

**EMPLOYEE HEALTH BENEFIT PLAN
BENEFIT BOOKLET/PLAN DOCUMENT
FOR THE SOUTHERN ILLINOIS HEALTH
AND
WELLNESS INSURANCE TRUST
EMPLOYEES**

EFFECTIVE: SEPTEMBER 1, 2016

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THE VALUE OF YOUR HEALTH BENEFIT PLAN

This document is a description of the **Southern Illinois Health and Wellness Insurance Trust Employee Health Benefit Plan** (the Plan). No oral interpretations can change this Plan.

This Group Health Plan believes this Plan is a “Grandfathered Health Plan” under the Affordable Care Act. As permitted by the Affordable Care Act, a Grandfathered Health Plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a Grandfathered Health Plan means that your Plan may not include certain consumer protections of the Affordable Care Act that apply to other Plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, Grandfathered Health Plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits.

Questions regarding which protections apply and which protections do not apply to a Grandfathered Health Plan and what might cause a Plan to change from Grandfathered Health Plan status can be directed to the Plan Administrator.

Participants may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to Grandfathered Health Plans.

This Employee Health Benefit Plan provides you and your family with important protection against financial hardship that often accompanies illness or injury. It has been carefully designed to provide excellent medical benefits and offers financial incentives if you seek the most efficient quality health care services available. The Trust provides the Health Benefit Plan for you and your family.

Coverage under the Plan will take effect for you and your eligible Dependents when you and such Dependents satisfy the waiting period and all eligibility requirements of the Plan.

The Trust fully intends to maintain this Plan indefinitely. However, it reserves the right to terminate, suspend, discontinue or amend the Plan at any time and for any reason.

Changes in the Plan may occur in any or all parts of the Plan including benefit coverage, Deductibles, maximums, Co-payments, exclusions, limitations, definitions, eligibility and the like.

The Plan will pay benefits only for the expenses incurred while this coverage is in force. No benefits are payable for expenses incurred before coverage began or after coverage terminated, even if the expenses were incurred as a result of an Accident, Injury or disease that occurred, began, or existed while coverage was in force. An expense for a service or supply is incurred on the date the service or supply is furnished.

If the Plan is terminated, the rights of Covered Persons are limited to covered charges incurred before termination.

This document summarizes the Plan rights and benefits for covered Employees and their Dependents, explaining:

- ◆ How you become eligible to participate,
- ◆ What benefits are available to you and your family, and
- ◆ How the Plan is administered.

We hope you'll take the time to review your benefit coverage from the **Southern Illinois Health and Wellness Insurance Trust** and share with your family ways to do your part to make the health care system work cost effectively and efficiently for you.

Please contact the Trust office and/or Claims Administrator should you have any questions regarding your Plan.

SCHEDULE OF BENEFITS FOR HEALTH SCREENING PARTICIPANTS

DEDUCTIBLE/OUT-OF-POCKET/PENALTIES		
SUMMARY OF SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Mandatory Hospital Pre-Admission and Outpatient Services Review Refer To The Section Entitled "Utilization Review Program"		
Non-Compliance Penalty		
Inpatient Services (Medical, Surgical, Behavioral)		25% up to \$1,000
Surgical Procedures (Ambulatory)		25% up to \$1,000
Ancillary Services		25% up to \$1,000
Durable Medical Equipment		25% up to \$1,000
Diagnostic Imaging (Ambulatory)		25% up to \$1,000
Annual Maximum Benefit		Unlimited
Lifetime Maximum Benefit		Unlimited
Per Confinement Co-payment	None	\$300
Calendar Year Deductible		
Individual	\$750	\$3,000
Family	\$2,250	\$9,000
<i>Note: The Family Deductible Maximum includes covered expenses which are used to satisfy Deductibles for all family members combined.</i>		
<i>Network Providers and Non-Network Providers expenses will be applied equally toward the satisfaction of the Network Providers and Non-Network Providers Deductible amounts.</i>		
Out-of-Pocket Maximum (including Deductible and Medical Co-insurance)		
Individual	\$1,500	\$6,000
Family	\$4,500	\$18,000
<i>Note: The Family Out-of-Pocket Maximum includes Out-of-Pocket expenses for all family members combined.</i>		
<i>Network Providers and Non-Network Providers expenses will be applied equally toward the satisfaction of the Network Providers and Non-Network Providers Out-of-Pocket Maximums.</i>		

SPECIAL COVERAGES

Refer to Specific Section for Details

SUMMARY OF SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Voluntary Second Surgical Opinion	100% No Deductible	100% No Deductible
Preventive Care		
<i>Well Child Care up to age 16. Includes related x-ray and lab tests, school and sports physicals, and immunizations (including flu and pneumonia shots)</i>		
	100% after \$30 Co-payment	70% Deductible Applies Calendar Year Maximum \$500
<i>Preventive Care over age 16. Includes related x-ray and lab tests, school and sports physicals, immunizations (including flu and pneumonia shots), pap smear, colon and rectal cancer screening, prostate exam, and other routine procedures.</i>		
	100% after \$30 Co-payment	70% Deductible Applies Calendar Year Maximum \$500
Mammogram (Routine or Diagnostic)	100% No Deductible	70% Deductible Applies
Annual Colonoscopy	100% No Deductible	70% Deductible Applies
Colonoscopy performed by: Centers for Gastrointestinal Health SC (Incentive for Enrollees Only)	\$300 Reimbursement Incentive	
Sigmoidoscopy	100% No Deductible	70% Deductible Applies
Screening tests for ovarian cancer for women who are at risk (including CA-125 serum tumor marker testing, transvaginal ultrasound, and pelvic exam)	100% No Deductible	70% Deductible Applies
Bone mass measurement	100% after \$30 Co-payment	70% Deductible Applies
Human papillomavirus vaccine (HPV)	100% after \$30 Co-payment	70% Deductible Applies
Shingles vaccine age sixty (60) and older	100% after \$30 Co-payment	70% Deductible Applies
3D Mammograms (Diagnostic Only)	90% Deductible Applies	70% Deductible Applies
Worksite Health Screening thru IHS (Employee and Spouse)	100% No Deductible	
Transplant Services		
Transportation, meals and lodging	90% Deductible Applies	70% Deductible Applies
	Transportation/Meals/Lodging - \$200 per day up to \$10,000 per transplant	
Maternity Services		
Initial Office Visit	100% after \$30 Co-payment	70% Deductible Applies
Prenatal and Delivery Services	90% Deductible Applies	70% Deductible Applies
Optometric Services (<i>Excludes routine eye care, glasses and contacts</i>)	90% Deductible Applies	70% Deductible Applies
Charges for the diagnosis and treatment of Autism Spectrum Disorder	Benefits are based on the place/type of service	70% Deductible Applies
Smoking Cessation (separate from the prescription drug plan)	100% No Deductible	100% No Deductible
	Calendar Year Maximum - \$300 Lifetime Maximum - \$1,000	
Diabetic Self-Management Training (includes regular foot care exams)	Benefits are based on the place/type of service	70% Deductible Applies
Emergency Care resulting from criminal sexual abuse or assault	100% No Deductible	100% No Deductible
Breast Pumps purchased at retail stores	90% Deductible Applies	90% Deductible Applies
	Lifetime Maximum - \$250	

PHYSICIAN AND OFFICE SERVICES

SUMMARY OF SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
<i>Definition of office visit Co-payment - Includes all office services provided the same day by the same provider or clinic, except surgical procedures, allergy injections and allergy survey, therapy, MRI, CT Scan, pulmonary function studies, cardiac catheterization, EKG, EEG, ECG and swan ganz catheterization.</i>		
Office Visits	100% after \$30 Co-payment	70% Deductible Applies
Surgery	90% Deductible Applies	70% Deductible Applies
Diagnostic X-Ray & Lab (in conjunction with an office visit)	100% No Deductible	70% Deductible Applies
Independent Lab, Radiologist & Pathologist (in conjunction with an office visit)	100% No Deductible	*70% Deductible Applies
<i>*Services Performed by a Non-Network Provider Which Relate To Network Providers Services will be payable at the Network Providers rate.</i>		
Diagnostic Testing such as MRI, PET and CAT Scans	90% Deductible Applies	70% Deductible Applies
Independent Lab, Radiologist & Pathologist	90% Deductible Applies	*70% Deductible Applies
<i>*Services Performed by a Non-Network Provider Which Relate To Network Providers Services will be payable at the Network Providers rate.</i>		
Allergy Injections/Testing	90% Deductible Applies	70% Deductible Applies
Chemotherapy	90% Deductible Applies	70% Deductible Applies
Physical, Occupational & Speech Therapy (including preventive physical therapy for multiple sclerosis)	90% Deductible Applies	70% Deductible Applies
<i>Calendar Year Maximum – 30 Visits per Therapy</i>		
Cardiac Rehabilitation Therapy	90% Deductible Applies	70% Deductible Applies
<i>Calendar Year Maximum – 36 Sessions Services rendered within six months of inpatient admission for myocardial infarction, coronary bypass surgery, stable angina pectoris, angioplasty, cardiac valve surgery or other major surgery</i>		
Chiropractic Services		
Office Visits	90% Deductible Applies	70% Deductible Applies
Manipulations	90% Deductible Applies	70% Deductible Applies
X-Rays	90% Deductible Applies	70% Deductible Applies
<i>Calendar Year Maximum - 25 Visits</i>		

PHYSICIAN AND OFFICE SERVICES - Continued

SUMMARY OF SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Podiatric Services – Routine foot care is excluded (except for diabetic care)		
Office Visits	100% after \$30 Co-payment	70% Deductible Applies
Surgery	90% Deductible Applies	70% Deductible Applies
X-Ray & Lab	100% No Deductible	70% Deductible Applies
Orthotics	Not Covered	Not Covered
Infertility Services		
Initial Diagnostic Testing	Benefits are based on the type of service	70% Deductible Applies
Infertility Treatment	Benefits are based on the type of service	70% Deductible Applies
<i>Lifetime Maximum - \$25,000 (including prescription drugs)</i>		
TMJ Services		
Office Visits	90% Deductible Applies	70% Deductible Applies
Surgery & Related Services	90% Deductible Applies	70% Deductible Applies
Appliances	90% Deductible Applies	70% Deductible Applies
Physical Therapy	90% Deductible Applies	70% Deductible Applies
All Other Covered Services	90% Deductible Applies	70% Deductible Applies
<i>Lifetime Maximum - \$2,500</i>		
Mental & Nervous Disorder	100% after \$30 Co-payment	70% Deductible Applies
Substance Abuse	100% after \$30 Co-payment	70% Deductible Applies
Other Covered Services	90% Deductible Applies	70% Deductible Applies

OUTPATIENT HOSPITAL & AMBULATORY SURGICAL CENTER

SUMMARY OF SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Emergency Room - <i>If admitted, benefits are paid at the applicable Deductible and Co-insurance levels.</i>	100% after \$150 Co-payment, No Deductible	100% after \$150 Co-payment, No Deductible
Urgent Care	100% after \$30 Co-payment	70% Deductible Applies
Diagnostic X-Ray & Lab	90% Deductible Applies	70% Deductible Applies
Pre-Admission Testing	90% Deductible Applies	70% Deductible Applies
Surgeon/Surgery	90% Deductible Applies	70% Deductible Applies
Physical, Occupational & Speech Therapy (including preventive physical therapy for multiple sclerosis)	90% Deductible Applies	70% Deductible Applies
	<i>Calendar Year Maximum – 30 Visits per Therapy</i>	
Cardiac Rehabilitation Therapy	90% Deductible Applies	70% Deductible Applies
	<i>Calendar Year Maximum – 36 Sessions Services rendered within six months of inpatient admission for myocardial infarction, coronary bypass surgery, stable angina pectoris, angioplasty, cardiac valve surgery or other major surgery</i>	
Chemotherapy & Radiation Therapy	90% Deductible Applies	70% Deductible Applies
Assistant Surgeon (when Medically Necessary), Anesthesiologist, Pathologist, Radiologist & Consulting Physician	90% Deductible Applies	*70% Deductible Applies
	<i>*Services Performed by a Non-Network Provider Which Relate To Network Providers Services will be payable at the Network Providers rate.</i>	
Mental & Nervous Disorder	90% Deductible Applies	70% Deductible Applies
Substance Abuse	90% Deductible Applies	70% Deductible Applies
Other Covered Services	90% Deductible Applies	70% Deductible Applies

INPATIENT HOSPITAL

SUMMARY OF SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Room, Board & Miscellaneous	90% Deductible Applies	\$300 Co-payment, then 70% Deductible Applies
Nursery	90% Deductible Applies	\$300 Co-payment, then 70% Deductible Applies
<i>Baby & Mother's Charges Will Be Separate</i>		
Diagnostic X-Ray & Lab	90% Deductible Applies	\$300 Co-payment, then 70% Deductible Applies
Surgeon/Physician Visits	90% Deductible Applies	70% Deductible Applies
Assistant Surgeon, Anesthesiologist, Radiologist, Pathologist & Consulting Physician	90% Deductible Applies	*70% Deductible Applies
<i>*Services Performed by a Non-Network Provider Which Relate To Network Providers Services will be payable at the Network Providers rate.</i>		
Mental & Nervous Disorder	90% Deductible Applies	\$300 Co-payment, then 70% Deductible Applies
Substance Abuse	90% Deductible Applies	\$300 Co-payment, then 70% Deductible Applies
Other Covered Services	90% Deductible Applies	\$300 Co-payment, then 70% Deductible Applies

OTHER COVERED SERVICES

SUMMARY OF SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Extended Care Facility	90% Deductible Applies	70% Deductible Applies
	<i>Calendar Year Maximum – 60 Days. Admission must begin within 14 days of a Hospital stay or related confinement in an Extended Care Facility.</i>	
Home Health Care	90% Deductible Applies	70% Deductible Applies
	<i>Calendar Year Maximum - 40 Visits</i>	
Hospice Care/Bereavement Counseling	90% Deductible Applies	70% Deductible Applies
	<i>Lifetime Maximum – Six months</i>	
Naprapathic Services	80% Deductible Applies	80% Deductible Applies
	<i>Calendar Year Maximum – 10 Visits</i>	
Nutritional Counseling	Benefits are based on the place of service	70% Deductible Applies
Ambulance	80% Deductible Applies	80% Deductible Applies
Durable Medical Equipment	80% Deductible Applies	80% Deductible Applies
	<i>Limited to the lesser of the purchase price or the total anticipated rental charges. Pre-approval is required.</i>	
Prosthetic Appliances	80% Deductible Applies	80% Deductible Applies
	<i>Includes replacements which are medically necessary or required by pathological change or normal growth.</i>	

PRESCRIPTION DRUG PLAN

RETAIL PRESCRIPTION PLAN

If obtained through the Prescription Drug Plan – 100% after satisfaction of applicable Co-payment: - **Per 30 or 90 day supply:**

Generic	\$10.00
Preferred Brand	\$30.00
Non-Preferred Brand	\$50.00
Specialty Drugs	\$100.00

MAIL ORDER PRESCRIPTION PLAN

If obtained through the Mail Order Prescription Drug Plan – 100% after satisfaction of applicable Co-payment: - **Per 90 day supply**

Generic	\$20.00
Preferred Brand	\$60.00
Non-Preferred Brand	\$100.00
Specialty Drugs	\$200.00

PURCHASED OUTSIDE OF THE RETAIL OR MAIL ORDER PRESCRIPTION PLANS

Co-payment plus 25% of the cost if a Non-participating pharmacy is used, claim needs to be submitted to the Prescription Drug Plan vendor.

COVERAGE INCLUDES

- ◆ Federal Legend Drugs
- ◆ Insulin
- ◆ Diabetic Supplies
- ◆ Needles & Syringes
- ◆ Oral, transdermal, intravaginal and injectable contraceptives
- ◆ Impotency drugs (subject to quantity limits)
- ◆ Injectables
- ◆ Retin-A thru age 35
- ◆ Synagis/Respigam
- ◆ Legend pediatric fluoride vitamins
- ◆ Smoking Cessation Products (separate from medical) **\$300 Calendar Year Maximum, \$1,000 Lifetime Maximum**

COVERAGE EXCLUDES

- ◆ Glucowatch products
- ◆ Rogaine
- ◆ Emergency contraceptives
- ◆ Anti-Obesity medication
- ◆ OTC Counterparts
- ◆ Cosmetic Drugs
- ◆ Fertility medication

For Additional Information Regarding The Drugs Covered Under The Prescription Drug Plan, Contact The Prescription Drug Plan Vendor Listed On Your I.D. Card.

Acute Medications - those drugs used primarily for short-term use such as antibiotics, pain relievers, etc. Maximum thirty (30) day supply.

Maintenance Medications – those drugs used primarily to treat chronic conditions such as heart medications, high blood pressure medications, etc. Maximum ninety (90) day supply with three (3) refills.

Expenses Related To Office Visit Co-payments, Prescription Drug Co-payments, Chiropractic Care, Physical, Occupational And Speech Therapy, TMJ Treatment, Charges In Excess Of Benefit Maximums, Charges In Excess Of Reasonable And Customary Fees And Non-Compliance Penalties Do Not Accumulate Toward The Out-of-Pocket Maximum.

Any Maximums Which Are Stated In Dollar Amounts, Number Of Days Or Number Of Treatments And Which Limit Either The Maximum Benefits Payable Or The Maximum Allowable Covered Expense Are The Combined Maximums Under The Network Providers And Non-Network Providers Level Of Benefits.

SCHEDULE OF BENEFITS FOR NON-COMPLIANT HEALTH SCREENING PARTICIPANTS

DEDUCTIBLE/OUT-OF-POCKET/PENALTIES		
SUMMARY OF SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Mandatory Hospital Pre-Admission and Outpatient Services Review Refer To The Section Entitled "Utilization Review Program"		
Non-Compliance Penalty		
Inpatient Services (Medical, Surgical, Behavioral)	25% up to \$1,000	
Surgical Procedures (Ambulatory)	25% up to \$1,000	
Ancillary Services	25% up to \$1,000	
Durable Medical Equipment	25% up to \$1,000	
Diagnostic Imaging (Ambulatory)	25% up to \$1,000	
Annual Maximum Benefit	Unlimited	
Lifetime Maximum Benefit	Unlimited	
Per Confinement Co-payment	None	\$300
Calendar Year Deductible		
Individual	\$1,000	\$3,000
Family	\$3,000	\$9,000
Note: The Family Deductible Maximum includes covered expenses which are used to satisfy Deductibles for all family members combined.		
Network Providers and Non-Network Providers expenses will be applied equally toward the satisfaction of the Network Providers and Non-Network Providers Deductible amounts.		
Out-of-Pocket Maximum (including Deductible and Medical Co-insurance)		
Individual	\$1,750	\$6,000
Family	\$5,250	\$18,000
Note: The Family Out-of-Pocket Maximum includes Out-of-Pocket expenses for all family members combined.		
Network Providers and Non-Network Providers expenses will be applied equally toward the satisfaction of the Network Providers and Non-Network Providers Out-of-Pocket Maximums.		

