtiger Cigna Healthcare-Kunde sind, rufen Sie bitte die Nummer auf der Rückseite Ihrer Krankenversicherungskarte an. Andernfalls rufen Sie 1.800.244.6224 an (TTY: Wählen Sie 711).

Persian (Farsi) – توجه: خدمات کمک زبانی، به صورت رایگان به شما ارائه می شود. برای مشتریان فعلی Cigna Healthcare، لطفاً با شماره ای که در پشت کارت شناسایی شماست تماس بگیرید. در غیر اینصورت با شماره 1.800.244.6224 تماس بگیرید (شماره تلفن ویژه ناشنوایان: شماره 711 را شماره گیری کنید).