

**University of Virginia Health Plan
2022 Schedule of Benefits
Value Health Out-of-Area¹**

| Covered Services | In-Network ² | Out-of-Network ³ |
|---|---|------------------------------|
| <i>Annual Deductible</i> | Applies to services and covered prescriptions that have coinsurance; not applicable to services or prescriptions that have a copayment or amounts above the allowable amount or penalties. ⁴ | |
| Individual | \$800 | \$2,400 |
| Family | \$1,600 | \$4,800 |
| <i>Out-of-Pocket Maximum</i> | Includes coinsurance, deductible, copayments, and covered prescriptions; not applicable to amounts above the allowable amount or penalties. ⁴ | |
| Individual | \$5,500 | \$11,000 |
| Family | \$11,000 | \$22,000 |
| <i>Plan Coinsurance</i> | Applies to all expenses unless otherwise stated. | |
| | Deductible & 20% | Deductible & 40% |
| <i>Professional Services in Office or Outpatient</i> | | |
| <i>Primary care physician (PCP) visit</i> | \$25 copay | Deductible & 40% coinsurance |
| <i>Specialty care visit</i> | \$50 copay | Deductible & 40% coinsurance |
| <i>Maternity visit (routine prenatal)</i> | Plan pays 100% ⁵ | Deductible & 40% coinsurance |
| <i>Outpatient Procedures</i> | Deductible & 20% coinsurance | Deductible & 40% coinsurance |
| <i>Other associated charges</i> | Deductible & 20% coinsurance | Deductible & 40% coinsurance |
| <i>Teladoc Consultations</i> | Using Teladoc provider network only | |
| <i>Virtual access to doctors for general medicine, behavioral healthcare, dermatology, and caregiving</i> | \$25 copayment | Not available |
| <i>Preventive Care and Immunizations</i> | | |
| <i>Preventive general physical exam (PCP only)</i> | Plan pays 100% | Not covered |
| <i>Preventive well child care (under age 7) (PCP only)</i> | Plan pays 100% | Not covered |
| <i>Preventive diagnostic tests, laboratory services and X-ray procedures (non-urgent only)</i> | Plan pays 100% ⁵ | Not covered |
| <i>Routine cancer screenings</i> | Plan pays 100% ⁵ | Not covered |

| Covered Services | In-Network² | Out-of-Network³ |
|--|--|-----------------------------------|
| <i>For common communicable diseases as per CDC guidelines excluding those used for foreign travel</i> | Plan pays 100% | Not covered |
| <i>Urgent Care Center</i> | Must be an unexpected illness where services are needed sooner than a routine doctor's visit. | |
| | Deductible & 20% coinsurance | |
| <i>Emergency Room Services</i> | Must be an emergency to receive benefits. If admitted, benefits will be processed under the hospital care benefits. | |
| <i>Emergency room visit</i> | Deductible & 25% coinsurance | |
| <i>Other associated charges</i> | Deductible & 25% coinsurance | |
| <i>Inpatient Hospital</i> | | |
| <i>Inpatient care (semi-private accommodations unless private accommodations are approved for medical reasons)</i> | Deductible & 20% coinsurance | Deductible & 40% coinsurance |
| <i>Limitation on inpatient days</i> | Unlimited | |
| <i>Other associated charges</i> | Deductible & 20% coinsurance | Deductible & 40% coinsurance |
| <i>Transplant Services</i> | Using Aetna's Institutes of Excellence network only | |
| <i>Inpatient services and other associated charges</i> | Deductible & 20% coinsurance | Not available |
| <i>Bariatric Services</i> | Using Aetna's Institutes of Quality network only | |
| <i>Inpatient services and other associated charges</i> | Deductible & 20% coinsurance | Not available |
| <i>Outpatient Hospital</i> | | |
| <i>Outpatient procedures and other associated charges</i> | Deductible & 20% coinsurance | Deductible & 40% coinsurance |
| <i>Early Intervention Services</i> | Lifetime maximum of \$5,000 per covered member for all covered medical services | |
| <i>Primary care physician (PCP) visit</i> | \$25 copay | Deductible & 40% coinsurance |
| <i>Specialty care visit</i> | \$50 copay | Deductible & 40% coinsurance |
| <i>Infertility Services</i> <i>Comprehensive Infertility and Advanced Reproductive Technology</i> | Lifetime maximum of \$15,000 for medical and Rx services per subscriber and their covered spouse; no coverage for dependent children | |
| <i>Treatment after diagnosis</i> | Deductible & 20% coinsurance | Deductible & 40% coinsurance |
| <i>Skilled Nursing Facility</i> | | |
| <i>Skilled nursing/rehabilitation facility (180 days per year combined maximum)</i> | Deductible & 20% coinsurance | Deductible & 40% coinsurance |
| <i>Hospice Care</i> | | |