SPECIAL COVERAGES

Refer to Specific Section for Details

SUMMARY OF SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Voluntary Second Surgical Opinion	100% No Deductible	100% No Deductible
Preventive Care		
<i>Well Child Care up to age 16. Includes related x-ray and lab tests, school and sports physicals, and immunizations (including flu and pneumonia shots)</i>		
	100% after \$50 Co-payment	70% Deductible Applies <i>Calendar Year Maximum - \$500</i>
<i>Preventive Care over age 16. Includes related x-ray and lab tests, school and sports physicals, immunizations (including flu and pneumonia shots), pap smear, colon and rectal cancer screening, prostate exam, and other routine procedures.</i>		
	100% after \$50 Co-payment	70% Deductible Applies <i>Calendar Year Maximum - \$500</i>
Mammogram (Routine or Diagnostic)	100% No Deductible	70% Deductible Applies
Annual Colonoscopy	100% No Deductible	70% Deductible Applies
Colonoscopy performed by: Centers for Gastrointestinal Health SC (Incentive for Enrollees Only)	\$300 Reimbursement Incentive	
Sigmoidoscopy	100% No Deductible	70% Deductible Applies
Screening tests for ovarian cancer for women who are at risk (including CA-125 serum tumor marker testing, transvaginal ultrasound, and pelvic exam)	100% No Deductible	70% Deductible Applies
Bone mass measurement	100% after \$50 Co-payment	70% Deductible Applies
Human papillomavirus vaccine (HPV)	100% after \$50 Co-payment	70% Deductible Applies
Shingles vaccine age sixty (60) and older	100% after \$50 Co-payment	70% Deductible Applies
3D Mammograms (diagnostic)	90% Deductible Applies	70% Deductible Applies
Worksite Health Screening thru IHS (Employee and Spouse)	100% No Deductible	
Transplant Services		
Transportation, meals and lodging	90% Deductible Applies	70% Deductible Applies
	<i>Maximum - \$200 per day, Maximum per transplant - \$10,000</i>	
Maternity Services		
Initial Office Visit	100% after \$50 Co-payment	70% Deductible Applies
Prenatal and Delivery Services	90% Deductible Applies	70% Deductible Applies
Optometric Services (Excludes routine eye care, glasses and contacts)	90% Deductible Applies	70% Deductible Applies
Charges for the diagnosis and treatment of Autism Spectrum Disorder	Benefits are based on the place/type of service	70% Deductible Applies
Smoking Cessation (separate from the prescription drug plan)	100% No Deductible	100% No Deductible
	<i>Calendar Year Maximum - \$300 Lifetime Maximum - \$1,000</i>	
Diabetic Self-Management Training (includes regular foot care exams)	Benefits are based on the place of service	70% Deductible Applies
Emergency Care resulting from criminal sexual abuse or assault	100% No Deductible	100% No Deductible
Breast Pumps purchased at retail stores	90% Deductible Applies	90% Deductible Applies
	<i>Lifetime Maximum - \$250</i>	

PHYSICIAN AND OFFICE SERVICES

SUMMARY OF SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
<i>Definition of office visit co-payment - Includes all office services provided the same day by the same provider or clinic, except surgical procedures, allergy injections and allergy survey, therapy, MRI, CT Scan, pulmonary function studies, cardiac catheterization, EKG, EEG, ECG and swan ganz catheterization</i>		
Office Visits	100% after \$50 Co-payment	70% Deductible Applies
Surgery	90% Deductible Applies	70% Deductible Applies
Diagnostic X-Ray & Lab (in conjunction with an office visit)	100% No Deductible	70% Deductible Applies
Independent Lab, Radiologist & Pathologist (in conjunction with an office visit)	100% No Deductible	*70% Deductible Applies
<i>*Services Performed by a Non-Network Provider Which Relate To Network Provider Services will be payable at the Network Provider rate.</i>		
Diagnostic Testing such as MRI, PET and CAT Scans	90% Deductible Applies	70% Deductible Applies
Independent Lab, Radiologist & Pathologist	90% Deductible Applies	*70% Deductible Applies
<i>*Services Performed by a Non-Network Provider Which Relate To Network Provider Services will be payable at the Network Provider rate.</i>		
Allergy Injections/Testing	90% Deductible Applies	70% Deductible Applies
Chemotherapy	90% Deductible Applies	70% Deductible Applies
Physical, Occupational & Speech Therapy (including preventive physical therapy for multiple sclerosis)	90% Deductible Applies	70% Deductible Applies
<i>Calendar Year Maximum – 30 Visits per Therapy</i>		
Cardiac Rehabilitation Therapy	90% Deductible Applies	70% Deductible Applies
<i>Calendar Year Maximum – 36 Sessions Services rendered within six months of inpatient admission for myocardial infarction, coronary bypass surgery, stable angina pectoris, angioplasty, cardiac valve surgery or other major surgery</i>		
Chiropractic Services		
Office Visits	90% Deductible Applies	70% Deductible Applies
Manipulations	90% Deductible Applies	70% Deductible Applies
X-Rays	90% Deductible Applies	70% Deductible Applies
<i>Calendar Year Maximum – 25 Visits</i>		

PHYSICIAN AND OFFICE SERVICES - Continued

SUMMARY OF SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Podiatric Services – Routine foot care is excluded (except for diabetic care)		
Office Visits	100% after \$50 Co-payment	70% Deductible Applies
Surgery	90% Deductible Applies	70% Deductible Applies
X-Ray & Lab	100% No Deductible	70% Deductible Applies
Orthotics	Not Covered	Not Covered
Infertility Services		
Initial Diagnostic Testing	Benefits are based on the place of service	70% Deductible Applies
Infertility Treatment	Benefits are based on the place of service	70% Deductible Applies
<i>Lifetime Maximum - \$25,000 (including prescription drugs)</i>		
TMJ Services		
Office Visits	90% Deductible Applies	70% Deductible Applies
Surgery & Related Services	90% Deductible Applies	70% Deductible Applies
Appliances	90% Deductible Applies	70% Deductible Applies
Physical Therapy	90% Deductible Applies	70% Deductible Applies
All Other Covered Services	90% Deductible Applies	70% Deductible Applies
<i>Lifetime Maximum - \$2,500</i>		
Mental & Nervous Disorder	100% after \$50 Co-payment	70% Deductible Applies
Substance Abuse	100% after \$50 Co-payment	70% Deductible Applies
Other Covered Services	90% Deductible Applies	70% Deductible Applies

OUTPATIENT HOSPITAL & AMBULATORY SURGICAL CENTER

SUMMARY OF SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Emergency Room - <i>If admitted, benefits are paid at the applicable Deductible and Co-insurance levels.</i>	100% after \$150 Co-payment, No Deductible	100% after \$150 Co-payment, No Deductible
Urgent Care	100% after \$50 Co-payment	70% Deductible Applies
Diagnostic X-Ray & Lab	90% Deductible Applies	70% Deductible Applies
Pre-Admission Testing	90% Deductible Applies	70% Deductible Applies
Surgeon/Surgery	90% Deductible Applies	70% Deductible Applies
Physical, Occupational & Speech Therapy (including preventive physical therapy for multiple sclerosis)	90% Deductible Applies	70% Deductible Applies
	<i>Calendar Year Maximum – 30 Visits per Therapy</i>	
Cardiac Rehabilitation Therapy	90% Deductible Applies	70% Deductible Applies
	<i>Calendar Year Maximum – 36 Sessions Services rendered within six months of inpatient admission for myocardial infarction, coronary bypass surgery, stable angina pectoris, angioplasty, cardiac valve surgery or other major surgery</i>	
Chemotherapy & Radiation Therapy	90% Deductible Applies	70% Deductible Applies
Assistant Surgeon (when medically necessary), Anesthesiologist, Pathologist, Radiologist & Consulting Physician	90% Deductible Applies	*70% Deductible Applies
	<i>*Services Performed by a Non-Network Provider Which Relate To Network Provider Services will be payable at the Network Provider rate.</i>	
Mental & Nervous Disorder	90% Deductible Applies	70% Deductible Applies
Substance Abuse	90% Deductible Applies	70% Deductible Applies
Other Covered Services	90% Deductible Applies	70% Deductible Applies

INPATIENT HOSPITAL		
SUMMARY OF SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Room, Board & Miscellaneous	90% Deductible Applies	\$300 Co-payment, then 70% Deductible Applies
Nursery	90% Deductible Applies	\$300 Co-payment, then 70% Deductible Applies
<i>Baby & Mother's Charges Will Be Separate</i>		
Diagnostic X-Ray & Lab	90% Deductible Applies	\$300 Co-payment, then 70% Deductible Applies
Surgeon	90% Deductible Applies	70% Deductible Applies
Physician Visits	90% Deductible Applies	70% Deductible Applies
Assistant Surgeon, Anesthesiologist, Radiologist, Pathologist & Consulting Physician	90% Deductible Applies	*70% Deductible Applies
<i>*Services Performed by a Non-Network Provider Which Relate To Network Provider Services will be payable at the Network Provider rate.</i>		
Mental & Nervous Disorder	90% Deductible Applies	\$300 Co-payment, then 70% Deductible Applies
Substance Abuse	90% Deductible Applies	\$300 Co-payment, then 70% Deductible Applies
Other Covered Services	90% Deductible Applies	\$300 Co-payment, then 70% Deductible Applies

OTHER COVERED SERVICES

SUMMARY OF SERVICES	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
Extended Care Facility	90% Deductible Applies	70% Deductible Applies
	<i>Calendar Year Maximum – 60 Days. Admission must begin within 14 days of a Hospital stay or related confinement in an Extended Care Facility.</i>	
Home Health Care	90% Deductible Applies	70% Deductible Applies
	<i>Calendar Year Maximum - 40 Visits</i>	
Hospice Care/Bereavement Counseling	90% Deductible Applies	70% Deductible Applies
	<i>Lifetime Maximum – Six months</i>	
Naprapathic Services	80% Deductible Applies	80% Deductible Applies
	<i>Calendar Year Maximum – 10 Visits</i>	
Nutritional Counseling	Benefits are based on the place of service	70% Deductible Applies
Ambulance	80% Deductible Applies	80% Deductible Applies
Durable Medical Equipment	80% Deductible Applies	80% Deductible Applies
	<i>Limited to the lesser of the purchase price or the total anticipated rental charges. Pre-approval is required.</i>	
Prosthetic Appliances	80% Deductible Applies	80% Deductible Applies
	<i>Includes replacements which are medically necessary or required by pathological change or normal growth.</i>	

PRESCRIPTION DRUG PLAN

RETAIL PRESCRIPTION PLAN

If obtained through the Prescription Drug Plan – 100% after satisfaction of applicable Co-payment: - **Per 30 or 90 day supply:**

Generic	\$10.00
Preferred Brand	\$30.00
Non-Preferred Brand	\$50.00
Specialty Drugs	\$100.00

MAIL ORDER PRESCRIPTION PLAN

If obtained through the Mail Order Prescription Drug Plan – 100% after satisfaction of applicable Co-payment: - **Per 90 day supply**

Generic	\$20.00
Preferred Brand	\$60.00
Non-Preferred Brand	\$100.00
Specialty Drugs	\$200.00

PURCHASED OUTSIDE OF THE RETAIL OR MAIL ORDER PRESCRIPTION PLANS

Co-payment plus 25% of the cost if a Non-participating pharmacy is used, claim needs to be submitted to the Prescription Drug Plan vendor.

COVERAGE INCLUDES

- ◆ Federal Legend Drugs
- ◆ Insulin
- ◆ Diabetic Supplies
- ◆ Needles & Syringes
- ◆ Oral, transdermal, intravaginal and injectable contraceptives
- ◆ Impotency drugs (subject to quantity limits)
- ◆ Injectables
- ◆ Retin-A thru age 35
- ◆ Synagis/Respigam
- ◆ Legend pediatric fluoride vitamins
- ◆ Smoking Cessation Products (separate from medical) **\$300 Calendar Year Maximum, \$1,000 Lifetime Maximum**

COVERAGE EXCLUDES

- ◆ Glucowatch products
- ◆ Rogaine
- ◆ Emergency contraceptives
- ◆ Anti-Obesity medication
- ◆ OTC Counterparts
- ◆ Cosmetic Drugs
- ◆ Fertility medication

For Additional Information Regarding The Drugs Covered Under The Prescription Drug Plan, Contact The Prescription Drug Plan Vendor Listed On Your I.D. Card.

Acute Medications - those drugs used primarily for short-term use such as antibiotics, pain relievers, etc. Maximum thirty (30) day supply.

Maintenance Medications – those drugs used primarily to treat chronic conditions such as heart medications, high blood pressure medications, etc. Maximum ninety (90) day supply with three (3) refills.

Expenses Related To Office Visit Co-payments, Prescription Drug Co-payments, Chiropractic Care, Physical, Occupational And Speech Therapy, TMJ Treatment, Charges In Excess Of Benefit Maximums, Charges In Excess Of Reasonable And Customary Fees And Non-Compliance Penalties Do Not Accumulate Toward The Out-of-Pocket Maximum.

Any Maximums Which Are Stated In Dollar Amounts, Number Of Days Or Number Of Treatments And Which Limit Either The Maximum Benefits Payable Or The Maximum Allowable Covered Expense Are The Combined Maximums Under The Network Providers And Non-Network Providers Level Of Benefits.

PLAN PARTICIPATION

You must enroll for coverage under this Plan by obtaining an enrollment form from your District office or the Trust office. Complete the form in full, sign and return it promptly to your District office or the Trust office.

ELIGIBLE EMPLOYEES

Carbondale Elementary School District #95

Certified Employees/Administrators – who are regularly scheduled to work .5 FTE or more.

Classified - All full-time Employees who are regularly scheduled to work at least twenty (20) hours per week.

Non-certified retirees – eligible in accordance with IMRF provisions. Coverage will remain in effect provided the Retiree makes the required contributions.

Certified Retirees – eligible in accordance with the collective bargaining agreement.

For purposes of these provisions, a “Certified Retiree” is a retired Teacher or administrator Teacher Retirement System (TRS) member. A “Non-Certified Retiree” is a retired classified Employee who was not a teacher or administrator.

Cartersville Community Unit School District #5

Certified/Administrators - All full-time Employees who are regularly scheduled to work at least thirty (30) hours per week.

Classified - Non-Certified Employees who work full-time as defined in their AFSCME contract.

Crab Orchard Community Unit School District #3

Certified/Administrators/Classified - All full-time Employees who are regularly scheduled to work at least twenty (20) hours per week.

Bus Drivers - All full-time Employees who are regularly scheduled to work at least fifteen (15) hours per week.

Non-certified retirees – as determined by District policy.

Williamson County Early Childhood Cooperative

Certified/Administrators/Classified - All full-time Employees who are regularly scheduled to work at least thirty-five (35) hours per week.

Williamson County Special Education District

Certified/Administrators/Classified/Non-Certified - All full-time Employees who are regularly scheduled to work at least twenty-seven and a half (27.5) hours per week.

WHEN EMPLOYEES BECOME ELIGIBLE

WAITING PERIOD

A “*Waiting Period*” is the time between the first day of employment and the first day of coverage under the Plan.

ENROLLMENT DATE

The “*Enrollment Date*” is the first day of coverage or, if there is a waiting period, the first day of the waiting period.

Carbondale Elementary School District #95 - You are eligible for coverage on the first day you report to work or the first of the month following the first day you report to work.

Carterville Community Unit School District #5 – You are eligible for coverage on the first day of the month following your date of hire.

Crab Orchard Community Unit School District #3 - You are eligible for coverage on the first day of the month following or coincident with your date of hire.

Williamson County Early Childhood Cooperative - You are eligible for coverage on the first day of the month following your date of hire.

Williamson County Special Education District - You are eligible for coverage on the first day of the month following or coincident with thirty (30) days of continuous full-time employment.

If you return from a Leave of Absence which qualifies under the Family and Medical Leave Act (FMLA) and you chose not to retain health coverage under this Plan during such leave, your coverage will be reinstated upon return from such leave, without any waiting period if you previously satisfied any applicable waiting period.

EMPLOYEE EFFECTIVE DATE OF COVERAGE

Your coverage begins on the date on which you become eligible for Plan benefits provided you have completed an enrollment form that has been received and acknowledged by your District office or the Trust office, and make any required contributions.

If you apply for coverage on or before your eligibility date, or within thirty-one (31) days after your original enrollment date, your coverage will begin on your original eligibility date.

If you terminate your employment, for any reason, during your eligibility waiting period and are subsequently re-employed, you must complete the same eligibility waiting period as applied to a new Employee. This requirement applies to both you and your eligible Dependents.

Annual Enrollment Period

Prior to the start of a Plan Year, this Plan has an Annual Enrollment Period. Eligible Covered Persons who are not covered under this Plan may enroll for coverage during Annual Enrollment Periods. Employees who are enrolled will be given an opportunity to change their coverage effective the first day of the upcoming Plan Year. A Covered Person who fails to make an election during the Annual Enrollment Period will automatically retain his or her present coverages. Coverage for Covered Persons enrolling during an Annual Enrollment Period will become effective on September 1st, unless the Employee has not satisfied the Waiting Period, in which event coverage for the Employee and his or her Dependents will become effective on the day following completion of the Waiting Period.

The terms of the Annual Enrollment Period, including duration of the election period, shall be determined by the Plan Administrator and communicated prior to the start of an Annual Enrollment Period.

LATE ENROLLMENT

“Late Enrollee” means an individual who enrolls under the Plan other than during the first thirty-one (31) day period in which the individual is eligible to enroll under the Plan or during a Special Enrollment Period.

If you do not apply for coverage within thirty-one (31) days of the date you become eligible, or during a Special Enrollment Period, or if you previously elected to end your coverage in the Plan, you may apply for coverage during the annual enrollment period. The effective date of coverage will be the following September 1st.

If an individual loses eligibility for coverage as a result of terminating employment or a general suspension of coverage under the Plan, then upon becoming eligible again due to resumption of employment or due to resumption of Plan coverage, only the most recent period of eligibility will be considered for purposes of determining whether the individual is a Late Enrollee.

The time between the date a Late Enrollee first becomes eligible for enrollment under the Plan and the first day of coverage as a Late Enrollee is not treated as a waiting period.

EMPLOYEES WHO ARE NOT ELIGIBLE

Temporary employees.

Carbondale Elementary School District #95

Certified/Administrators who work less than .5 FTE

Classified Employees who are regularly scheduled to work less than twenty (20) hours per week.

If an Employee receives an honorable discharge from the Board of Education at the end of the school year, coverage will remain in effect provided the required contribution is paid by the fifteenth (15th) of every month or until August 31st.

If an Employee receives a dishonorable discharge from the Board of Education, coverage terminates the date the Employee is terminated.

Cartersville Community Unit School District #5

Certified/Administrators who are regularly scheduled to work less than thirty (30) hours per week.

Crab Orchard Community Unit School District #3

Certified/Administrators/Classified Employees who are regularly scheduled to work less than twenty (20) hours per week.

Bus Drivers who are regularly scheduled to work less than fifteen (15) hours per week.

Williamson County Early Childhood Cooperative

Certified/Administrators/Classified Employees who are regularly scheduled to work less than thirty five (35) hours per week.

Williamson County Special Education District

Certified/Administrators/Classified/Non-Certified Employees who are regularly scheduled to work less than twenty-seven and a half (27.5) hours per week.

WHEN EMPLOYEES CEASE TO BE ELIGIBLE

Carbondale Elementary School District #95

All Plan coverage will terminate on the earliest of the following dates:

The end of the month following the date your employment terminates.

The end of the month following the date you cease to be in a class of Employees eligible for coverage.

The date the Plan is terminated.

If you are absent from work due to an approved Leave of Absence, other than a Family and Medical Leave Act leave, you have the option to continue coverage or you may elect to drop coverage. If you elect to continue coverage you will be required to make the full contribution. Coverage will remain in effect provided you make the required contribution.

If you are absent from work due to a disability, coverage terminates at the end of the month following the date of the disability.

Retired Union Members – Coverage terminates the date the retiree turns age sixty-five (65).

The date the District withdraws from the Trust.

If you are absent from work due to an IMRF qualified disability leave, coverage terminates at the end of the period for which you made any required contributions; if you fail to make any further required contributions.

Carterville Community Unit School District # 5

All Plan coverage will terminate on the earliest of the following dates:

The end of the month following the date your employment terminates or as per collective bargaining agreement.

The end of the month following the date you cease to be in a class of Employees eligible for coverage or as per collective bargaining agreement.

The end of the month following the date you cease to be an eligible Employee or as per collective bargaining agreement.

The end of the period for which you made any required contributions, if you fail to make any further required contributions.

The date the Plan is terminated.

The date you enter the armed forces of any country on a full-time active duty basis.

If you are absent from work due to an approved Leave of Absence, other than a Family and Medical Leave Act leave, coverage continues as long as sick/personal day are available. When the sick/personal days are used up, coverage continues until the end of the school year (August 31st) provided any required contributions are made by the Employee.

If you are absent from work due to a temporary layoff, coverage terminates on the date of the layoff.

If you are absent from work due to a disability, coverage continues as long as sick/personal day are available. When the sick/personal days are used up, coverage continues until the end of the school year (August 31st) provided any required contributions are made by the Employee.

The date the District withdraws from the Trust.

If you are absent from work due to an IMRF qualified disability leave, coverage terminates at the end of the period for which you made any required contributions; if you fail to make any further required contributions.

Crab Orchard Community Unit School District # 3

All Plan coverage will terminate on the earliest of the following dates:

Coverage terminates at the end of the Plan Year (August 31st) as per the collective bargaining agreement.

If terminated for cause, coverage terminates at the end of the month that you were terminated.

The end of the period for which you made any required contributions, if you fail to make any further required contributions.

The date the Plan is terminated.

The date you enter the armed forces of any country on a full-time active duty basis.

If you are absent from work due to an approved leave of absence, including a Family and Medical Leave Act leave, coverage terminates at the end of the month that your leave expires.

If you are absent from work due to a temporary layoff, coverage terminates at the end of the month of the layoff.

If you are absent from work due to a disability, coverage terminates at the end of the month that your disability leave expires.

The date the District withdraws from the Trust.

If you are absent from work due to an IMRF qualified disability leave, coverage terminates at the end of the period for which you made any required contributions; if you fail to make any further required contributions.

Williamson County Early Childhood Cooperative

All Plan coverage will terminate on the earliest of the following dates:

The end of the month following the date your employment terminates.

The end of the month following the date you cease to be in a class of Employees eligible for coverage.

The end of the month following the date you cease to be an eligible Employee.

The end of the period for which you made any required contributions, if you fail to make any further required contributions.

The date the Plan is terminated.

The date you enter the armed forces of any country on a full-time active duty basis.

If you are absent from work due to an approved leave of absence, other than a Family and Medical Leave Act leave, coverage continues as long as sick/personal day are available. When the sick/personal days are used up, coverage continues until the end of the school year (August 31st) provided any required contributions are made.

If you are absent from work due to a temporary layoff, coverage terminates at the end of the month following the date of the layoff.

If you are absent from work due to a disability, coverage continues as long as sick/personal day are available. When the sick/personal days are used up, coverage continues until the end of the school year (August 31st) provided any required contributions are made.

The date the District withdraws from the Trust.

If you are absent from work due to an IMRF qualified disability leave, coverage terminates at the end of the period for which you made any required contributions; if you fail to make any further required contributions.

Williamson County Special Education District

All Plan coverage will terminate on the earliest of the following dates:

Note: If differs from collective bargaining agreement the agreement will have priority.

The end of the month following the date your employment terminates.

The end of the month following the date you cease to be in a class of Employees eligible for coverage.

The end of the month following the date you cease to be an eligible Employee.

The end of the period for which you made any required contributions, if you fail to make any further required contributions.

The date the Plan is terminated.

The end of the month following the date you enter the armed forces of any country on a full-time active duty basis.

If you are absent from work due to an approved Leave of Absence, which is not covered by the Family and Medical Leave Act (“FMLA”), or which extends beyond the recognized FMLA period, coverage terminates at the end of the month following ninety (90) days after the leave expires; provided any required contributions are made; or at the end of the month you fail to make any required contributions; whichever occurs first.

If you are absent from work due to a temporary layoff, coverage terminates at the end of the month following the date of the layoff.

If you are absent from work due to a disability leave, coverage terminates at the end of the month following ninety (90) days after the leave expires; provided any required contributions are made; or at the end of the month you fail to make any required contributions; whichever occurs first.

If you are terminated due to a reduction in force, coverage will remain in effect until the end of the school year, provided the required contributions are made.

Coverage will remain in effect unless you have a change in status that meets the criteria of the Section 125 Document.

The date the District withdraws from the Trust.

If you are absent from work due to an IMRF qualified disability leave, coverage terminates at the end of the month following ninety (90) days after the leave expires; provided any required contributions are made; or at the end of the month you fail to make any required contributions; whichever occurs first.

Refer to the section entitled COBRA for information regarding continued coverage after you cease to be eligible under the Plan.

FAMILY MEDICAL LEAVE ACT (FMLA)

If a Covered Employee ceases active service due to a District approved Family Medical Leave of absence in accordance with the requirements of Public Law 103-3 (or in accordance with any state or local law which provides a more generous medical or family leave and requires continuation of coverage during leave), coverage will be continued under the same terms and conditions which would have been provided had the Covered Employee continued active service.

If the Covered Employee does not return to active service after the approved Family Medical Leave or if the Covered Employee has given the employer notice of intent not to return to active service during the leave, or if the Covered Employee has exhausted the FMLA leave entitlement period, coverage may be continued under the Continuation of Coverage (COBRA) provision of this Plan, provided the Covered Employee elects to continue under the COBRA provision.

Continuation of Coverage (COBRA) will be provided only if the following conditions have been met:

1. the Covered Employee or Covered Dependent was covered under this Plan on the day before the FMLA leave began or becomes covered during the FMLA leave; and
2. the Covered Employee does not return to active service after an approved FMLA leave; and
3. without COBRA, the Covered Employee or Covered Dependent would lose coverage under this Plan.

However, these conditions do not entitle a Covered Employee to COBRA if the District eliminates, on or before the last day of the Covered Employee's FMLA leave, coverage under this Plan for the class of Employees (while continuing to employ that class of Employees) to which the Covered Employee would have belonged if the Covered Employee had not taken FMLA leave.

Continuation of Coverage (COBRA) will become effective on the last day of the FMLA leave as determined below:

1. the date a Covered Employee fails to return to active service after an approved family medical leave;
2. the date the Covered Employee informs the District of intent not to return to active service; or
3. the date a Covered Employee exhausts the FMLA leave entitlement period and does not return to active service.

The Covered Employee will be totally responsible for the contributions during the COBRA continuation if elected. Coverage continued during a family or medical leave will not be counted toward the maximum COBRA continuation period.

If a Covered Employee declines coverage during the FMLA leave period or if the Covered Employee elects to continue coverage during the family or medical leave and fails to pay the required contributions, the Covered Employee is still eligible under the Continuation of Coverage (COBRA) provision at the end of the FMLA leave. COBRA continuation will become effective on the last day of the FMLA leave.

The Covered Employee will be totally responsible for the contributions during the COBRA continuation if elected, however, the Covered Employee is not required to pay any unpaid contributions for the time coverage had lapsed during the leave.

If a Covered Employee voluntarily terminates coverage under this Plan during the FMLA leave or if coverage under this Plan was terminated during an approved family medical leave due to non-payment of required contributions by the Employee and the Employee returns to active service immediately upon completion of that leave, coverage will be reinstated as if the Employee remained in active service during the leave, including Dependent coverage, without having to satisfy any waiting period, limitations or evidence of good health provisions of this Plan, provided the Employee makes any necessary contribution and enrolls for coverage within thirty-one (31) days of the return to active service.

UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994 (USERRA)

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) established requirements that employers must meet for certain Employees who are involved in the uniformed services (defined below). In addition to the rights that you have under COBRA, you (the Employee) are entitled under USERRA to continue the coverage that you (and your covered Dependents, if any) had under the Medical and/or Dental Plan.

You Have Rights Under Both COBRA and USERRA

Your rights under COBRA and USERRA are similar but not identical. Any election that you make pursuant to COBRA will also be an election under USERRA, and COBRA and USERRA will both apply with respect to the continuation coverage elected. If COBRA and USERRA give you (or your covered Spouse or Dependent Children) different rights or protections, the law that provides the greater benefit will apply.

Definitions

“Uniformed Services” means the Armed Forces, The Army National Guard, and the Air National Guard when engaged in active duty for training, inactive duty training, or full-time National Guard duty (i.e., pursuant to orders issued under federal law), the commissioned corps of the Public Health Service, and any other category of persons designated by the President in time of war or national emergency.

“Service in the uniformed services” or “service” means the performance of duty on a voluntary or involuntary basis in the uniformed services under competent authority, including active duty, active duty for training, initial active duty for training, inactive duty training, full-time National Guard duty, a period for which a person is absent from employment for an examination to determine his or her fitness to perform any of these duties, and a period for which a person is absent from employment to perform certain funeral honors duty. It also includes certain service by intermittent disaster-response personnel of the National Disaster Medical System.

Duration of USERRA Coverage

General Rule: Twenty-four (24) month maximum. When a Covered Employee takes a leave for service in the uniformed services, USERRA coverage for the Employee (and covered Dependents for whom coverage is elected) begins the day after the Employee (and covered Dependents) lose coverage under the Plan, and it can continue for up to twenty-four (24) months. However, USERRA coverage will end earlier if one of the following events takes place:

1. A premium payment is not made within the required time;
2. You fail to return to work within the time required under USERRA (see below) following the completion of your service in the uniformed services; or
3. You lose your rights under USERRA as a result of a dishonorable discharge or other conduct specified in USERRA.

Returning to Work: Your right to continue coverage under USERRA will end if you do not notify the District of your intent to return to work within the time required under USERRA following the completion of your service in the uniformed services by either reporting to work (if your uniformed services was for less than thirty-one [31] days) or applying for reemployment (if your uniformed services was for more than thirty [30] days). The time for returning to work depends on the period of uniformed services, as follows:

Period of Service	Return-to Work Requirement
Less than 31 days	The beginning of the first regularly scheduled work period on the day following the completion of your service, after allowing for safe travel home and an eight-hour rest period, or if that is unreasonable or impossible through no fault of your own, as soon as is possible.
More than 30 days but less than 181 days	Within 14 days after completion of your service or, if that is unreasonable or impossible through no fault of your own, the first day on which it is possible to do so.
More than 180 days	Within 90 days after completion of your service.
Any period if for purposes of an examination for fitness to perform uniformed service	The beginning of the first regularly scheduled work period on the day following the completion of your service, after allowing for safe travel home and an eight-hour rest period, or if that is unreasonable or impossible through no fault of your own, as soon as is possible.
Any period if you were hospitalized for or are convalescing from an injury or illness incurred or aggravated as a result of your service	Same as above (depending on length of service period) except that time periods begin when you have recovered from your injuries or illness rather than upon completion of your service. Maximum period for recovering is limited to two years, but the two-year period may be extended if circumstances beyond your control make it impossible or unreasonable for you to report to work within the above time periods.

COBRA and USERRA coverage are concurrent. This means that COBRA coverage and USERRA coverage begin at the same time. However, COBRA coverage can continue for up to eighteen (18) months (it may continue for a longer period and is subject to early termination, as described in the COBRA section). In contrast, USERRA coverage can continue for up to twenty-four (24) months, as described above.

Premium Payments for USERRA Continuation Coverage

If you elect to continue your health coverage (or your Spouse or your Dependent Children’s coverage) pursuant to USERRA, you will be required to pay one hundred two percent (102%) of the full premium for the coverage elected (the same rate as COBRA). However, if your uniformed service period is less than thirty-one (31) days, you are not required to pay more than the amount that you pay as an active Employee for that coverage.

Questions

If you have any questions regarding this information or your rights to coverage, you should contact your District office or the Trust office.

Reinstatement of Coverage

When coverage under this Plan is reinstated, all provisions and limitations of this Plan will apply to the extent that they would have applied if you had not taken military leave and your coverage had been continuous under this Plan. The eligibility waiting period will be waived as if you had been continuously covered under this Plan from your original effective date. (This waiver of limitations does not provide coverage for any illness or injury caused by or aggravated by your military service, as determined by the VA. For complete information regarding your rights under the Uniformed Services Employment and Reemployment Rights Act, contact your employer).

ELIGIBLE DEPENDENTS

Your legal spouse---See definition of "Spouse".

Your Civil Union Partner---See definition of "Civil Union Partner".

Your Dependent Children under age twenty-six (26) ---See definition of "Child".

Your unmarried military veteran dependent Children under the age of thirty (30) who are residents of Illinois.

In addition military veteran dependent Children must have:

- ◆ Served in the active or reserve components of the U.S. Armed Forces, including the National Guard;
- ◆ Received a release or discharge other than a dishonorable discharge; and
- ◆ Submitted proof of service using a DD2-14 (Member 4 or 6) form, otherwise known as a "Certificate of Release or Discharge from Active Duty".

A Child who is under age eighteen (18) when he is placed with you for adoption and for whom you have assumed and retained a legal obligation for total or partial support in anticipation of adoption of such Child.

A Child you must cover due to a Qualified Medical Child Support Order (QMCSO) subject to the conditions and limits of the law.

Your unmarried Disabled Children over age twenty-six (26) if such Children were disabled prior to attaining age twenty-six (26). You must provide satisfactory proof of each Child's incapacity and Dependency within thirty-one (31) days after the Child's twenty-sixth (26th) birthday. Continuing proof of disability and Dependency will be required periodically.

Anyone who is eligible for coverage as an Employee will not be eligible for coverage as both an Employee and as a Dependent.

Dependent Children may not be covered by more than one Employee.

If both a husband and a wife are Covered Employees and the Spouse carrying Dependent coverage terminates coverage under the Plan, Dependent coverage can be transferred to the Spouse who remains covered by the Plan provided the Employee continues to be an eligible Employee. If both a husband and wife are Covered Employees and one terminates coverage with the Plan, he or she may be covered as a Dependent under the remaining spouse's coverage.

If both partners in a Civil Union are covered employees and the partner carrying Dependent coverage terminates coverage under the Plan, Dependent coverage can be transferred to the partner who remains covered by the Plan provided the Employee continues to be an eligible Employee. If both partners are covered employees and one terminates coverage with the Plan, he or she may be covered as a Dependent under the remaining partner's coverage.

QUALIFIED MEDICAL CHILD SUPPORT ORDER (QMCSO)

If a Qualified Medical Child Support Order is issued for a Plan Participant's Child, that Child will be eligible for coverage as required by the order and the Plan Participant will not be considered a Late Entrant for Dependent coverage.

A description of the QMCSO procedures is available from the Plan Administrator upon request, free of charge.

SPECIAL ENROLLMENT PERIODS

In certain circumstances, you or your Dependent may be eligible to enroll in the Plan outside the initial enrollment period or an annual enrollment period. In other words, you may enter the Plan during a “Special Enrollment Period.” This section explains how an individual may be eligible for Special Enrollment rights. The enrollment date for anyone who enrolls under a Special Enrollment Period is the first date of coverage.

1. **Individual losing other coverage.** An Employee (or Dependent) who is eligible, but not enrolled in this Plan, may enroll if each of the following conditions is met:
 - a. The Employee (or Dependent) was covered under a Group Health Plan or had health insurance coverage at the time coverage under this Plan was previously offered to the individual.
 - b. If required by the Plan Administrator, the Employee stated in writing at the time that coverage was offered that the other health coverage was the reason for declining enrollment.
 - c. The coverage of the Employee (or Dependent) was terminated as a result of loss of eligibility (including legal separation, divorce, death, termination of employment, or reduction in the number of hours of employment), and no COBRA was elected, or the coverage was provided through COBRA and the COBRA coverage was exhausted, or employer contributions toward the coverage were terminated.
 - d. The Employee requests enrollment in this Plan not later than thirty-one (31) days after the date of exhaustion of COBRA coverage or the termination of coverage or employer contributions, described above.

If the Employee (or Dependent) lost the other coverage as a result of the individual’s failure to pay premiums or for cause (such as making a fraudulent claim), that individual does not have a Special Enrollment right.

2. **Dependent beneficiaries.** If:

- a. The Employee is a Participant under this Plan (or has met the waiting period applicable to becoming a Participant under this Plan and is eligible to be enrolled under this Plan but for a failure to enroll during a previous enrollment period), and
- b. A person becomes a Dependent of the Employee through marriage, Civil Union, birth, adoption or placement for adoption

then the Dependent (and if not otherwise enrolled, the Employee) may be enrolled under this Plan as a covered Dependent of the covered Employee. In the case of the birth or adoption of a Child, the Spouse of the covered Employee may be enrolled as a Dependent of the covered Employee if the Spouse is otherwise eligible for coverage.

The Dependent Special Enrollment Period is a period of thirty-one (31) days and begins on the date of the marriage, Civil Union, birth, adoption or placement for adoption.

The coverage of the Dependents enrolled in the Special Enrollment Period will become effective:

- ◆ In the case of marriage, the date of marriage provided the completed request for enrollment is received;
- ◆ In the case of a Civil Union, as of the date of the Civil Union; or
- ◆ In the case of a Dependent’s birth, as of the date of the birth; or
- ◆ In the case of a Dependent’s adoption or placement for adoption, the date of the adoption or placement for adoption.

3. **Children’s Health Insurance Program Reauthorization Act of 2009.** An Employee (or Dependent) who is eligible, but not enrolled in this Plan, may enroll if:

- a. The Employee or Dependent was covered under Medicaid or the Children’s Health Insurance Program at the time coverage under this Plan was previously offered to the individual; and

If required by the Plan Administrator, the Employee stated in writing at the time that coverage was offered that coverage under Medicaid or the Children’s Health Insurance Program was the reason for declining enrollment; and

The Employee or Dependent loses eligibility for Medicaid or the Children’s Health Insurance Program; and

The Employee or Dependent requests enrollment in this Plan not later than sixty (60) days after the date Medicaid or the Children’s Health Insurance Program coverage ends; or

- b. The Employee or Dependent has declined enrollment for himself or Dependent and later becomes eligible for a premium assistance subsidy for group health coverage through Medicaid or the Children’s Health Insurance Program; and

The Employee or Dependent requests enrollment in this Plan not later than sixty (60) days after the date of eligibility determination for a premium assistance subsidy for group health coverage through Medicaid or the Children’s Health Insurance Program.

Effective Date

Coverage will become effective not later than the first day of the first month beginning after the date the completed request for enrollment is received

DEPENDENTS EFFECTIVE DATE OF COVERAGE

You must enroll your Dependents for coverage under this Plan by completing an enrollment form that has been received and acknowledged by your District office or the Trust office and authorizing any required contributions.

Dependent coverage begins on the date on which you become eligible for Plan benefits.

If you apply for Dependent coverage on or before your eligibility date, or within thirty-one (31) days after your original eligibility date, coverage for your Dependents will begin on your original eligibility date.

If you acquire a Dependent after your original effective date of coverage, you must make written application for coverage for that Dependent within thirty-one (31) days of the date of the marriage, Civil Union, birth or adoption. If you apply for coverage for a Dependent within thirty-one (31) days following the date you acquire such Dependent, coverage for that Dependent will begin on the date of the marriage, Civil Union, birth or adoption.

If you do not apply for coverage within thirty-one (31) days after the date you become eligible, or thirty-one (31) days after the date you acquire your first eligible Dependent, or during a Special Enrollment Period, or if you previously elected to end Dependent coverage in the Plan, you may apply for coverage during the annual enrollment period. The effective date of coverage will be the following September 1st.

A newborn Child will be covered at birth if you have Dependent coverage in effect at that time or if you make written application for Dependent coverage within thirty-one (31) days of the date of birth.

WHEN DEPENDENTS CEASE TO BE ELIGIBLE

All Plan coverage will terminate on the earliest of the following dates:

In the case of all your Dependents,
the date your coverage terminates or the Dependent ceases to be a Dependent as defined in this Plan.

In the case of your Spouse,
when you are legally separated or divorced.

In the case of your Civil Union Partner,
when your Civil Union is legally dissolved.

In the case of a Dependent Child,
at the end of the month after attaining age twenty-six (26)

In the case of a Disabled Child,
when the Dependent is no longer Disabled or Dependent upon you for support.

The date the Dependent Coverage is discontinued under the Plan.

The date the Dependent becomes covered as an Employee.

The date the Dependent enters the armed forces of any country on a full-time active duty basis.

The end of the period for which you made any required contributions, if you fail to make any further required contributions.

Refer to the section entitled COBRA for information regarding continued coverage after a Dependent ceases to be eligible under the Plan. **NOTE:** A Civil Union Partner is not eligible for COBRA coverage.

PREFERRED PROVIDER ORGANIZATION (PPO)

Certain Hospitals and Physicians may participate in a PPO Network. PPO providers have entered into an agreement to provide services at a discounted fee arrangement. The PPO offers access to quality health care services by conveniently located providers at substantial savings to the Covered Persons. Each Covered Person is responsible for verifying a provider's network membership status prior to each and any service to ensure the claim is covered at the higher benefit level. If your current providers are not participating in the PPO Network, ask your providers to contact the Network for an application for participation or, you can nominate the provider on the Network's website or call their provider referral department. The PPO Network can only provide the names, addresses, and phone numbers of participating providers; they cannot pre-certify a procedure or verify eligibility or benefits. A list of the Hospitals and Physicians participating in the PPO is also available through the internet or by calling the provider network that is listed on the ID card.

A Covered Person has freedom of choice in selecting a health care provider; however, there are benefit differences depending on whether services are rendered by a Network provider or by a Non-Network provider. These differences are shown on the Schedule of Benefits.

If a Covered Person resides more than one hundred forty (140) miles from an area where Network providers are not available, the Network benefits will apply.

If a Covered Person requires treatment for an Accident or medical emergency, as defined, benefits for the initial treatment by a Non-Network provider will be paid as shown on the Schedule of Benefits.

Additionally, if a Covered Person is admitted to a Non-Network hospital as a result of a medical emergency, benefits for stabilization and initiation of treatment will be paid at the Network benefit level until it is medically appropriate for the Covered Person to be transferred to a Network hospital. The determination of when the transfer is medically appropriate will be made by the Covered Person's Physician and the Utilization Review Service.

If the Covered Person chooses to remain in a Non-Network Hospital after it has been determined that he could have been transferred to a Network Hospital, covered expenses will be paid at the Non-Network benefit level.

If charges are incurred for services performed by a Non-Network provider which the patient did not have the option to choose, which relate to:

- ◆ **A Network Confinement;**
- ◆ **A Network Out-Patient Procedure; or**
- ◆ **A Network Physician/Office Visit,**

(*i.e., Assistant Surgeon, Anesthesia, Independent Lab, Pathology & X-Ray, etc.*) benefits will be paid as shown on the Schedule of Benefits.

Should you choose a provider that is participating in the PPO network, that provider will discount fees charged for the services rendered. Such discounts will be identified on your Explanation of Benefits (EOB). The discounts offered by the participating providers will be credited to your billing record. Should you ever be billed by a PPO provider for the discounts, notify the Claims Administrator who will then contact the provider for the appropriate adjustment.

IMPORTANT

The requirements of the Utilization Review program described below must be followed in order to receive full benefits under the Plan, whether a Network or Non-Network provider is used. In addition, when using a Network provider, benefits must be assigned to that provider.