| Covered Services | In-Network² | Out-of-Network³ |
|---|-------------------------------|-----------------------------------|
| <i>Inpatient and outpatient services</i> | Deductible & 20% coinsurance | Deductible & 40% coinsurance |
| <i>Home Health Services</i> | | |
| <i>Medically necessary services approved by Claims Administrator (90 visits per year maximum)</i> | Deductible & 20% coinsurance | Deductible & 40% coinsurance |
| <i>Ambulance Transportation</i> | | |
| <i>Local ground or air transportation when medically necessary to and/or from a hospital</i> | Deductible & 20% coinsurance | Deductible & 20% coinsurance |
| <i>Mental Health and Substance Abuse Services</i> | | |
| <i>Inpatient hospital and residential treatment</i> | Deductible & 20% coinsurance | Deductible & 40% coinsurance |
| <i>Outpatient treatment</i> | \$25 copayment | Deductible & 40% coinsurance |
| <i>Speech Therapy</i> | | |
| <i>Medically necessary restorative services, non-developmental conditions (40 visits per year maximum)</i> | \$40 copayment | Deductible & 40% coinsurance |
| <i>Physical and Occupational Therapy</i> | | |
| <i>Medically necessary restorative services, non-developmental conditions (40 visits per year combined maximum)</i> | \$40 copayment | Deductible & 40% coinsurance |
| <i>Habilitation Therapy for children through age 4</i> | | |
| <i>Medically necessary services under age 5 (speech and occupational therapy)</i> | \$40 copayment | Deductible & 40% coinsurance |
| <i>Chiropractic Care</i> | | |
| <i>Spinal manipulations (26 per year maximum)</i> | \$40 copayment | Deductible & 40% coinsurance |
| <i>Acupuncture</i> | | |
| <i>Medically necessary acupuncture services (20 visits per year maximum)</i> | \$40 copayment | Deductible & 40% coinsurance |
| <i>Hearing Services</i> | | |
| <i>Hearing Exam performed by an audiologist (1 per year maximum)</i> | \$40 copayment | Deductible & 40% coinsurance |
| <i>Medically necessary hearing aids up to \$1,200 every 48 months</i> | Deductible & 20% coinsurance | Deductible & 40% coinsurance |
| <i>Durable Medical Equipment</i> | | |

| Covered Services | In-Network² | Out-of-Network³ |
|---|-------------------------------|-----------------------------------|
| <i>Medically necessary equipment, prosthetic appliances, and medical supplies</i> | Deductible & 20% coinsurance | Deductible & 40% coinsurance |

| Covered Drugs⁴ | UVA Pharmacies⁶ | Aetna National Pharmacy Network |
|--|--|--|
| <i>Prescription Drugs</i> | | |
| <p>Covered drugs are evaluated and selected from Aetna’s Standard Plan Formulary. They require a written prescription and approval by the FDA.</p> <p>Participating pharmacy cost-sharing using Aetna National Pharmacy Network pharmacies is detailed on this schedule.</p> <p>The Plan mandates generic substitution. Coverage is limited to the cost of the generic when available. When a generic equivalent exists for a brand name prescription, you will be required to pay the difference in the cost between the brand name drug and the generic drug in addition to the appropriate copayment if the brand name drug is selected.⁴</p> <p>Maintenance drugs for chronic conditions must be filled through the Maintenance Choice program with Opt-Out. This program allows 90-day scripts of maintenance drugs to be filled at UVA and CVS Pharmacies and CVS Caremark Mail Service Pharmacy. You must opt-out of Maintenance Choice if you want to fill a 30-day script of maintenance drugs at other retail pharmacies.</p> <p>Contraceptive drugs and devices are covered. Over-the-counter preventive items mandated by the federal health care reform law are covered with a prescription. Other over-the-counter items are not covered.</p> | | |
| <i>Retail Pharmacy</i> | <i>Up to 30-day supply</i> | |
| <i>Generic drugs</i> | \$6 copay | \$6 copay |
| <i>Preferred brand drugs</i> | Deductible & 20% coinsurance (\$150 maximum) | Deductible & 20% coinsurance (\$34 minimum/\$150 maximum) |
| <i>Non-preferred brand drugs</i> | Deductible & 20% coinsurance (\$225 maximum) | Deductible & 20% coinsurance (\$68 minimum/\$225 maximum) |
| <i>Maintenance Choice program with Opt-Out⁷</i> | <i>90-day supply</i> | |
| <i>Generic drugs</i> | \$14 copay | \$14 copay |
| <i>Preferred brand drugs</i> | Deductible & 15% coinsurance (\$375 maximum) | Deductible & 15% coinsurance (\$75 minimum/\$375 maximum) |
| <i>Non-preferred brand drugs</i> | Deductible & 15% coinsurance (\$475 maximum) | Deductible & 15% coinsurance (\$150 minimum/\$475 maximum) |