UTILIZATION REVIEW PROGRAM

This Plan has implemented a program of Utilization Review so that you understand the Medical Necessity of a proposed Hospital confinement recommended by your Physician and for pre-authorization of the Surgical Procedures – Ambulatory, Ancillary Services, Durable Medical Equipment, and Diagnostic Imaging – Ambulatory Services listed below.

The Plan conforms to the procedures, protocols and methodologies of the contracted Utilization Review Service.

PLEASE REFER TO YOUR HEALTH BENEFIT I.D. CARD FOR THE TELEPHONE NUMBER OF THE UTILIZATION REVIEW SERVICE.

The following Services require Pre-Certification:

Inpatient Services (Medical, Surgical, Behavioral)

- ◆ Bariatric Surgery
- ◆ Elective Admissions
- ◆ Emergency Admissions
- ◆ Hospice
- ◆ LTAC Admissions
- ◆ Lumbar Spine Surgery
- ◆ Rehabilitation Facility Admissions
- ◆ Skilled Nursing Facility Admissions
- ◆ Transplants
- ◆ Computer Navigation for Orthopedic Surgery

Surgical Procedures – Ambulatory

- ◆ Bariatric Surgery
- ◆ Cartilage Transplant Knee
- ◆ Lumbar Spine Surgery
- ◆ Cochlear Implant
- ◆ Nasal Septoplasty
- ◆ Rhinoplasty
- ◆ Sinus Endoscopy
- ◆ Sleep Apnea Surgery – LAUP/UPP, Nasal and Uvulopalatoplasty
- ◆ Computer Navigation for Orthopedic Surgery

Ancillary Services

- ◆ Home Infusion Services
- ◆ Home Health Services
- ◆ Home Hospice
- ◆ Occupational Therapy
- ◆ Physical Therapy
- ◆ Speech Therapy

Durable Medical Equipment

- ◆ Bone Stimulator
- ◆ Cardio/External Defibrillator
- ◆ Cooling Devices (i.e. Polar Care)
- ◆ CPAP/BIPAP
- ◆ Electric Scooters
- ◆ Functional Electrical Stimulator Bikes
- ◆ Wound Vacs
- ◆ Limb Prosthetics
- ◆ Myoelectric prosthetics
- ◆ Neuromuscular Stimulators
- ◆ TENS Unit
- ◆ Wheelchairs (Custom)
- ◆ Wheelchairs (Power)

Diagnostic Imaging – Ambulatory

- ◆ Coronary CT Angiography (CCTA)
- ◆ Coronary MRA
- ◆ Cardiac MRI
- ◆ MRA of the head and/or neck
- ◆ MRI of the brain
- ◆ MRI of spine – cervical, thoracic, lumbar, sacral
- ◆ PET Scans

ALL BENEFITS PROVIDED BY THIS PLAN FOR CHARGES FOR HOSPITAL CONFINEMENTS ARE SUBJECT TO THE FOLLOWING REQUIREMENTS:

PRE-ADMISSION REVIEW

For Non-Emergency Hospital Admissions:

A pre-admission authorization is required at least twenty-four (24) hours prior to admission to a Hospital as a bed patient. You, a member of your family, your Physician or the Hospital must call the Utilization Review Service whenever a Hospital admission is recommended.

The Utilization Review Service will evaluate your planned treatment based upon the diagnosis provided by your Physician and established standards for medical care. After consultation with your Physician the Utilization Review Service will provide written authorization to you, the Hospital, and the Claims Administrator.

The Utilization Review Service's authorization does not verify eligibility or benefits. Questions regarding eligibility or benefits must be directed to the Claims Administrator.

For Emergency Hospital Admissions:

"Emergency Hospital Admission" means an admission for Hospital confinement which, if delayed, would result in disability or death.

In case of an emergency Hospital admission, you, your Physician, the Hospital or a member of your immediate family must inform the Utilization Review Service of the admission, by telephone, within forty-eight (48) hours after such admission.

For Maternity Hospital Admissions:

Maternity admissions are not considered emergencies. A pre-admission authorization is recommended at least two (2) months prior to the estimated date of delivery. You, a member of your family or your Physician must call the Utilization Review Service.

Although the Plan *does* require you to notify the Utilization Review Service of your Pregnancy in advance of an admission, the first 48 hours following a vaginal delivery, or 96 hours following a cesarean section are automatically authorized. Stays in excess of the 48 or 96 hours will require authorization through the Utilization Review Service. Under Federal law, Group Health Plans may not restrict benefits for any Hospital length of stay in connection with childbirth for the mother (if a Covered Person) or newborn Child (if a Covered Person) to less than 48 hours following a 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).

For Surgical Procedures – Ambulatory, Ancillary Services, Durable Medical Equipment, and Diagnostic Imaging – Ambulatory Services, authorization is required prior to obtaining or receiving services, other than an emergency admission.

The Utilization Review Service must be informed of:

- ◆ The name and birth date of the patient
- ◆ The name and identification number of the Employee
- ◆ The date of Hospital admission or surgery
- ◆ The name of the employer
- ◆ The admitting diagnosis
- ◆ The name of the Hospital
- ◆ The name and telephone number of the attending Physician

CONTINUED STAY REVIEW

Before your scheduled discharge the Utilization Review Service will call the Hospital and your Physician to confirm your discharge. If additional days of confinement are required because of complications or other medical reasons, the Utilization

Review Service will again evaluate the treatment and diagnosis in consultation with your Physician. This process will continue until you are discharged from the Hospital.

If Hospital charges are incurred by a Covered Person for a period of Hospital confinement which has NOT been authorized under the Continued Stay Review provisions, the eligible Hospital charges for such confinement will be limited to the charges incurred during the period of Hospital confinement initially authorized.

IF UTILIZATION REVIEW IS NOT USED

If Hospital charges are incurred by a Covered Person for a period of Hospital confinement and such confinement has NOT been authorized by the Utilization Review Service as set out under the Pre-Admission Review provisions, the penalty, as shown on the Schedule of Benefits, will apply.

THE NON-COMPLIANCE PENALTIES WILL NOT ACCUMULATE TOWARD THE REQUIRED DEDUCTIBLE(S) OR TO THE OUT-OF-POCKET MAXIMUMS.

RETROSPECTIVE REVIEW

The Utilization Review Service will review and evaluate the medical records and other pertinent data of an individual whose Hospital stay, or a portion of his stay, was not authorized under the Pre-Admission and/or Continued Stay Review provisions of the Plan.

Requests for such review must be made, in writing, by the attending Physician or Hospital and must define the medical basis for the review.

Benefits will be limited to only those expenses incurred during the period of hospitalization which **would have been** authorized. Benefits are not payable for expenses related to any period of Hospital confinement which is deemed not Medically Necessary.

VOLUNTARY SECOND SURGICAL OPINION BENEFIT

If your Physician recommends non-emergency surgery, meaning surgery that can be postponed without causing undue risk, the Plan will pay for any necessary Physician, x-ray or laboratory expense incurred for a second surgical opinion (and a third opinion, if the second opinion does not agree with the first opinion), if:

- ◆ The Physician providing the second or third opinion is not associated with the Physician who first recommended surgery.
- ◆ The Physician providing the second or third opinion does not perform the surgery.
- ◆ The second or third opinion is obtained before the recommended surgery.
- ◆ The Physician providing the second or third opinion is a Board Certified specialist in the appropriate specialty.
- ◆ The Physician places the second or third opinion in writing.

An opinion confirming the advisability of surgery may provide greater peace of mind, and a non-confirming opinion may provide an alternative non-surgical method of treatment for the medical condition. If the patient does not use the benefit, he will be passing up the chance to get additional medical advice.

The Second Surgical Opinion Benefit DOES NOT apply to expenses incurred for or in connection with:

- ◆ Surgical procedures which are not covered under the Plan;
- ◆ Minor surgical procedures that are routinely performed in a Physician's office, such as incision and drainage of an abscess or excision of benign lesions;
- ◆ An opinion obtained more than three (3) months after a surgeon first recommended the elective surgical procedure.

WORKSITE HEALTH SCREENINGS

This program is a voluntary part of the Trust's health benefit and is administrated through Interactive Health Solutions (IHS). The worksite health screening is free and helps you and the Trust control health care costs and improve Employee productivity by helping you get healthy and stay healthy.

The health screening consists of a simple blood draw and features a battery of 34 diagnostic tests to detect a wide range of health problems including cardiovascular disease risks (high cholesterol, high blood pressure, and diabetes), liver and kidney disease, anemia, and certain types of cancer. They also analyze self-reported health information to assess risks for heart attacks, strokes, mental health problems, and sleep disorders. The result is a complete evaluation of your health state.

After your health screening, IHS will notify you by email (if you provide an email address) when you can access your test results on their website www.interactivehs.com. You will also receive a completely confidential Personal Health Report in the mail. The PHR is an easy to understand health profile that outlines health screening results, reviews potential health problems (health risks), and describes personalized strategies for the individual to address health problems and stay healthy in the long term.

Every spring the Trust will conduct the wellness screenings at each participating district. **The results are confidential and your employer will not receive any of your personal health information.**

DISEASE MANAGEMENT

Disease Management is a voluntary program that is designed to improve the lives of individuals suffering from chronic, yet treatable, diseases through education, lifestyle choices, self-care and healthcare intervention.

Chronic Illness, such as heart disease, asthma and diabetes, are among the most prevalent, costly and treatable of all health problems. This free benefit program provides you with the opportunity to receive the tools and information you need to manage your healthcare and the related healthcare costs. The Disease Management program is staffed by medical professionals who will consult with you and your Physician when a chronic medical condition is identified.

The goal of the Disease Management program is to intervene prior to a catastrophic medical event and to assist you in navigating through the healthcare system if a serious medical event does occur. To accomplish this goal, the Disease Management program provides the highest level of service at the earliest opportunity through education, intensive healthcare management and cost effective care for your specific condition.

The Disease Management program complies with HIPAA's privacy regulations; your health information will be kept confidential and will only be shared with the people you choose.

The Process

Care Managers identify individuals with chronic medical conditions.

You will receive a telephone call from a Care Manager. If you cannot be reached by telephone, the Care Manager will send information regarding the Disease Management program to you in the mail.

You will complete a Health Risk Assessment (HRA) during a telephone interview with the Care Manager.

Following the Health Risk Assessment (HRA) process, the Care Manager uses disease-specific protocols and guidelines to educate you and manage your case. These guidelines outline the specific needs of your condition and the expected outcomes.

The Key Features and Benefits

You will receive a packet explaining the Disease Management program and educational information that is specific to your medical condition.

Care Managers will provide intensive planning and case management for medical situations by recommending alternate treatment plans, arranging home health care services and equipment rental and coordinating the services of the many providers that may be involved in these designated situations.

The Disease Management program does not verify eligibility or benefits. Questions regarding eligibility or benefits must be directed to the Claims Administrator.

CASE MANAGEMENT SERVICES

Case Management is an added service which is used to assist seriously ill or injured Covered Persons requiring long term care. Case Management nurses can provide intensive planning and management for these special situations by recommending alternate Treatment Plans, arranging home health care services and equipment rental and coordinating the services of the many providers that may be involved in these designated situations.

Examples of Illnesses or Injuries which may benefit from Case Management services are stroke, premature birth, some forms of cancer, severe burns and head Injury.

The Covered Person must cooperate with the Case Manager and provide all relevant medical information regarding his condition; however, the choice of the course of treatment is the patient's.

Certain circumstances may cause the Plan Administrator to allow charges that would not otherwise be covered if the proposed alternative is shown to be cost effective. Prior to any final determination, the severity of the condition and the prognosis are taken into consideration. The Plan Administrator shall have the right to waive the normal provisions of the Plan when it is reasonable to expect a cost effective result without sacrifice to the quality of patient care.

MEDICAL EXPENSE BENEFIT

To receive benefits under the Medical Expense Benefit, you must satisfy the Deductible amount shown on the Schedule of Benefits. Once you have satisfied the Deductible, benefits are payable as shown on the Schedule of Benefits.

THE DEDUCTIBLE AMOUNT

The Individual Deductible amount is shown on the Schedule of Benefits and is the total amount of Covered Medical Expenses that you or your Dependents must satisfy in a Calendar Year before you or your Dependents are eligible to receive the Medical Expense Benefit.

Network Provider and Non-Network Providers expenses will be applied equally toward the satisfaction of the Network Provider and Non-Network Providers Deductible amounts.

Co-payments do not apply toward satisfaction of the Deductible.

FAMILY DEDUCTIBLE

When Covered Family Members have satisfied the Family Deductible amount as shown on the Schedule of Benefits in a Calendar Year (no person can contribute more than the Individual Deductible amount), the Plan will not apply Medical Expense Deductibles to the remaining Covered Medical Expenses for all Covered Family Members for that Calendar Year.

The Family Deductible shall be deemed to be satisfied on the date the required number of Covered Family Members have satisfied their Deductibles.

CARRY-OVER DEDUCTIBLE

Any Covered Medical Expenses incurred and applied toward the Individual and Family Deductible amounts during the last three (3) months of the year (October, November and December) are applied to the Individual and Family Deductible amounts for both the present and the following Calendar Years. Out-Of-Pocket reimbursement of 100% does not carry over.

COMMON ACCIDENT DEDUCTIBLE

If two (2) or more Covered Family Members are injured in the same Accident, only one (1) Deductible will apply to all Covered Medical Expenses incurred as a result of that Accident during the Calendar Year of the Accident.

The payment of benefits and the satisfaction of the Medical Expense Deductible as described apply only to those injuries sustained in the Accident. Covered charges related to any other Injury or Illness will be payable on a separate basis as though this provision had not been included.

EMERGENCY ROOM CO-PAYMENT

Covered Medical Expenses incurred in connection with Hospital emergency room services are subject to the Emergency Room Co-payment shown on the Schedule of Benefits.

The Emergency Room Co-payment will be waived and benefits will be paid at the applicable Deductible and Coinsurance amounts, if the Covered Person is admitted to the Hospital as an Inpatient immediately after the Emergency Room Treatment.

CO-INSURANCE FACTOR

After the Deductible is satisfied, the Plan will pay the applicable percentages of eligible Medical Expenses as shown on the Schedule of Benefits.

OUT-OF-POCKET MAXIMUM

If, in a Calendar Year, a Covered Person accumulates an Out-of-Pocket amount which equals the amount shown on the Schedule of Benefits, the Plan will pay 100% of any further Covered Medical Expenses incurred during the remainder of that Calendar Year.

Network Provider and Non-Network Providers expenses will be applied equally toward the satisfaction of the Network Provider and Non-Network Providers Out-of-Pocket Maximums.

FAMILY OUT-OF-POCKET MAXIMUM

When Covered Family Members have satisfied the Family Out-of-Pocket Maximum amount shown on the Schedule of Benefits in a Calendar Year, the Plan will not apply the Co-Insurance Factor to and will pay 100%, from that date forward, of any further Covered Medical Expenses for all Covered Family Members for the remainder of that Calendar Year.

The Family Out-of-Pocket shall be deemed to be satisfied on the date the required number of Covered Family Members have satisfied their Out-of-Pocket Maximum amounts.

Expenses Related To Office Visit Co-payments, Prescription Drug Co-payments, Chiropractic Care, Physical, Occupational and Speech Therapy, TMJ Treatment, Charges In Excess Of Benefit Maximums, Charges In Excess Of Reasonable And Customary Fees And Non-Compliance Penalties Do Not Accumulate Toward The Out-of-Pocket Maximum.

Any Maximums Which Are Stated In Dollar Amounts, Number Of Days Or Number Of Treatments And Which Limit Either The Maximum Benefits Payable Or The Maximum Allowable Covered Expense Are The Combined Maximums Under The Network Provider and Non-Network Providers Level Of Benefits.

LIFETIME MAXIMUM BENEFITS

The Lifetime Maximum Benefit for all Illnesses and Injuries, per Covered Person, is shown on the Schedule of Benefits.

COVERED MEDICAL EXPENSES

Reasonable and Customary charges incurred by, or on behalf of, a Covered Person for the following Medically Necessary items, if performed or prescribed by a Physician for an Injury or Illness, subject to the Exclusions and Limitations of the Plan, are covered by the Medical Expense Benefit:

1. Hospital Room and Board including bed and board, general nursing care, meals and dietary services provided by the Hospital. All semi-private or ward accommodations are covered.
 - a. For private rooms, an allowance will be paid equal to the Hospital's semi-private room charge.
 - b. If the Hospital only has private room facilities, private room charges will be considered as semi-private charges.
 - c. If a private room is Medically Necessary for isolation purposes, the private room charge will be considered as semi-private.
 - d. If Intensive Care, Coronary and Intermediate Care accommodations are Medically Necessary, the Hospital's actual charges are covered.
2. Miscellaneous Hospital services and supplies including equipment and medications provided to registered Inpatients.
3. Hospital charges for Medically Necessary Outpatient services.
4. Services and supplies furnished by an Ambulatory Surgical Center.
5. Extended Care Facility services (refer to the specific section for coverage details).
6. Home Health Care services (refer to the specific section for coverage details).
7. Hospice Care services (refer to the specific section for coverage details).
8. Physician's services for surgery or other necessary medical care whether rendered in the office, Hospital, home, Extended Care Facility or Hospice.
9. Chiropractic care, by any name called, including all professional services for the detection and correction by manual or mechanical means (with or without the application of treatment modalities such as, but not limited to diathermy, ultrasound, heat and cold) of the spinal skeletal system and/or surrounding tissue to restore proper articulation of joints, alignment of bones or nerve functions. Such care may not be considered a covered expense if it is determined to be maintenance palliative. **Benefits are limited to the amount shown on the Schedule of Benefits.**
10. Licensed Psychologist's and licensed clinical Social Workers' professional medical services for the treatment of mental & nervous disorders and Substance Abuse that would be covered if provided by a doctor of medicine (M.D.) and only when the psychologist or social worker is acting within the scope of his license.
11. Chemotherapy or radiation therapy by x-ray, radium, radon or radioactive isotopes, or other such treatment or care recommended or prescribed by a Physician.
12. Renal dialysis treatment, including equipment and supplies when such services are provided in a Hospital, Dialysis Facility or in the home under the supervision of a Hospital or Dialysis Facility.
13. Charges for Physical Therapy rendered by a licensed physical therapist for improvement of physical functions impaired due to Injury, Illness, congenital defect, or preventive Physical Therapy for multiple sclerosis, and in accordance with a Physician's orders. The type, frequency and duration of Physical Therapy must be under reasonable expectations that significant improvement within a reasonable period of time and accepted standards of medical practice is obtained, except as shown as a Covered Expense. **Benefits are limited to the amount shown on the Schedule of Benefits.**

14. Charges for Occupational Therapy rendered by a licensed occupational therapist for improvement of physical functions impaired due to Injury, Illness or congenital defect and in accordance with a Physician's orders. The type, frequency and duration of Occupational Therapy must be under reasonable expectations that significant improvement within a reasonable period of time and accepted standards of medical practice is obtained, except as shown as a Covered Expense. ***Benefits are limited to the amount shown on the Schedule of Benefits.***
15. Charges for Speech Therapy rendered by a qualified speech therapist in accordance with a Physician's orders when such therapy is administered to restore or rehabilitate speech impairment due to a congenital defect or due to an Injury or due to an Illness that is other than a Non-Organic/Functional disorder (i.e. lisping, stuttering, and stammering), a non-curable developmental disorder (i.e. mental retardation, down's syndrome) delayed speech or other learning development disorder, except as shown as a Covered Expense. ***Benefits are limited to the amount shown on the Schedule of Benefits.***
16. Charges for reconstructive or cosmetic surgery provided the following conditions are met:
- The surgery must be required to correct a condition that results from an Illness or Injury; or
 - The surgery is required to correct the congenital anomaly of a Dependent Child.
- Cosmetic surgery related to acne is not a covered expense.**
17. Charges for the following expenses related to breast reconstruction in connection with a mastectomy in a manner determined in consultation with the attending Physician and the patient:
- Reconstruction of the breast on which the mastectomy has been performed;
 - Surgery and reconstruction of the other breast to produce a symmetrical appearance; and
 - Prostheses and physical complications in all stages of mastectomy, including lymphedemas.
18. Anesthesia and its administration when rendered by a Physician other than the operating surgeon or by a Certified Registered Nurse Anesthetist. However, benefits will be provided for anesthesia services administered by oral and maxillofacial surgeons when such services are rendered in the surgeon's office or an ambulatory surgical facility.
19. Medically necessary and elective abortions.
20. Covered services related to the diagnosis and/or treatment of infertility including, but not limited to, in-vitro fertilization, uterine embryo lavage, embryo transfer, artificial insemination, gamete intrafallopian tube transfer, zygote intrafallopian tube transfer, low tubal ovum transfer and injectable medication and infertility drugs. Infertility shall mean the inability to conceive a Child after one (1) year of unprotected sexual intercourse or the inability to sustain a successful Pregnancy.

Benefits for in-vitro fertilization, gamete intrafallopian tube transfer or zygote intrafallopian tube transfer procedures will be provided only when:

- The Covered Person has been unable to attain or sustain a successful Pregnancy through reasonable, less costly, medically appropriate infertility treatment;
- The Covered Person has not undergone four (4) completed oocyte retrievals, except, if a live birth followed a completed oocyte retrieval, two (2) or more oocyte retrievals shall be covered. In no event will more than six (6) oocyte retrievals be covered by this Plan.

Benefits will not be provided for the following:

- Services rendered to a surrogate mother for purposes of child birth;
- Expenses associated with cryo-preservation and storage of sperm, eggs and embryos except for those procedures which use a cryo-preserved substance.

In addition, if in-vitro fertilization, gamete intrafallopian tube transfer or zygote intrafallopian tube transfer procedures for the treatment of infertility are received, the procedures must be performed at medical facilities that conform to the American College of Obstetric and Gynecology guidelines for in-vitro fertilization clinics or the American Fertility Society minimal standards for programs of in-vitro fertilization.

Benefits are limited to the amount shown on the Schedule of Benefits.

21. Charges for obstetrical care are paid on the same basis as any other Illness, including pre-natal care, Pregnancy, and miscarriages. Benefits are provided for the Pregnancy of a Dependent Child; however, benefits are not payable for the newborn unless and until the Employee (the grandparent) becomes the legal guardian for that Child.

Although the Plan *does* require you to notify the Utilization Review Service of your Pregnancy in advance of an admission, the first 48 hours following a vaginal delivery, or 96 hours following a cesarean section are automatically authorized. Stays in excess of the 48 or 96 hours will require authorization through the Utilization Review Service. Under Federal law, Group Health Plans may not restrict benefits for any hospital length of stay in connection with childbirth for the mother (if a Covered Person) or newborn child (if a Covered Person) to less than 48 hours following a 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).

22. Charges incurred in connection with a Birthing Center (in lieu of Hospital confinement) and Medically Necessary supplies furnished to the mother and necessary supplies furnished to the covered newborn Child.
23. Routine newborn care while Hospital confined, including Hospital nursery care and other Hospital services and supplies and Physicians charges for pediatric care and circumcision. A newborn Child will be covered at birth if you have Dependent coverage in effect at that time or if you make written application for Dependent coverage within thirty-one (31) days of the date of birth.
24. Voluntary sterilizations, but not the reversal of such procedures.
25. Well-baby and well-child care, up to the maximum benefit shown on the Schedule of Benefits, for dependent children up to sixteen (16) years of age for the following preventive care services:
- a. Routine physical examinations (including school enrollment physicals and physicals required for participation in school sports programs);
 - b. Associated diagnostic tests; and
 - c. Immunizations and vaccinations (including flu and pneumonia shots).

26. Routine Physical Examinations. The Plan will provide benefits up to the maximum benefit shown on the Schedule of Benefits, for charges made or ordered by a Physician for the following routine services for covered adults (age sixteen (16) or older):
- a. Routine physical examinations (including school enrollment physicals, physicals required for participation in school sports programs and employment physicals),
 - b. Associated x-ray and laboratory examinations,
 - c. Immunizations and vaccinations (including flu and pneumonia shots);
 - d. Pap smear;
 - e. Mammograms and Medically Necessary pain medication and pain therapy related to the treatment of breast cancer.

A comprehensive ultrasound screening of an entire breast or breasts if a mammogram demonstrates heterogeneous or dense breast tissue when Medically Necessary as determined by a Physician.

Routine mammograms and the ultrasound are covered at 100% when using a Network provider, not subject to a Co-payment or Deductible and not subject to any annual or Lifetime maximum benefit.

If a Non-network provider is used, charges will be covered at the same benefit level as other Non-network services.

- f. Colon and rectal cancer screenings;
- g. Prostate exam; and
- h. Any other routine procedures.

This benefit does not include any expenses incurred in connection with a diagnosed Illness, or physicals required by a third party.

Expenses in excess of the maximum benefit are not considered eligible expenses under any other provision of this Plan.

- 27. Charges for an annual colonoscopy or sigmoidoscopy.
- 28. Blood and blood plasma to the extent not donated or replaced.
- 29. X-ray and laboratory examinations, including allergy testing, for diagnostic or treatment purposes.
- 30. Professional Ambulance service to and from a Hospital or Extended Care Facility where medical care and treatment necessary for the Illness or Injury can be provided, or
 - a. Between Hospitals and extended care facilities when a transfer is necessary to provide adequate care, or
 - b. Regularly scheduled airline or railroad or air Ambulance from the city in which the Covered Person became ill or was injured to and from the nearest Hospital that provides treatment for such Illness or Injury. Only charges incurred for the first trip to and from a Hospital shall be included, or
 - c. Charges for transfers from Non-Network facilities to Network facilities or to lower cost facilities.
- 31. Durable Medical Equipment limited to the lesser of the purchase price or the total anticipated rental charges. **Pre-approval by the Claims Administrator is required.**
- 32. Charges for artificial limbs, eyes and other prosthetic devices to replace physical organs and body parts; including replacements which are Medically Necessary or required by pathological change or normal growth. Covered charges do not include expenses for the repair or replacement of damaged, lost or stolen devices.
- 33. Medical and surgical supplies including bandages and dressings.
- 34. Casts, splints, crutches, cervical collars, head halters, traction apparatus and orthopedic braces.
- 35. Oxygen and rental of equipment for its administration.
- 36. The first pair of glasses or contact lenses, but not both, prescribed to treat glaucoma or keratoconus or resulting from cataract surgery.
- 37. Optometric services which may be legally rendered by an optometrist provided that benefits would have been provided had such services been rendered by a Physician.

38. Human Organ Transplants:

Coverage includes benefits for Medically Necessary expenses related to human organ, bone marrow and tissue transplants. Expenses incurred by a live organ donor, who is without insurance coverage and is not covered under this Plan, will be covered. Expenses incurred for organs obtained through an organ bank or from a cadaver and expenses for storage and transportation that are reasonable and customary, are covered under this Plan. If both the recipient and the donor are covered under this Plan, all Covered Expenses incurred by both the donor and the recipient will be paid as part of the recipient's claim.

Transportation of the Covered Person and a companion to and from the site of the transplant (if the Covered Person is a Dependent Child, transportation will include two (2) individuals accompanying the Dependent child) if the Covered Person's home is located one hundred (100) or more miles from the site of the transplant. The Plan will cover the cost of regularly scheduled commercial airlines, trains and/or interstate buses. Cab fares, local buses and car rentals are not eligible charges. Costs for lodging and meals are also eligible.

Benefits are limited to the amount shown on the Schedule of Benefits.

If a contracted Transplant Network is utilized, covered medical expenses, relating to the transplant, will be payable at one hundred percent (100%) without application of the Calendar Year Deductible. The Transplant Network contracted rate supercedes any negotiated Preferred Provider Network discount.

Pre-Certification Requirement:

In order to obtain the Network Benefits, you must contact the Transplant Coordinator as soon as you are informed that you may be a candidate for one of the covered transplant procedures. Please call the Transplant Coordinator at: Inside Illinois: 1-800-843-3831. Outside Illinois: 1-800-523-0582.

39. Drugs and medications requiring a Physician's written prescription (including insulin and insulin syringes), excluding over-the-counter medications.

Drugs and medications purchased through the Prescription Drug Plan will be covered as shown on the Schedule of Benefits.

Maintenance medications purchased through the Mail Order Prescription Drug Plan will be covered as shown on the Schedule of Benefits.

40. Charges for the diagnosis and treatment of temporomandibular joint dysfunction (TMJ). Covered services include diagnostic services, orthopedic devices, adjustments to devices and therapeutic injections into the temporomandibular joint. ***Benefits are limited as shown on the Schedule of Benefits.***

41. Expenses for the following dental related services and supplies:

- a. Treatment for the repair or alleviation of damage to sound natural teeth due to an accidental Injury, other than from eating or chewing, or treatment of an Injury to the jaw due to an Injury. Treatment must be rendered within twelve (12) months of the Injury.
- b. Excision of a tumor, cyst, or foreign body of the oral cavity and related anesthesia.
- c. Biopsies of the oral cavity and related anesthesia.
- d. Removal of partial and full bone impacted teeth and related anesthesia.
- e. Expenses billed by a Hospital for Inpatient and Outpatient dental services will be covered for a Dependent child age six (6) and under, or if the Covered Person has a chronic disability that is the result of a mental or physical impairment or if the Covered Person has a serious medical condition that requires hospitalization.

42. Naprapathic services when rendered by a Naprapath. ***Benefits are limited to the amount shown on the Schedule of Benefits.***
43. Outpatient contraceptive services including prescription contraceptive devices, injections, implants and outpatient contraceptive services, only to the extent that these items are not covered under the Prescription Drug Plan. Outpatient contraceptive services means consultations, examinations, procedures and medical services provided on an outpatient basis and related to the use of contraceptive methods (including natural family planning) to prevent an unintended pregnancy.
44. Charges for outpatient diabetes self-management training, education, and medical nutrition therapy and for regular foot care examinations by a Physician.
45. Charges for nutritional counseling, prescribed by a Physician, for a covered medical diagnosis. Services must be provided by a CNC (certified nutritional consultant accredited by the American Association of Nutritional Consultants), LD (Dietician licensed by the state) or RD (registered dietician accredited by the American Dietetic Association).
46. FDA approved medications used for conditions other than those for which they received FDA approval, when considered the standard of care and ***not*** part of a clinical study or in conjunction with any experimental treatment. For the purposes of this Plan, Standard of Care is defined as, charges for any care, treatment, services or supplies that are approved or accepted as essential to the treatment of any Illness or Injury by the American Medical Association, U.S. Surgeon General, U.S. Department of Public Health, or the National Institute of Health, and recognized by the medical community as potentially safe and efficacious for the care and treatment of the Injury or Illness.
47. Charges for the diagnosis and treatment of Autism Spectrum Disorder for children under age twenty-one (21). Autism Spectrum Disorders means pervasive developmental disorders as defined in the most recent edition of the Diagnostic and Statistical Manual of Mental Disorders, including autism, Asperger's disorder, and pervasive developmental disorder not otherwise specified.

Diagnosis means one or more tests, evaluations or assessments to diagnose whether an individual has Autism Spectrum Disorder that is prescribed, performed or ordered by a physician licensed to practice medicine in all its branches or a licensed clinical psychologist with expertise in diagnosing Autism Spectrum Disorder.

Treatment shall include the following care when prescribed, provided or ordered by a physician or a certified, registered or licensed health care professional with expertise in treating effects of Autism Spectrum Disorder when the care is determined to be Medically Necessary.

Psychiatric care;

Psychological care;

Habilitative or rehabilitative care including professional, counseling and guidance services and treatment programs, including applied behavior analysis, that are intended to develop, maintain and restore the functioning of an individual. Applied behavior analysis means the design, implementation and evaluation of environmental modifications using behavioral stimuli and consequences to produce socially significant improvement in human behavior, including the use of direct observation, measurement and functional analysis of the relations between environment and behavior; and

Therapeutic care, including behavioral, speech, occupational, and physical therapies that provide treatment in the following areas:

- Self-care and feeding;
- Pragmatic, receptive and expressive language;
- Cognitive functioning;
- Applied behavioral analysis, intervention and modification;
- Motor planning; and
- Sensory processing.

Upon request a provider of treatment for Autism Spectrum Disorders shall furnish medical records, clinical notes or other necessary data that substantiate that initial or continued medical treatment is medically necessary and is resulting in

improved clinical status. When treatment is anticipated to require continued services to achieve demonstrable progress, the Plan may request a treatment plan consisting of diagnosis, proposed treatment by type, frequency, anticipated duration of treatment, the anticipated outcomes stated as goals, and the frequency by which the treatment plan will be updated.

When making a determination of medical necessity for a treatment modality for Autism Spectrum Disorders, the Plan must make the determination in a manner that is consistent with the manner used to make that determination for other diseases or illnesses. Any challenge to medical necessity must be reviewed by a Physician with expertise in the most current and effective treatment modalities for Autism Spectrum Disorders.

Coverage for Medically Necessary early intervention services must be provided by certified early intervention specialists.

48. Charges for a shingles vaccine age sixty (60) and older.
49. Charges for a human papillomavirus vaccine (HPV).
50. Charges for surveillance tests for ovarian cancer for females who are at risk for ovarian cancer. Surveillance tests are annual tests using CA-125 serum tumor marker testing; transvaginal ultrasound, and pelvic exam. An individual is considered at risk for ovarian cancer if she has: a family history with one (1) or more first degree relatives with ovarian cancer; a family history of clusters of women relatives with breast cancer; a family history of non-polyposis cancer; or tested positive for BRCA1 or BRCA2 mutations.
51. Charges for bone mass measurement and for the diagnosis and treatment of osteoporosis.
52. Habilitative services as required by Illinois Law for children under nineteen (19) years of age which includes Occupational, Physical and Speech Therapies and other services prescribed by the Child's Physician pursuant to a treatment plan to enhance the ability of a Child to function with a congenital, genetic or early acquired disorder. A congenital or genetic disorder includes, but is not limited to, hereditary disorders. An early acquired disorder refers to a disorder resulting from Illness, trauma, Injury or some other event or condition suffered by a Child prior to that Child developing functional life skills such as, but not limited to, walking, talking, or self-help skills. Congenital, genetic, and early acquired disorders may include, but are not limited to, autism or an autism spectrum disorder, cerebral palsy, and other disorders resulting from early childhood Illness, trauma, or Injury.
 - A licensed Physician has diagnosed the child's congenital, genetic, or early acquired disorder.
 - The treatment is administered by a licensed speech-language pathologist, licensed audiologist, licensed occupational therapist, licensed physician, licensed nurse, licensed optometrist, licensed nutritionist, licensed social worker, or licensed psychologist, upon the referral of a Physician.
 - The initial or continued treatment must be Medically Necessary and not Experimental or investigational.
 - Services that are solely educational in nature or otherwise paid under State or Federal law for purely educational services will not be considered eligible.
 - When continued treatment is or will be required to permit the patient to achieve demonstrable progress the provider may be asked to submit a treatment plan which includes diagnosis, proposed treatment by type, frequency, anticipated duration of treatment, the anticipated goals of treatment, and how frequently the treatment plan will be updated.

EXTENDED CARE FACILITY

The Plan will provide benefits to the maximum shown on the Schedule of Benefits, per Calendar Year, for charges made by an Extended Care Facility for convalescing from an Illness or Injury. Covered charges include:

- ◆ Room and board including charges for services such as general nursing care made in connection with room occupancy,
- ◆ Use of special treatment rooms, x-ray and laboratory examination, physical, occupational, or speech therapy and other medical services customarily provided by an Extended Care Facility except private duty or special nursing services or Physician's services,
- ◆ Drugs, biological solutions, dressings, casts and other Medically Necessary supplies.

Benefits are provided when an individual is confined in an Extended Care Facility if:

- ◆ He is confined in the Extended Care Facility within fourteen (14) days after the end of a Hospital confinement or related stay in another Extended Care Facility, and
- ◆ The attending Physician certified that twenty-four (24) hour nursing care is necessary for the recuperation from an Injury or Illness which required the Hospital confinement, and
- ◆ He is confined in the Extended Care Facility to receive skilled nursing and physical restorative services for convalescence from the Illness or Injury that caused that Hospital confinement.

HOME HEALTH CARE

The Plan will provide benefits to the maximum shown on the Schedule of Benefits, for charges made by a licensed Home Health Care Agency for the following services and supplies furnished to a Covered Person in his home, or the place of residence used as such person's home for the duration of his Illness or Injury, for care in accordance with a Home Health Care Plan.

The care must be administered in lieu of a Hospital or Extended Care Facility confinement. Expenses for, but not limited to, the following are covered under this benefit:

- ◆ Part-time or intermittent nursing care by a registered nurse (R.N.) or a licensed practical nurse (L.P.N.).
- ◆ Part-time or intermittent home health aide services.
- ◆ Physical, occupational, respiratory and speech therapy.
- ◆ Medical supplies, drugs and medicines prescribed by a Physician, and x-ray and laboratory services.
- ◆ Medical social services.
- ◆ Nutritional counseling.
- ◆ Renal Dialysis

The following Home Health Care Expenses are not covered under the Plan:

- ◆ Meals, personal comfort items and housekeeping services.
- ◆ Services or supplies not prescribed in the Home Health Care Plan.
- ◆ Services of a person who ordinarily resides in your home, or who is a member of your or your Spouse's family.
- ◆ Transportation services.
- ◆ Treatment of psychiatric conditions of any type, including Substance Abuse.

HOSPICE CARE

The Plan will provide benefits to the maximum shown on the Schedule of Benefits, for care received through a home or inpatient Hospice Care program to which a terminally ill patient was referred by his attending Physician. Expenses for, but not limited to, the following are covered under this benefit:

- ◆ Inpatient Hospice, limited to the semi-private room rate.
- ◆ Part-time or intermittent nursing care by a registered nurse (R.N.) or by a licensed practical nurse (L.P.N.).
- ◆ Physical, occupational, respiratory and speech therapy.
- ◆ Medical social services.
- ◆ Part-time or intermittent home health aide services.
- ◆ Medical supplies, drugs, and medicines prescribed by a Physician, and x-ray and laboratory services.
- ◆ Physician's services.
- ◆ Dietary counseling.
- ◆ Bereavement counseling for immediate family members.

The following Hospice Care expenses are not covered under the Plan:

- ◆ Transportation services.
- ◆ Financial or legal counseling for estate planning or drafting a will.

PRESCRIPTION DRUG PLAN

The Plan provides benefits for eligible prescription drugs and medicines through a Prescription Drug Plan. Present your I.D. card to the participating pharmacist at the time you fill or refill a prescription for yourself or your covered dependent.

You will pay a Co-payment for each prescription, or the actual cost if less than the Co-payment. The Co-payment amounts are shown on the Schedule of Benefits.

Maintenance prescription drugs and medications requiring a Physician's written prescription are available through the Mail Order Prescription Drug Plan. For further details refer to the Mail Order brochure available from your District office or the Trust office.

Prescription drugs and medicine which are not purchased through the Prescription Drug Plan will not be covered by the Medical Expense Benefit Plan.

MEDICAL EXPENSE EXCLUSIONS AND LIMITATIONS

In addition to Exclusions and Limitations stated elsewhere in this Plan, the Medical Provisions of this Plan do not cover any loss caused by, incurred for or resulting from:

1. Hospitalization, services or supplies which are not Medically Necessary. Medically Necessary hospitalization, services or supplies are those which are required for treatment of the Illness or Injury for which they are performed, which meet generally accepted standards of medical practice, and which are provided in the most cost-effective manner. Medically Necessary Hospital Inpatient services are those which require Inpatient care in an acute care Hospital and cannot safely and effectively be provided in a Physician's office, Hospital outpatient department or other facility.
2. Charges for experimental drugs that:
 - a. Are not commercially available for purchase;
 - b. Are not approved by the Food and Drug Administration (FDA) for general use;
 - c. Are not being used for the condition or illness for which they received FDA approval, except as shown as a covered expense;
 - d. Are not recognized by state or national medical communities, Medicare, Medicaid or other governmental financed programs.
3. Charges for any care, treatment, services or supplies that are:
 - a. Not approved or accepted as essential to the treatment of any Illness or Injury by any of the following: the American Medical Association, the U.S. Surgeon General, the U.S. Department of Public Health, or the National Institute of Health; or
 - b. Not recognized by the medical community as potentially safe and efficacious for the care and treatment of the Injury or Illness.
4. Custodial care - That type of care or service, wherever furnished and by whatever name called, which is designed primarily to assist a Covered Person, whether or not totally disabled, 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.
5. Milieu therapy or any confinement in an institution primarily to change or control one's environment.
6. Services or supplies received during an Inpatient stay when the stay is primarily for behavioral problems or social maladjustment or other anti-social actions which are not specifically the result of mental Illness.
7. Reconstructive or cosmetic surgery, except for reconstructive surgery following a mastectomy or the correction of congenital deformities or conditions resulting from an Illness or Injury. Cosmetic surgery related to acne is not a covered expense.
8. Personal hygiene, comfort or convenience items that do not qualify as Durable Medical Equipment and are generally useful to the Covered Person's household, including but not limited to:
 - a. All types of beds, other than Hospital type beds that qualify as a Covered Expense;
 - b. Air conditioners, humidifiers, air cleaners, filtration units and related apparatus;
 - c. Whirlpools, saunas, swimming pools and related apparatus;
 - d. Medical equipment generally used only by Physicians in their work;

- e. Vans and van lifts, stair lifts and similar other ambulatory apparatus;
 - f. Exercise bicycles and other types of physical fitness equipment.
9. Special braces, splints, equipment, appliances, battery or anatomically controlled implants unless Medically Necessary.
 10. Physical or occupational therapy when it is not a constructive therapeutic activity designed and adapted to promote the improvement of physical function and expenses for supportive (maintenance/palliative) care treatment when maximum therapeutic benefit has been reached, except as shown as a Covered Expense.
 11. Speech therapy unless it is required because of a physical impairment caused by an Illness, Injury, or congenital deformity.
 12. Recreational or educational therapy or forms of non-medical self-care or self-help training and any diagnostic testing.
 13. Charges for services provided by a Social Worker, except as shown as a covered expense.
 14. Initial Friday, Saturday and Sunday room and board charges incurred for a Hospital confinement which begins on Friday, Saturday or Sunday. This exclusion does not apply to emergency admissions, Pregnancy or scheduled surgery within the 24-hour period immediately following the Hospital admission.
 15. Charges for nutritional supplements, vitamins or minerals.
 16. Services or supplies for the purpose of nicotine cessation.
 17. Charges for services for sterilization reversal.
 18. Charges for any of the following items, including their prescription or fitting, except as shown as a covered expense:
 - a. Hearing aids;
 - b. Optical or visual aids, including contact lenses and eyeglasses;
 - c. Wigs and hair transplants;
 - d. Orthopedic shoes;
 - e. Any examination to determine the need for, or the proper adjustments of any item listed above; and
 - f. Any procedure or surgical procedure to correct refractive error.
 19. Charges for testing, training or rehabilitation for educational, developmental or vocational purposes, except as shown as a Covered Expense.
 20. Charges for marriage counseling and/or sexual therapy.
 21. Charges for care, treatment, surgery, services or supplies that are primarily for obesity, weight reduction or dietary control, including but not limited to vitamins, diet supplements or enrollment in health, athletic or similar clubs or exercise programs, whether formal or informal and whether or not recommended by a Physician, or complications thereof.
 22. Charges for treatment of a learning disability, except as shown as a Covered Expense.
 23. Assistant surgeon and co-surgeon services related to podiatry surgery.