| Covered Drugs ⁴ | UVA Pharmacies ⁶ | Aetna National Pharmacy Network |
|---|---|--|
| <i>Specialty Drugs must be filled through UVA Specialty Pharmacy (Limited Distribution Drugs can also be filled through CVS Specialty Pharmacy)</i> | <i>Up to 30-day supply</i> | <i>CVS Specialty Pharmacy (Limited Distribution Specialty Drugs only)</i> |
| Generic drugs | Deductible & 20% coinsurance (\$100 maximum) | Deductible & 20% coinsurance (\$100 maximum) |
| Preferred brand drugs | Deductible & 20% coinsurance (\$150 maximum) | Deductible & 20% coinsurance (\$150 maximum) |
| Non-preferred brand drugs | Deductible & 20% coinsurance (\$200 maximum) | Deductible & 20% coinsurance (\$200 maximum) |
| Diabetic drugs, insulin, and supplies | 30-day supply at an Aetna National Network Pharmacy | 90-day supply through Maintenance Choice |
| Generic drugs | \$0 | \$0 |
| Preferred brand drugs | \$34 | \$75 |
| Non-preferred brand drugs | Deductible & 20% coinsurance (\$68 minimum/\$225 maximum); through UVA Pharmacies, Deductible & 20% coinsurance (\$225 maximum) | Deductible & 15% coinsurance (\$150 minimum/\$475 maximum); through UVA Pharmacies, Deductible & 15% coinsurance (\$475 maximum) |

¹ If your work location zip code in Workday is more than 50 miles from Charlottesville, you will automatically be covered under this option if you enroll in Value Health.

² Participants living outside the United States for 90 consecutive days or longer who complete a special Foreign Country Enrollment Form available from the UVA HR may use providers in the country in which they are residing as in-network providers for health services with the exception of transplants and bariatric services. All transplant services must be performed by Aetna Institutes of Excellence Network Providers. All bariatric services must be performed by Aetna Institutes of Quality Network Providers. Health services received in the U.S. must be provided by Aetna participating providers to be eligible for in-network benefits.

³ Out-of-network cost sharing amounts are based on the allowable amount which is defined as the amount the Claims Administrator will pay for any covered service before any applicable cost sharing amount. Participants are responsible for amounts above the allowable amount if they use non-participating providers, which may be significant. Participants are also responsible for obtaining any necessary preauthorization when using non-participating providers (Out-of-Network option). Failure to obtain preauthorization may result in denial of benefits. Call the Claims Administrator's Customer Service Department prior to accessing services to determine whether Preauthorization is necessary. Claims will be denied entirely if not medically necessary.

⁴ When a generic equivalent exists for a brand name prescription and the enrollee selects the brand name drug, the brand name prescription cost sharing and the difference in the cost between the brand name and the generic drug are not included in the deductible or out-of-pocket amount. Neither is cost sharing for non-covered prescriptions or services.

⁵ Value Health Out-of-Area will pay 100% of in-network preventive diagnostic, laboratory and X-ray procedures. The Plan coinsurance will be applied for in-network non-preventive diagnostic, laboratory and X-ray procedures after the annual deductible has been met.

⁶ UVA Pharmacies include UVA Pharmacy at ERC, UVA Bookstore Pharmacy, UVA Student Health Pharmacy, Zion Crossroads Pharmacy, UVA Cancer Center Augusta Pharmacy, UVA Pharmacy Pantops, and UVA Specialty Pharmacy.

⁷ Participants can opt out of the Maintenance Choice program for all their maintenance medications. Contact Aetna at 800-987-9072 before your third fill of maintenance medications and you can continue to fill a 30-day supply at your retail pharmacy at the regular retail costshare amount.