24. Foot care resulting from:
 - a. Weak, strained, unstable, unbalanced or flat feet;
 - b. Metatarsalgia or bunions, unless an open cutting operation is performed; or
 - c. Treatment of corns, calluses or toenails, unless at least part of the nail root is removed or care is necessary for metabolic or peripheralvascular disease; or
 - d. Supportive devices (orthotics) for such conditions.
25. The care and treatment of the teeth, gums or alveolar process, and dentures, appliances or supplies used in such care and treatment, except as shown as covered expenses.
26. Services for sex transformations or services for sexual dysfunctions which are not related to an organic disease including, but not limited to, surgery, implants or related hormone treatment.
27. Travel for health.
28. Routine or periodic health examinations or immunizations except as shown as a covered expense.
29. Charges for chelation (metallic ion) therapy.
30. Private duty nursing services.
31. Any item shown in General Exclusions and Limitations.

GENERAL EXCLUSIONS AND LIMITATIONS

This Plan does not cover and no benefits shall be paid for any loss caused by, incurred for or resulting from:

1. Charges in excess of Reasonable and Customary fees.
2. Services or supplies received from either an Employee's or Employee's spouse's relative, any individual who ordinarily resides in the Employee's home or any such similar person.
3. Charges for failure to keep a scheduled visit or charges for completion of a claim form or for medical records.
4. Charges for telephone conversations.
5. Services or supplies for which there is no legal obligation to pay or for which no charge would be made in the absence of this coverage.
6. Charges for or in connection with an Illness or Injury arising out of or in the course of any employment for wage, profit or gain.
7. Charges for or in connection with an Illness or Injury for which the Covered Person is entitled to benefits under any Workers' Compensation or Occupation Disease Law or similar Local, State or Federal Statutes under which the Covered Person is entitled to benefits.
8. Charges for or in connection with an injury or illness arising out of or in the course of war, declared or undeclared, service in any military, naval, or air force of any country or international organization, or in any auxiliary or civilian noncombatant unit serving with such forces.
9. Services or supplies that are provided by the local, state or federal government and that part of the charges for any services or supplies for which payment is provided or available from the local, state or federal government (i.e., Medicare) whether or not that payment is received, except as otherwise provided by law.
10. Services or supplies that do not meet accepted standards of medical or dental practice including, but not limited to, services which are Experimental or investigational in nature.
11. Charges for or in connection with an Injury or Illness arising out of the participation in, or in consequence of having participated in, a riot, insurrection or civil disturbance or the commission of a felony.
12. Services or supplies furnished by a Hospital owned or operated by the United States Government or agency thereof, or furnished by a Physician employed by the United States Government or agency thereof, to the extent permitted by law. Charges related to a uniformed services Injury or Illness are not covered.
13. Charges incurred outside the United States if:
 - a. The Covered Person traveled to such location to obtain medical services, drugs or supplies; or
 - b. Such services, drugs or supplies are unavailable or illegal in the United States.
14. Charges for services rendered through a medical department, clinic or other similar facility provided by an employer or by a union employee benefit association or similar group of which the person is a member.
15. Health examinations required for the use of a third party.
16. Treatment of any condition not caused by illness or not resulting from bodily Injury, except as shown as a covered expense.

17. Expenses submitted more than fifteen (15) months after the date incurred, except that failure to submit within the stated time shall not invalidate or reduce any claim if it shall be shown not to have been reasonably possible to submit such claim in a timely manner and that the claim was submitted as soon as was reasonably possible.
18. Charges in excess of the benefits specified in this Plan.

OTHER HEALTH BENEFIT PLAN INFORMATION

COORDINATION OF BENEFITS

The Coordination of Benefits provision is intended to prevent payments of benefits which exceed expenses. It applies when the employee or any eligible dependent who is covered by this Plan is also covered by any other plan or plans. When more than one coverage exists, one plan normally pays its benefits in full and the other plan(s) pay a reduced benefit. This Plan will always pay either its benefits in full or, when this Plan has secondary responsibility, a reduced amount which, when added to the benefits payable by the other plan or plans, will not exceed 100% of the total allowable expenses. Only the amount paid by this Plan will be charged against the Plan maximums.

The Coordination of Benefits provision applies whether or not a claim is filed under the other plan or plans. If requested, authorization must be given to this Plan to obtain information as to benefits or services available from the other plan or plans, or to recover overpayment. All benefits contained in this Plan are subject to this provision.

There is no coordination of benefits within this Plan. Coordination is applicable only with other plans.

DEFINITIONS

The term "Plan" as used herein will mean any plan providing benefits or services for, or by reason of, medical or dental treatment and such benefits or services are provided by:

- ◆ Group insurance or any other arrangement for coverage for Covered Persons in a group, whether on an insured or uninsured basis; or
- ◆ Group, blanket or franchise coverage; or
- ◆ Hospital or medical service organization on a group basis, group practice and other group prepayment plans; or
- ◆ A licensed Health Maintenance Organization (HMO); or
- ◆ Any coverage under Governmental programs, and any coverage required or provided by a statute; or
- ◆ Individual automobile insurance coverage based upon the principle of "No Fault" coverage; or
- ◆ Any coverage under a labor-management trustee plan, union welfare plan, employer organization plan, employee benefit organization plan or such similar plan.

The term "Plan" does not mean individual or family plans or contracts, or any coverage for students which is sponsored by, or provided through a school or other educational institution.

The term "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 the other plans into consideration in determining benefits and that portion which does not.

The term "Allowable Expenses" means any necessary item or expense, the charge for which is reasonable, regular and customary, at least a portion of which is covered under at least one of the plans covering the person for whom claim is made. When a plan provides benefits in the form of services rather than cash payments, the reasonable cash value of each service rendered will be deemed to be both an allowable expense and benefit paid.

The term "Claim Determination Period" means a calendar year, or that portion of a calendar year during which the Covered Person for whom a claim is made has been covered under this Plan.

COORDINATION PROCEDURE

Notwithstanding the other provisions of this Plan, benefits that would be payable under this Plan will be reduced so that the sum of benefits and all benefits payable under all other plans will not exceed the total Allowable Expenses incurred during any Claim Determination Period with respect to Covered Persons eligible for:

1. Benefits either as an insured person or employee or as a dependent under any other plan which has no provision similar in effect to this provision; or
2. Dependents' benefits under this Plan for a dependent who is also eligible for benefits as an insured person or employee under any other plan or as a dependent covered under another group plan; or
3. Benefits under this Plan for an Employee who is also eligible for benefits as an insured person or employee under any other plan, and has been covered continuously for a longer period of time under such other plan; or
4. If an eligible dependent elects membership in a Health Maintenance Organization (HMO) as an employee of another employer, benefits under this Plan are limited to co-insurance and/or deductibles not covered under the HMO and eligible expenses that are specifically excluded under the HMO. There will be no coverage under this Plan for any item not covered by the HMO because the dependent chose not to avail himself to the HMO participating provider.

ORDER OF BENEFIT DETERMINATION

In Coordination of Benefits, the Plan first decides which plan has primary responsibility for providing benefits. Primary responsibility is decided by these rules in the following order:

1. The Plan pays secondary to any and all PIP, Med-Pay or No-Fault coverage. The Plan has no duty of obligation to pay claims until PIP, Med-Pay or No-Fault coverage is exhausted.

If you live in a state with no-fault auto insurance (PIP), your car insurance is the primary plan for medical expenses relating to an automobile accident. This Plan is secondary to PIP but only if you exceed the PIP maximum coverage limits. This Plan does not permit participants to opt out of no-fault auto insurance as the primary plan. If you should opt out, be aware that this Plan will reimburse you as the secondary plan only under the assumption that you have received primary reimbursement from your auto insurance to the maximum limit available. In other words, you will receive little or no reimbursement from this Plan unless the accident expenses exceed the PIP maximum. Therefore, in order to be eligible for secondary reimbursement for automobile-accident related medical costs, a Plan participant: (1) must have maximum PIP coverage, and (2) must have exceeded that coverage limit.

2. The other plan has primary responsibility if it has no coordination of benefits provision;
3. Whichever plan provides benefits for the sick or injured person as a participant (employee), has primary responsibility before the plan covering the person as a dependent;
4. The plan that covers the person (and his dependents) as an active employee, pays before the plan that covers the person as a retired or laid-off employee or COBRA continuant.
5. If the claim is for a dependent child, the plan of the parent whose birthday falls earlier in a calendar year has primary responsibility, or if both parents have the same birthday, the plan covering the parent longer has primary responsibility. If the other plan does not have this rule but instead has a rule based on the gender of a parent, and, as a result the plans do not agree on the order of benefits, then the rule in the other plan will determine the order of benefits.

Dependent Child of Separated or Divorced Parents

1. If two or more plans cover a person as a dependent child of divorced or separated parents, benefits for the child are determined in this order:
 - a. First, the plan of the parent with custody of the Child;
 - b. Then, the plan of the Spouse of the parent with custody; and
 - c. Finally, the plan of the parent without custody of the Child.

2. However, if the specific terms of a court decree state that one parent is responsible for the health care expenses of the child and the entity obligated to pay or provide the benefits of the plan of that parent has actual knowledge of those terms, that plan is the primary plan. This paragraph does not apply with respect to any benefit period or plan year during which any benefits are actually paid or provided before the entity has actual knowledge.
3. If the order of responsibility cannot be determined by the above rules, such as when the same individual is covered by two group plans, whichever plan has covered the ill or injured person for the longer period of time has primary responsibility.

The District has the right:

1. To obtain or share information with an insurance company or other organization regarding Coordination of Benefits without the Covered Person's consent; and
2. To require that the Covered Person provide the District with information on such other plans so that this provision may be implemented; and
3. To pay the amount due under this Plan to an insurer or other organization if this is necessary, in the Company's opinion, to satisfy the terms of this provision.

WHEN ANOTHER PLAN HAS PRIMARY RESPONSIBILITY

When another plan has primary responsibility, it must first pay its full benefit. This Plan will then pay any remaining covered expenses up to the amount that it would have paid if it had primary responsibility, unless payment is excluded by a provision of the Plan.

RIGHT TO RECEIVE AND RELEASE NECESSARY INFORMATION

For the purpose of determining the applicability of and implementing this provision of the Plan or any provision of similar purpose of any other plan, the Plan Administrator may, without the consent of or further notice to any person or entity, release to or obtain from any other insurance company, organization, or person any information, with respect to any person, which the Plan Administrator deems necessary for such purposes. Any person claiming benefits under this Plan shall furnish to the Plan Administrator such information as may be necessary to implement this provision.

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, the Plan Administrator shall have the right, exercisable alone and in its sole discretion, to pay over to any organization making such other payments any amounts it shall determine to be warranted in order to satisfy the intent of this provision and amounts so paid shall be deemed to be benefits paid under this Plan and, to the extent of such payments, the Plan Administrator shall 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 absence of this provision.

RIGHT OF RECOVERY

Whenever payments have been made by the Plan Administrator with respect to Allowable Expenses in a total amount which is, at any time, in excess of the maximum amount of payment necessary at that time to satisfy the intent of this provision, the Plan Administrator shall have the right to recover such payments, to the extent of such excess, from any person or entity to, or for, or with respect to, whom such payments were made.

SUBROGATION

Subrogation/Right of Recovery

When the Plan pays for expenses that were either the result of the alleged negligence of, or which arise out of any claim or cause of action which may accrue against, any third party responsible for injury or death to the Covered Employee or Dependent of the Covered Employee (hereinafter named the Covered Person) by reason of their eligibility for benefits under the Plan, the Plan has a right to equitable restitution and will advance benefits if the Covered Person agrees to the following.

The Covered Person will reimburse the Plan out of the Covered Person's recovery for all benefits paid by the Plan. The Plan will be reimbursed in full prior to the Covered Person receiving any monies recovered from any party or their insurer as a result of judgment, settlement or otherwise. The duty and obligation to reimburse the Plan also applies to any insurance. The Covered Person is obligated to repay the Plan out of the Covered Person's recovery even if the Covered Person is not fully compensated or made-whole from any money they receive. The Covered Person agrees to include the Plan's name as a co-payee on any settlement check. The Plan is paying benefits in reliance upon the Covered Person's agreement to the terms contained in this section.

The Plan has the right to the Covered Person's full cooperation in any case involving the alleged negligence of a third party. In such cases, the Covered person is obligated to provide the Plan with whatever information, assistance, and records the Plan may require to enforce the rights in this provision. The Covered Person further agrees that in the event that the Plan has reason to believe that the Plan may have a subrogation lien, the Plan will require the Covered Person to complete a subrogation questionnaire, sign an acknowledgment of the Plan's Subrogation rights and an agreement to provide ongoing information; before the Plan pays, or continues payments of claims according to its terms and conditions. Upon receipt of the requested materials, the Plan will commence, or continue, payments of claims according to its terms and conditions provided that said payment of claims in no way prejudices the Plan's rights. If the Covered Person does not agree to the terms and conditions of the Plan's Subrogation Provision, related claims may be subject to disqualification, denial or loss of benefits.

The Plan has a lien on any amount recovered by the Covered Person whether or not designated as payment for medical expenses. This lien shall remain in effect until the Plan is repaid in full.

The Plan may, but is not obligated to, take any legal action it sees fit against the third party or the Covered Person, to recover the benefits the Plan has paid. The Plan's exercise of this right will not affect the Covered Person's right to pursue other forms of recovery, unless the Covered Person and his legal representative consent otherwise.

The Plan shall be entitled to repayment of any attorney's fees and costs incurred in connection with any legal action brought against a Covered Person to recover money due to the Plan. The Covered Person's eligibility to participate in the Plan is expressly contingent upon this obligation. The Plan shall also be entitled to interest on any amounts received by a Covered Person that are due to the Plan and not promptly paid to the Plan. The Plan may immediately terminate the eligibility of a Covered Person who fails to comply with any obligations contained in this Subrogation/Right of Recovery section.

In the event that the Claims Payer determines that a subrogation recovery exists, the Claims Payer retains the right to employ the services of an attorney to recover money due to the Plan. The Covered Person agrees to cooperate with the attorney who is pursuing the subrogation recovery. The compensation that the Plan's attorney receives will be paid directly from the dollars recovered for the Plan.

The Plan specifically rejects the "common fund" doctrine, whereas, it has no duty or obligation to pay a fee to the Covered Person's attorney for the attorney's services in making any recovery on behalf of the Covered Person.

The covered Person is obligated to inform their attorney of the subrogation lien and to make no distributions from any settlement or judgment which will in any way result in the Plan receiving less than the full amount of its lien without the written approval of the Plan.

The Covered Person further agrees that he will not release any third party or their insurer without prior written approval from the Plan, and will take no action which prejudices the Plan's subrogation right.

The Covered Person agrees to refrain from characterizing any settlement in any manner so as to avoid repayment of the Plan's lien or right to reimbursement.

The Plan Administrator retains discretionary authority to interpret this and all other plan provisions and the discretionary authority to determine the amount of the lien.

The Plan pays secondary to any and all PIP, Med-Pay or No-Fault coverage. The Plan has no duty of obligation to pay any claims until PIP, Med-Pay or No-Fault coverage is exhausted. In the event that the Plan pays claims that should have been paid by PIP, Med-Pay or No-Fault coverage under this provision, then the Plan has a right of recovery from the PIP, Med-Pay or No-Fault carrier.

In the case of a Michigan insured who is covered by Michigan No-Fault coverage, the Plan will not pay claims until and unless all of the Michigan No-Fault coverage is exhausted first.

Under the terms of the Plan, it is the absolute obligation of the Covered Person to reimburse the Plan out of the Covered Person's recovery even if the Covered Person recovers from the other party or insurer, without the Plan's knowledge, for the amount of benefits paid by the Plan for the Injury, Illness or Death.

Failure to reimburse the Plan shall permit the Plan to offset the amount due against the Covered Persons' future claims submitted by covered members of his or her family.

MEDICARE PROVISIONS

Medicare means Title XVIII (Health Insurance for the Aged) of the United States Social Security Act, as added by the Social Security Amendments of 1965 or as later amended.

Full Medicare Coverage means coverage for all the benefits provided under Medicare including benefits provided under the voluntary program (Medicare Part B - doctor's portion) established by Medicare.

Medical Charges as used in this Provision with respect to any services, treatments or supplies, means the charges actually made for such services, treatments or supplies to the extent Reasonable and Customary.

ACTIVE EMPLOYEES AGE SIXTY-FIVE (65) OR OVER

For active employees age sixty-five (65) or over who continue to participate in this Plan, this Plan will provide its full regular benefits first and Medicare coverage would provide supplemental benefits for those expenses not paid by this Plan.

If the active employee's spouse is also enrolled in this Plan, this provision would apply to the Spouse during the period of time the spouse is sixty-five (65) or over, regardless of the age of the employee.

This provision does not apply to individuals entitled to Medicare because of end stage renal disease (ESRD) and/or disability.

This provision intends to comply with the TEFRA Act of 1982, the DEFRA Act of 1985, the COBRA Act of 1985 and the OMBRA Act of 1986 and all similar Federal acts.

CERTAIN DISABLED INDIVIDUALS

(Employers with 100 or more Employees)

This Plan will be the primary payor and Medicare will be the secondary payor for the payment of benefits for disabled individuals who are "currently working" (as defined by Medicare) covered employees or covered dependents of such employees.

Effective August 10, 1993, Medicare will be the primary payor and this Plan will be the secondary payor for the payment of benefits for disabled individuals who are not "currently working" (as defined by Medicare) covered employees or covered dependents of such employees. The benefits of Medicare and this Plan are fully coordinated to provide benefits totaling not more than the actual expenses incurred.

This provision does not apply to "currently working" disabled individuals entitled to Medicare because of end stage renal disease (ESRD) during the period of time which Medicare is the primary payor and the Plan is the secondary payor as prescribed by law. This provision intends to comply with the OMBRA Act of 1986 and 1993.

CERTAIN DISABLED INDIVIDUALS

(Employers with less than 100 Employees)

For covered individuals who are totally disabled who are eligible for Medicare benefits, both Medicare Part A (hospital portion) and Medicare Part B (doctors portion) will be considered the primary payor in computing benefits under this Plan. The benefits of Medicare and this Plan are fully coordinated to provide benefits totaling not more than the actual expenses incurred.

INDIVIDUALS WITH END STAGE RENAL DISEASE

For covered individuals with end stage renal disease (ESRD) who are eligible for Medicare benefits, this Plan will be the primary payor and Medicare will be the secondary payor for the payment of benefits for the period of time specified by law, after which time Medicare will become the primary payor and this Plan will be the secondary payor. Both Medicare Part A (hospital portion) and Medicare Part B (doctor's portion) will be considered in computing benefits under this Plan. The benefits of Medicare and this Plan are fully coordinated to provide benefits totaling not more than the actual expenses incurred. This provision intends to comply with the OMBRA Act of 1993.

RETIRED INDIVIDUALS AND THEIR COVERED DEPENDENTS

For covered retired individuals who are eligible for Medicare benefits, both Medicare Part A (hospital portion) and Medicare Part B (doctor's portion) will be considered in computing benefits under this Plan. The benefits of Medicare and this Plan are fully coordinated to provide benefits totaling not more than the actual expenses incurred.

Note: *These Medicare Provisions Apply From The Date The Covered Individual Is First Eligible For Medicare Coverage (Either Part A - Hospital Coverage Or Part B - Physician Coverage) Whether Or Not The Covered Individual Is Enrolled And Is Receiving Medicare Benefits.*

COBRA

CONTINUATION COVERAGE RIGHTS UNDER COBRA

The following contains important information about your rights to COBRA continuation coverage, which is a temporary extension of coverage under the Plan. This generally explains COBRA continuation coverage, when it may become available to you and your family and what you need to do to protect the right to receive it.

The right to COBRA continuation coverage was created by a federal law, the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). COBRA continuation coverage can become available to you when you would otherwise lose your group health coverage. It can also become available to other members of your family who are covered under the Plan when they would otherwise lose their group health coverage. This information is included as part of the Plan Document/Summary Plan Description. For additional information about your rights and obligations under the Plan and under the federal law, you should contact the Plan Administrator.

What Is COBRA Continuation Coverage?

COBRA continuation coverage is a continuation of Plan coverage when coverage would otherwise end because of a life event known as a “Qualifying Event”. Specific Qualifying Events are listed later in this notice. After a Qualifying Event, COBRA continuation coverage must be offered to each person who is a “Qualified Beneficiary”. You, your spouse and your dependent children could become Qualified Beneficiaries if coverage under the Plan is lost because of the Qualifying Event. Under the Plan, Qualified Beneficiaries who elect COBRA continuation coverage must pay the full cost of COBRA continuation coverage (the full cost means the Employee and Employer cost of coverage) before the group health coverage is continued **and** monthly payments must be made in order to continue the coverage.

If you are an Employee, you will become a Qualified Beneficiary if you lose your coverage under the Plan because either one of the following Qualifying Events happens:

- ◆ Your hours of employment are reduced; or
- ◆ Your employment ends for any reason other than gross misconduct.

If you are the Spouse of an Employee, you will become a Qualified Beneficiary if you lose coverage under the Plan because any of the following Qualifying Events happens:

- ◆ Your Spouse dies;
- ◆ Your spouse’s hours of employment are reduced;
- ◆ Your spouse’s employment end for any reason other than gross misconduct;
- ◆ Your Spouse becomes entitled to Medicare benefits (Part A, Part B or both); or
- ◆ You become divorced or legally separated from your Spouse.

Your Dependent Children will become Qualified Beneficiaries if they lose coverage under the Plan because any of the following Qualifying Events happens:

- ◆ The parent-Employee dies;
- ◆ The parent-Employee’s hours of employment are reduced;
- ◆ The parent-Employee’s employment ends for any reason other than gross misconduct;
- ◆ The parent-Employee becomes entitled to Medicare benefits (Part A, Part B or both);
- ◆ The parents become divorced or legally separated; or
- ◆ The Child stops being eligible for coverage under the Plan as a “Dependent Child”.

Sometimes, filing a proceeding in bankruptcy under title eleven (11) of the United States Code can be a Qualifying Event, but only if the Plan offers retiree coverage. If a proceeding in bankruptcy is filed with respect to the Employer, and that bankruptcy results in the loss of coverage of any retired Employee covered under the Plan, the retired Employee will become a Qualified Beneficiary with respect to the bankruptcy. The retired Employee’s Spouse, surviving Spouse and Dependent children will also become Qualified Beneficiaries if bankruptcy results in the loss of their coverage under the Plan.

When Is COBRA Coverage Available?

The Plan will offer COBRA continuation coverage to Qualified Beneficiaries only after the Plan Administrator has been notified that a Qualifying Event has occurred. When the Qualifying Event is the end of employment or the reduction of hours of employment, death of Employee, commencement of a proceeding in bankruptcy with respect to the Employer, or the employee becoming entitled to Medicare benefits (Part A, Part B or both), the Employer must notify the Plan Administrator within thirty (30) days of any of these events.

You Must Give Notice Of Some Qualifying Events

For the other Qualifying Events (divorce or legal separation of the Employee and Spouse or a Dependent Child's losing eligibility for coverage as a Dependent Child), you must notify the Plan Administrator. The Plan requires you to notify the Plan Administrator in writing within sixty (60) days after the Qualifying Event occurs. Your written notice should include the date of the Qualifying Event. If you or your Spouse are notifying the Plan Administrator of a divorce or legal separation, you or your Spouse should provide a copy of the legal separation papers or divorce decree. You must provide this notice to: ***SOUTHERN ILLINOIS HEALTH AND WELLNESS INSURANCE TRUST.***

If you fail to give written notice with the sixty (60) day time period, the Spouse and/or Dependent Child shall lose the right to elect COBRA continuation coverage. The notice must be received and acknowledged by your District office or the Trust office.

How Is COBRA Coverage Provided?

Once the Plan Administrator receives notice that a Qualifying Event has occurred, COBRA continuation coverage will be offered to each of the Qualified Beneficiaries. Each Qualified Beneficiary has an independent right to elect COBRA continuation coverage. Covered Employees may elect COBRA continuation coverage on behalf of their spouses and parents may elect COBRA continuation coverage on behalf of their Children.

COBRA continuation coverage is a temporary continuation of coverage. When the Qualifying Event is the death of the Employee, your divorce or legal separation, a Dependent Child's losing eligibility as a Dependent or loss of coverage due to Medicare Entitlement (under Part A, Part B or both), COBRA continuation lasts for up to a total of thirty-six (36) months.

When the Qualifying Event is the end of employment or reduction of the Employee's hours of employment, and the Employee became entitled to Medicare benefits less than eighteen (18) months before the Qualifying Event, COBRA continuation coverage for Qualified Beneficiaries other than the Employee lasts until thirty-six (36) months after the date of Medicare entitlement. For example, if a Covered Employee becomes entitled to Medicare eight (8) months before the date on which his employment terminates, COBRA continuation coverage for his Spouse and Children can last up to thirty-six (36) months after the date of Medicare entitlement, which is equal to twenty-eight (28) months after the date of the Qualifying Event (thirty-six (36) months minus eight (8) months).

Otherwise, when the Qualifying Event is the end of employment or reduction of the Employee's hours of employment, COBRA continuation coverage generally lasts for only up to a total of eighteen (18) months. There are two ways in which this eighteen (18) month period of COBRA continuation coverage can be extended.

Disability Extension Of The Eighteen (18) Month Period

If you or anyone in your family covered under the Plan is determined by the Social Security Administration to be Disabled and you notify the Plan Administrator in writing in a timely fashion, you and your entire family may be entitled to receive up to an additional eleven (11) months of COBRA continuation coverage, for a total maximum of twenty-nine (29) months. The disability would have to have started some time before the sixtieth (60th) day of COBRA continuation coverage and last at least until the end of the eighteen (18) month period of COBRA continuation coverage. A copy of the Notice of Award from the Social Security Administration **must** be submitted to the Plan Administrator and the COBRA Administrator within sixty (60) days of receipt of Notice of Award and before the end of the eighteen (18) month period of COBRA continuation coverage.

Second Qualifying Event Extension Of Eighteen (18) Month Period

If your COBRA covered family members experience another COBRA Qualifying Event within the first eighteen (18) months of COBRA continuation coverage, the Spouse and Dependent Children in your family may be eligible to receive up to

eighteen (18) additional months of COBRA continuation coverage, for a maximum of thirty-six (36) months, if notice of the secondary event is properly given to the Plan. This extension may be available to the Spouse and any Dependent Children receiving COBRA continuation coverage if the Employee or former Employee dies, or is divorced or legally separated, or if the Dependent Child stops being eligible under the Plan as a Dependent Child. In all cases, the eighteen (18) month extension is available only if the second Qualifying Event would have caused the Spouse or Dependent Child to lose coverage under the Plan had the first Qualifying Event not occurred.

The following example shows how the second Qualifying Event rule works. Former Employee A elects eighteen (18) months of COBRA continuation coverage for the entire family. After the first six (6) months of COBRA continuation coverage, former Employee A becomes entitled to Medicare (Part A, Part B or both). If former Employee A were still actively employed, entitlement to Medicare **would not** result in a loss of coverage under the Employer's Group Health Plan. The additional eighteen (18) month extension is not available for the former Employee's Spouse and Dependents because if Medicare entitlement had occurred during active employment there would have been no loss of Employer Group Health Plan coverage.

In all of these cases, you must notify the Plan Administrator within sixty (60) days of the second Qualifying Event.

Early Termination Of COBRA Continuation Coverage

COBRA continuation coverage will terminate before the end of the maximum period if:

- ◆ The Qualified Beneficiary fails to make the required contributions when due;
- ◆ The Qualified Beneficiary becomes covered under another Group Health Plan after the date of the COBRA election.
- ◆ The Qualified Beneficiary becomes entitled to Medicare benefits (Part A, Part B or both) after electing COBRA continuation coverage; or
- ◆ The Employer ceases to provide any Group Health Plan for its Employees.

How Can You Elect COBRA Continuation Coverage?

To elect COBRA continuation coverage, you must complete the Election Form and furnish it according to the directions on the form. Each Qualified Beneficiary has a separate right to elect COBRA continuation coverage. For example, the Employee's Spouse may elect COBRA continuation coverage even if the Employee does not. COBRA continuation coverage may be elected for only one, several or for all dependent children who are Qualified Beneficiaries. A parent may elect to continue COBRA continuation coverage on behalf of any dependent children. The employee or the employee's spouse can elect COBRA continuation coverage on behalf of all of the Qualified Beneficiaries.

You should take into account that you have special enrollment rights under federal law. You have the right to request special enrollment in another Group Health Plan for which you are otherwise eligible (such as a plan sponsored by your spouse's employer) within thirty (30) days after your group health coverage ends because of the Qualifying Event listed above. You will also have the same special enrollment right at the end of COBRA continuation coverage if you elect COBRA continuation coverage for the maximum time available to you.

How Much Does COBRA Continuation Coverage COST?

Generally, each Qualified Beneficiary may be required to pay the entire cost of COBRA continuation coverage. The amount a Qualified Beneficiary may be required to pay may not exceed one hundred two percent (102%) (or, in the case of an extension of COBRA continuation coverage due to a disability, one hundred fifty percent (150%) of the cost to the Group Health Plan (including both employer and Employee contributions) for coverage of a similarly situated plan Participant or Beneficiary who is not receiving COBRA continuation coverage.

You may be able to get coverage through the Health Insurance Marketplace that costs less than COBRA continuation coverage. You can learn more about the Marketplace below.

What is the Health Insurance Marketplace?

The Marketplace offers "one-stop shopping" to find and compare private health insurance options. In the Marketplace, you could be eligible for a new kind of tax credit that lowers your monthly premiums and cost-sharing reductions (amounts that lower your out-of-pocket costs for deductibles, coinsurance, and copayments) right away, and you can see what your

premium, deductibles, and out-of-pocket costs will be before you make a decision to enroll. Through the Marketplace you'll also learn if you qualify for free or low-cost coverage from Medicaid or the Children's Health Insurance Program (CHIP). You can access the Marketplace for your state at www.HealthCare.gov.

Coverage through the Health Insurance Marketplace may cost less than COBRA continuation coverage. Being offered COBRA continuation coverage won't limit your eligibility for coverage or for a tax credit through the Marketplace.

When can I enroll in Marketplace coverage?

You always have 60 days from the time you lose your job-based coverage to enroll in the Marketplace. That is because losing your job-based health coverage is a "special enrollment" event. **After 60 days your special enrollment period will end and you may not be able to enroll, so you should take action right away.** In addition, during what is called an "open enrollment" period, anyone can enroll in Marketplace coverage.

To find out more about enrolling in the Marketplace, such as when the next open enrollment period will be and what you need to know about qualifying events and special enrollment periods, visit www.HealthCare.gov.

If I sign up for COBRA continuation coverage, can I switch to coverage in the Marketplace? What about if I choose Marketplace coverage and want to switch back to COBRA continuation coverage?

If you sign up for COBRA continuation coverage, you can switch to a Marketplace plan during a Marketplace open enrollment period. You can also end your COBRA continuation coverage early and switch to a Marketplace plan if you have another qualifying event such as marriage or birth of a child through something called a "special enrollment period." But be careful though - if you terminate your COBRA continuation coverage early without another qualifying event, you'll have to wait to enroll in Marketplace coverage until the next open enrollment period, and could end up without any health coverage in the interim.

Once you've exhausted your COBRA continuation coverage and the coverage expires, you'll be eligible to enroll in Marketplace coverage through a special enrollment period, even if Marketplace open enrollment has ended.

If you sign up for Marketplace coverage instead of COBRA continuation coverage, you cannot switch to COBRA continuation coverage under any circumstances.

Can I enroll in another group health plan?

You may be eligible to enroll in coverage under another group health plan (like a spouse's plan), if you request enrollment within 30 days of the loss of coverage.

If you or your dependent chooses to elect COBRA continuation coverage instead of enrolling in another group health plan for which you're eligible, you'll have another opportunity to enroll in the other group health plan within 30 days of losing your COBRA continuation coverage.

What factors should I consider when choosing coverage options?

When considering your options for health coverage, you may want to think about:

- **Premiums:** Your previous plan can charge up to 102% of total plan premiums for COBRA coverage. Other options, like coverage on a spouse's plan or through the Marketplace, may be less expensive.
- **Provider Networks:** If you're currently getting care or treatment for a condition, a change in your health coverage may affect your access to a particular health care provider. You may want to check to see if your current health care providers participate in a network as you consider options for health coverage.
- **Drug Formularies:** If you're currently taking medication, a change in your health coverage may affect your costs for medication – and in some cases, your medication may not be covered by another plan. You may want to check to see if your current medications are listed in drug formularies for other health coverage.
- **Severance payments:** If you lost your job and got a severance package from your former employer, your former employer may have offered to pay some or all of your COBRA payments for a period of time. In this scenario, you may want to contact the Department of Labor at 1-866-444-3272 to discuss your options.

- **Service Areas:** Some plans limit their benefits to specific service or coverage areas – so if you move to another area of the country, you may not be able to use your benefits. You may want to see if your plan has a service or coverage area, or other similar limitations.
- **Other Cost-Sharing:** In addition to premiums or contributions for health coverage, you probably pay copayments, deductibles, coinsurance, or other amounts as you use your benefits. You may want to check to see what the cost-sharing requirements are for other health coverage options. For example, one option may have much lower monthly premiums, but a much higher deductible and higher copayments.

When and How Must Payment for COBRA Continuation Coverage be Made?

First Payment For COBRA Continuation Coverage

If you elect COBRA continuation coverage, you do not have to send any payment with the Election Form. However, you must make your first payment for COBRA continuation coverage not later than forty-five (45) days after the date of your election. (This is the date the Election Notice is post-marked, if mailed.) If you do not make your first payment for COBRA continuation coverage in full within forty-five (45) days after the date of your election, you will lose all COBRA continuation coverage rights under the Plan. You are responsible for making sure that the amount of your first payment is correct. You may contact the COBRA Administrator or Plan Administrator to confirm the correct amount of your first payment.

Periodic Payments For COBRA Continuation Coverage

After you make your first payment for COBRA continuation coverage, you will be required to make periodic payments for each subsequent coverage period. The amount due for each coverage period for each Qualified Beneficiary is shown on the Election Notice. The periodic payments can be made on a monthly basis. Under the Plan, each of these periodic payments for COBRA continuation coverage is due on the first day of each month for that coverage period. If you make a periodic payment on or before the first day of the coverage period to which it applies, your coverage under the Plan will continue for that coverage period without any break. The Plan will send periodic notices of payments due for these coverage periods.

Grace Periods For Periodic Payments

Although periodic payments are due on the dates shown above, you will be given a grace period of thirty (30) days after the first day of the coverage period to make each periodic payment. Your COBRA continuation coverage will be provided for each coverage period as long as payment for that coverage period is made before the end of the grace period for that payment. However, if you pay a periodic payment later than the first day of the coverage period to which it applies, but before the end of the grace period for the coverage period, your coverage under the Plan will be suspended as of the first day of the coverage period and then retroactively reinstated (going back to the first day of the coverage period) when the periodic payment is received. This means that any claim you submit for benefits while your coverage is suspended may be denied and may have to be resubmitted once your coverage is reinstated.

If you fail to make a periodic payment before the end of the grace period for that coverage period, you will lose all rights to COBRA continuation coverage under the Plan.

Your first payment and all periodic payments for COBRA continuation coverage should be sent to the Plan Administrator or COBRA Administrator.

If You Have Questions

Questions concerning your Plan or your COBRA continuation rights should be addressed to the contact identified below. For more information about your rights, including COBRA, the Health Insurance Portability and Accountability Act (HIPAA), and other laws affecting Group Health Plans, contact the nearest Regional or District Office of the U.S. Department of Labor's Employee Benefit Security Administration (EBSA) in your area or visit the EBSA website at www.dol.gov/ebsa

Keep Your Plan Informed

In order to protect your family's rights, you should keep the Plan Administrator informed of any change in marital status, Dependent status or address change. You should also keep a copy, for your records, of any notices you send to the Plan Administrator.

Plan Contact Information

Southern Illinois Health and Wellness Insurance Trust
411 S. Court Street
Marion, IL 62959
(618) 997-9201

DEFINITIONS OF TERMS

The terms are capitalized to highlight their use.

ACCIDENT - An Injury which is:

1. Caused by an event which is sudden and unforeseen; and
2. Exact as to time and place of occurrence.

ADVERSE BENEFIT DETERMINATION – A denial, reduction or termination of, or failure to provide or make payment (in whole or in part) for, a benefit, or to provide or make payment that is based on a determination of participant's or beneficiary's eligibility to participate in a plan, with respect to group health plans. Included is 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.

ALCOHOL, CHEMICAL DEPENDENCY OR DRUG ADDICTION TREATMENT FACILITY - A facility (other than a hospital) whose primary function is the treatment of alcoholism, chemical dependency or drug addiction and which is approved by the Joint Commission on Accreditation of Healthcare Organization (JCAHO) or is duly licensed by the appropriate governmental authority to provide such services.

ALTERNATE RECIPIENT – Any child of a participant who is recognized under a medical child support order as having a right to enrollment under a Group Health Plan. A person who is an Alternate Recipient under a QMCSO shall be considered a beneficiary under the Plan.

AMBULANCE - Emergency transportation in a specially equipped certified vehicle from the Covered Person's home, the scene of an accident or a medical emergency to a hospital, between hospitals, between a hospital and an extended care facility or from a hospital or an extended care facility to the Covered Person's home.

AMBULATORY SURGICAL CENTER - A specialized facility or a facility affiliated with a Hospital which is approved by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) or licensed in accordance with the applicable laws in the jurisdiction in which it is located and is established, equipped and operated primarily for the purpose of performing surgical procedures on an ambulatory basis.

APPLICABLE PREMIUM - The cost to the Plan for the continuation coverage.

ASSIGNMENT OF BENEFITS - Assignment of Benefits occurs when the Covered Person files a claim and authorizes the Plan to pay the Physician or Hospital directly.

BENEFICIARY - The person named to receive the Covered Person's Life Insurance Benefit and/or Accidental Death Benefit, or any person or persons (including but not limited to, an individual, trust, estate, executor, administrator or fiduciary, whether corporate or otherwise) designated to receive benefits pursuant to the terms of the Plan or any insurance policies, contracts or administrative service agreements, constituting the Plan.

BIRTHING CENTER - A specialized facility or a facility affiliated with a hospital which:

1. Provides twenty-four (24) hour a day nursing service by or under the supervision of registered graduate nurses (R.N.) and certified nurse midwives; and
2. Is staffed, equipped and operated to provide:
 - a. Care for patients during uncomplicated pregnancy, delivery, and the immediate postpartum period;
 - b. Care for infants born in the center who are normal or have abnormalities which do not impair function or threaten life; and

- c. Care for obstetrical patients and infants born in the center who require emergency and immediate life support measures to sustain life pending transfer to a hospital.

CALENDAR YEAR - For the purposes of this Plan, a length of time beginning on January 1 and ending on December 31.

CERTIFIED REGISTERED NURSE ANESTHETIST (CRNA) - A person who:

1. Is a graduate of an approved school of nursing and is duly licensed as a registered nurse;
2. Is a graduate of an approved program of nurse anesthesia accredited by the Council of Certification of Nurse Anesthetists or its predecessors;
3. Has been certified by the Council of Certification of Nurse Anesthetists or its predecessors; and
4. Is recertified every two (2) years by the Council on Recertification of Nurse Anesthetists.

CHILD - The Employee's Children under twenty-six (26) years of age. The term "Child" shall include natural children, a legally adopted child (including the period of probation when the child is placed with the adopting parents), a step-child, a child for whom the Employee has assumed legal guardianship, or a child whom the Employee must cover due to a Qualified Medical Child Support Order (QMCSO), subject to the conditions and limits of the law.

A Child who is physically or mentally incapable of self-support upon attaining age twenty-six (26), may be covered under the health care benefits, while remaining incapacitated and unmarried, subject to the Covered Employee's own coverage continuing in effect. Such Child will be considered a Covered Dependent if he was Disabled prior to his twenty-sixth (26th) birthday.

To continue Covered Dependent status of a Child under this provision, proof of incapacity must be received by the Company within thirty-one (31) days after coverage would otherwise terminate. Additional proof will be required from time to time.

Evidence satisfactory to the Company of Dependent eligibility under the Plan may be requested; for example, birth records or Federal Income Tax returns.

CIVIL UNION PARTNER – The person who is a party to a legally granted Civil Union with the Employee while the Employee is covered under this Plan.

CLAIMS ADMINISTRATOR - Benefit Administrative Systems, L.L.C.

CODE - The Internal Revenue Code of 1986, as amended from time to time, and the regulations thereunder.

CO-INSURANCE - That portion of Covered Medical Expenses to be paid by the Plan in accordance with the coverage provisions as stated in the Plan. It is the basis used to determine any out-of-pocket expenses in excess of the Deductible which are to be paid by the Employee.

CONTINUATION PREMIUM - The amount charged by the Plan to a Qualified Beneficiary for a specified period of continuation coverage under the Plan.

COORDINATION OF BENEFITS - If an individual is covered by another group plan of health care, this Plan will coordinate its payment of benefits with the other plan to allow as complete a claim reimbursement as possible without providing duplicate payments.

CO-PAYMENT - That portion of Covered Medical Expenses which must be paid by or on behalf of the Covered Person incurring the expense.

COSMETIC SURGERY - Surgery that is intended to improve the appearance of a patient or preserve or restore a pleasing appearance. It does not mean surgery that is intended to correct normal functions of the body. This does not include reconstructive surgery resulting from an Illness or Injury.

COVERED EMPLOYEE - An Employee who has satisfied all applicable Eligibility provisions of the Plan and for whom coverage has not terminated.

COVERED PERSON - A Covered Employee or Covered Dependent as herein described.

CUSTODIAL CARE - Care which is not a necessary part of medical treatment for recovery but provides services and support to assist the Covered Person in the activities of daily living including, but not limited to, walking, bathing or feeding. It also consists of care which any person may be able to perform with minimal instruction, including, but not limited to, recording temperature, pulse and respirations; suctioning of the pharynx; administering and monitoring feeding systems or drugs and medicines which are usually self-administered.

DEDUCTIBLE - The amount of Covered Medical Expenses that a Covered Person must pay before he can receive a benefit payment under the Medical Expense Benefits.

DENTIST - A duly licensed Dentist practicing within the scope of his license and any other Physician furnishing any dental services which he is licensed to perform.

DEPENDENT - For the purposes of this Plan, the Employee's spouse, Civil Union Partner and children to the age of twenty-six (26), (see definition of "Child"), and disabled children, if such incapacity occurred prior to the limiting age specified.

DIALYSIS FACILITY - A facility (other than a Hospital) whose primary function is the provision of maintenance and/or training dialysis on an ambulatory basis for renal dialysis patients and which is duly licensed by the appropriate governmental authority to provide such services.

DISABLED -

1. The Covered Person's complete inability as an active employee, to perform any and every duty pertaining to his occupation or employment or for any occupation for wage or profit, or
2. The Covered Dependent's complete inability to perform the normal activities of a person of like age and sex, or
3. The Covered Person's complete inability, as a retired employee, to perform the normal activities of a person of like age and sex.

DURABLE MEDICAL EQUIPMENT - Only that equipment and those supplies that:

1. Are primarily and customarily used to serve a medical purpose;
2. Would not be generally useful to a person in the absence of an Illness or Injury;
3. Are designed for repeated use; and
4. Either:
 - a. Are medically necessary to:
 - i. Treat an Illness or Injury;
 - ii. Effect improvement of a Covered Person's medical condition; or
 - iii. Arrest or retard deterioration of a Covered Person's medical condition; or
 - b. Are alternatives to chair or bed confinement.

ELECTIVE SURGERY - Surgery that is not emergency in nature or is not performed to correct a life-threatening situation.

EMERGENCY DENTAL CARE - An urgent, unplanned diagnostic visit and/or alleviation of acute or unexpected Dental condition.

EMERGENCY MEDICAL CARE - The initial treatment, including necessary related diagnostic services, of the unexpected and sudden onset of a medical condition manifesting itself by symptoms severe enough that the absence of immediate treatment could result in serious and/or permanent medical consequences.

EMPLOYEE - The word "Employee" as used herein shall mean any person employed and compensated for services by the District on a regular full-time permanent basis.

EXPERIMENTAL - The use of any treatment, procedure, facility, equipment, drug, device or supply which is not accepted as standard medical treatment of the condition being treated, or any such items requiring Federal or other government approval which has not been granted at the time services are rendered. In determining if any treatment, procedure, facility, equipment, drug, device or supply is Experimental, the Plan Administrator may consider the views of the state or national medical communities and the views and practices of Medicare, Medicaid and other government financed programs. Although a Physician may have prescribed treatment, such treatment may still be considered Experimental by the Plan Administrator in its sole discretion within this definition.

EXTENDED CARE FACILITY (CONVALESCENT FACILITY) -

1. A Skilled Nursing Facility, as the term is defined in Medicare, which is qualified to participate and eligible to receive payments under and in accordance with the provisions of Medicare, except for a Skilled Nursing Facility which is part of a hospital, as defined, or;
2. An institution which fully meets all of the following tests:
 - a. It is operated in accordance with the applicable laws of the appropriate governmental authority where it is located.
 - b. It is under the supervision of a licensed Physician, or Registered Nurse (R.N.), who is devoting full-time to such supervision.
 - c. It is regularly engaged in providing room and board and continuously provides twenty-four (24) hour-a-day skilled nursing care of ill and injured persons at the patient's expense during the convalescent stage of an injury or illness.
 - d. It maintains a daily medical record of each patient who is under the care of a duly licensed Physician.
 - e. It is authorized to administer medication on the order of a duly licensed Physician.
 - f. It is not, other than incidentally, a home for the aged, the blind or the deaf, a hotel, a domiciliary care home, a maternity home, or a home for alcoholics or drug addicts or the mentally ill.

GENERIC DRUGS - Prescription drugs and prescription medicines which are not protected by a trademark.

GROUP HEALTH PLAN - Any plan or arrangement constituting a group health plan.

HEALTH BENEFITS - Benefits provided under a Group Health Plan for medical care as defined pursuant to Section 213(d) of the Code.

HOME HEALTH AIDE - A person who provides care of a medical or therapeutic nature and reports to and is under the direct supervision of a Home Health Care Agency.

HOME HEALTH CARE AGENCY - Is either:

1. An Agency that is certified to participate as a Home Health Care Agency under Medicare;
2. A hospital that has a valid operating certificate and is certified by the appropriate authority to provide home health services;
3. An agency licensed as such, if such licensing is required, in the state in which such Home Health Care is delivered; or
4. A public agency or private organization or subdivision of such that meets the following requirements:

- a. It is primarily engaged in providing nursing and other therapeutic services;
- b. It is duly licensed, if such licensing is required, by the appropriate licensing authority, to provide such services;
- c. It is federally certified as a Home Health Care Agency.

HOME HEALTH CARE PLAN - A Home Health Care program, prescribed in writing by a person's Physician, for the care and treatment of the person's Illness or Injury in the person's home. In the Plan, the Physician must certify that an inpatient stay in a Hospital, a Convalescent Nursing Home, or an Extended Care Facility would be required in the absence of the services and supplies provided as part of the Home Health Care Plan. The Home Health Care Plan must be established in writing no later than fourteen (14) days after the start of the Home Health Care. An inpatient stay is one for which a room and board charge is made.

HOSPICE CARE -

1. A coordinated, interdisciplinary Hospice-provided program meeting the physical, psychological, spiritual and social needs of dying individuals, and
2. Consists of palliative and supportive medical, nursing and other health services provided through home or inpatient care during the illness to a Covered Person who has no reasonable prospect of cure and as estimated by a Physician, has a life expectancy of fewer than six (6) months; and consists of bereavement counseling for members of such Covered Person's immediate family.

HOSPICE CARE FACILITY - Is either:

1. A free-standing facility which is fully staffed and equipped to provide for the needs of the terminally ill (and their families); or
2. An inpatient facility which is part of a hospital but designated as a Hospice unit or is an adjacent facility, administered by a Hospital and designated as a Hospice unit.

A Hospice Care Facility must be approved by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) or must meet the standards of the National Hospice Organization (NHO) and the appropriate licensing authority, if such licensing is required.

HOSPITAL - A legally operated institution which meets either of these tests:

1. Is accredited as a Hospital under the Hospital accreditation program of the Joint Commission on Accreditation of Healthcare Organizations (JCAHO), or
2. Is a Hospital, as defined, by Medicare, which is qualified to participate and eligible to receive payments under an in accordance with the provisions of Medicare, or
3. Is supervised by a staff of physicians, has twenty-four (24) hour-a-day nursing services, and is primarily engaged in providing either:
 - a. General inpatient medical care and treatment through medical, diagnostic and major surgical facilities on its premises or under its control, or
 - b. Specialized inpatient medical care and treatment through medical and diagnostic facilities (including x-ray and laboratory) on its premises, or under its control, or through a written agreement with a Hospital (which itself qualifies under this definition) or with a specialized provider of these facilities.
 - c. A psychiatric Hospital primarily engaged in diagnosing and treating mental illness, if it meets all of the requirements set forth in clause (a) other than the major surgery requirement.
 - d. A free standing treatment facility, other than a Hospital, whose primary function is the treatment of alcoholism or drug abuse provided the facility is duly licensed by the appropriate governmental authority to provide such service,

and is accredited by either the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) or the American Hospital Association.

- e. A rehabilitative Hospital which is an institution operated primarily for the purpose of providing the specialized care and treatment for which it is duly licensed, and which meets all of the requirements of an accredited Hospital.

In no event will the term "Hospital" include a nursing home or an institution or part of one which:

- a. Is primarily a facility for convalescence, nursing, rest, or the aged, or
- b. Furnishes primarily domiciliary or custodial care, including training in daily living routines, or
- c. Is operated primarily as a school.

ILLNESS - A bodily disorder, disease, Pregnancy, or mental infirmity. All bodily injuries sustained by an individual in a single accident or all illnesses which are due to the same or related cause or causes will be deemed one Illness.

INCURRED EXPENSE - A charge which the Covered Person is legally obligated to pay and shall be deemed to be incurred on the date the purchase is made or on the date the service is rendered for which the charge is made. Anticipated expenses are not incurred expenses.

INJURY - An unforeseen happening to the body, requiring medical attention, including all related symptoms and recurrent conditions resulting from the Accident.

INPATIENT - A person receiving room and board while undergoing treatment in a Hospital, Hospice or other covered facility.

INTENSIVE CARE UNIT - A section, ward or wing within a Hospital which is operated exclusively for critically ill patients and provides special supplies, equipment and constant observation and care by professional nurses or other highly trained personnel, excluding any Hospital facility maintained for the purposes of providing normal post-operative recovery treatment or services.

LEAVE OF ABSENCE - A period of time during which the Employee does not work but which is of stated duration after which time the Employee is expected to return to active full-time work.

LICENSED PRACTICAL NURSE/LICENSED VOCATIONAL NURSE - An individual who has received specialized nursing training and practical nursing experience and who is licensed to perform such service, other than one who ordinarily resides in the patient's home or who is a member of the patient's immediate family.

LIFETIME - When used in reference to benefit maximums and limitations, "Lifetime" is understood to mean while covered under this Plan. Under no circumstances does "Lifetime" mean during the lifetime of the Covered Person.

MEDICAL EXPENSE BENEFIT - After satisfaction of the applicable Deductible, benefits will be provided for covered medical expenses for an Illness or Injury in a Calendar Year.

MEDICALLY NECESSARY/MEDICAL NECESSITY - Services and supplies which are determined by the Plan Administrator, or its authorized agent to:

1. Be appropriate, consistent and necessary for the symptoms and diagnosis and treatment of a medical condition;
2. Be in accordance with standards of good medical practice within the organized medical community;
3. Not be solely for the convenience of the patient, Physician or other health care provider; and
4. Be the most appropriate and cost effective supply or level of service which can be safely provided.

For hospitalizations, this means that acute care as an Inpatient is necessary due to the kind of services the Covered Person is receiving or the severity of the Covered Person's medical condition, and that safe and adequate medical care cannot be received as an outpatient or in a less intensified medical setting.

The fact that the service is prescribed, ordered, recommended or approved by a Physician does not, of itself, mean the service is Medically Necessary. In an effort to make treatment convenient, to follow the wishes of the patient or the patient's family, to investigate the use of unproven treatment methods, or to comply with local Hospital practices, a Physician may suggest or permit a method of providing care that is not Medically Necessary.

MEDICARE - Title XVIII of the Social Security Act of 1965, as amended from time to time, and the regulations thereunder.

MENTAL & NERVOUS DISORDER – A psychiatric or emotional disorder recognized as such by the American Psychiatric Association.

NETWORK PROVIDER - A health care provider who agrees to provide Medically Necessary care and treatment at a negotiated rate.

NOTICE OR NOTIFICATION – The ability to reasonably ensure actual receipt of the materials and specifically includes the normal mailing through the U. S. Mail.

OCCUPATIONAL THERAPY – Treatment rendered as a part of a physical medicine and rehabilitation program to improve functional impairments where the expectation exists that the therapy will result in practical improvement in the level of functioning within a reasonable period of time. Benefits are not provided for diversion, recreational and vocational therapies (such as hobbies, arts & crafts).

ORTHOTIC APPLIANCE – An external device intended to correct any defect in form or function of the human body.

OUT-OF-POCKET MAXIMUM - The maximum covered expense, in excess of the Deductible, that a Covered Person or family must pay before the Plan pays 100% of the balance of eligible medical expenses for such person or family for the remainder of the Calendar Year.

OUTPATIENT – When a Covered Person receives diagnosis, treatment or twenty-three (23) hour observation in a Hospital or treatment facility but is not admitted as an Inpatient.

PARTICIPANT - An Employee of the Plan Administrator who participates in the Plan.

PHARMACY - Any licensed establishment in which the profession of pharmacy is practiced.

PHYSICAL THERAPY – Treatment by physical means including modalities such as whirlpool and diathermy; procedures such as massage, ultrasound, manipulation and subluxation; as well as tests of measurement requirements to determine the need and progress of treatment. Such treatment must be given to relieve pain, restore maximum function, and to prevent disability following illness, injury or loss of body parts. Treatment must be for acute conditions where rehabilitation potential exists or for preventive physical therapy for multiple sclerosis. The skills of a Physician or other professional are required.

PHYSICIAN - A medical doctor (M.D.), an osteopath (D.O.), a dentist or dental surgeon (D.D.S., D.M.D.), a podiatrist (D.P.M.), a chiropractor (D.C.), a psychologist (Ph.D., Psy.D.) or an optometrist (D.O.) or other medical professional who is duly licensed under the laws of the appropriate governmental authority to practice medicine, to the extent they, within the scope of their license are permitted to perform the services provided by this Plan. (The term shall also include a Social Worker for the treatment of psychiatric disorders and substance abuse). A Physician shall not include the Covered Person or any close relative of the Covered Person.

PLAN - Southern Illinois Health and Wellness Insurance Trust Employee Health Care Plan.

PLAN ADMINISTRATOR – Southern Illinois Health and Wellness Insurance Trust, the entity 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 services related to the Plan.

PLAN DOCUMENT - The legal document according to which the Plan is administered and governed.

PLAN YEAR - For purposes of this Plan, a length of time beginning on September 1st and ending on August 31st.

POST-SERVICE CLAIM – Any claim that involves only the payment or reimbursement of the cost for medical care that has already been provided.

PRE-ADMISSION TESTING - X-rays, laboratory examinations or other tests performed in the outpatient department of a Hospital or other facility prior to outpatient treatment or to confinement as an Inpatient provided:

1. Such tests are related to the scheduled Hospital confinement;
2. Such tests have been ordered by a duly qualified Physician after a condition requiring such confinement has been diagnosed and Hospital admission has been requested by the Physician, approved by the Utilization Review Service, and confirmed by the Hospital; and
3. The Covered Person is subsequently admitted to the Hospital, or the confinement is canceled or postponed because a Hospital bed is unavailable, or under the directions of the attending Physician, or because there is a change in the patient's condition which precludes the confinement.

PREFERRED PROVIDER - A health care provider who agrees to provide Medically Necessary care and treatment at a negotiated rate under this Plan.

PREGNANCY –That physical state which results in childbirth, abortion or miscarriage, and any medical complications arising out of, or resulting from, such state.

PRE-SERVICE CLAIM – A claim that must be decided before a claimant will be afforded access to health care.

PROSTHETIC DEVICE – A device which:

1. Replaces all or part of a missing body organ and its adjoining tissue; or
2. Replaces all or part of the function of a permanently useless or malfunctioning organ.

PSYCHIATRIC DISORDER - Neuroses, psychoneurosis, psychosis, or mental or emotional disease or disorder of any kind.

PSYCHIATRIC TREATMENT - Treatment or care for:

1. A mental or emotional disease or disorder;
2. A functional nervous disorder; or
3. Psychological effects of Substance Abuse.

QUALIFIED MEDICAL CHILD SUPPORT ORDER (QMCSO) – A QMCSO is a medical child support order issued under State Law that creates or recognizes the existence of an “Alternate Recipient’s” right to receive benefits for which a participant or beneficiary is eligible under a group health plan.

Enrollment of a Child may not be denied on the ground that:

1. The child was born out of wedlock;
2. The child is not claimed as a dependent on the participant’s Federal income tax return;
3. The child does not reside with the participant or in the plan’s services area; or
4. Because the child is receiving benefits or is eligible to receive benefits under the State Medicaid plan. If the plan requires that the participant be enrolled in order for the child(ren) to be enrolled, and the participant is not currently enrolled, the Plan Administrator must enroll both the participant and the child(ren). All enrollments are to be made without regard to open season restrictions.

REASONABLE AND CUSTOMARY FEE LIMITATION - An amount measured and determined by comparing the actual charge with the charges customarily made for similar services and supplies to individuals of similar medical conditions in the locality concerned. The term "locality" means a county or such greater geographically significant area as is necessary to establish a representative cross section of persons, or other entities regularly furnishing the type of treatment, services or supplies for which the charge was made.

REGISTERED NURSE - A professional nurse who has the right to use the title Registered Nurse (R.N.) other than one who ordinarily resides in the patient's home or who is a member of the patient's immediate family.

RELEVANT DOCUMENT – A document, record or other information that was relied upon in making the benefit determination; was submitted, considered, or generated in the course of making the benefit determination (whether or not the information was relied upon to make a benefit determination); demonstrates compliance with the administrative process and safeguards required in making the benefit determination; or in the case of a group health or disability plan, information that constitutes a statement of policy with respect to the denied treatment option or benefit for the claimant's diagnosis.

RESIDENTIAL TREATMENT FACILITY - A facility (other than a Hospital) whose primary function is the treatment of a mental or emotional disease or disorder, functional nervous disorder, the treatment of alcoholism, chemical dependency or drug addiction and which is duly licensed by the appropriate governmental authority to provide such services.

ROOM AND BOARD - Services regularly furnished by the Hospital as a condition of occupancy, but not including professional services.

SERIOUS MENTAL & NERVOUS DISORDER – Psychiatric or emotional disorders which include schizophrenia, paranoid and other psychotic disorders, bipolar disorders (hypomanic, manic, depressive and mixed), major depressive disorders (single episode or recurrent), schizoaffective disorders (bipolar or depressive), pervasive developmental disorders, obsessive-compulsive disorders, depression in childhood and adolescence and panic disorder.

SOUND NATURAL TOOTH - A tooth which:

1. Is free of decay, but may be restored by fillings;
2. Has a live root; and
3. Does not have a cap or a crown.

SPEECH THERAPY – Active treatment for improvement of an organic medical condition causing a speech impairment. Treatment must be either post-operative or for the convalescent stage of an Illness or Injury.

SPOUSE - The person who is legally married to the Employee while the Employee is covered under this Plan.

SUBSTANCE ABUSE - An excessive use of alcohol and/or drugs that results in physiological and/or psychological dependency of such substances.

TEMPOROMANDIBULAR JOINT DYSFUNCTION (TMJ) - Pain, swelling, clicking, grinding, popping, dislocation, locking, malposition, bite discrepancies or other pathological conditions which create a loss or decrease of function in or around one or both of the jaw joints.

TERMINALLY ILL PATIENT - A person with a life expectancy of six (6) months or less as certified in writing by the attending Physician.

TRUST – Southern Illinois Health and Wellness Insurance Trust.

URGENT CARE CLAIM – A claim for care that is needed if making a non-urgent care decision could seriously jeopardize the life or health of the claimant or the ability of the claimant to regain maximum function or would subject the claimant to severe pain that cannot be adequately managed without treatment.

WORKERS' COMPENSATION - A fund administered under any Workers' Compensation, Occupational Diseases Act or Law or any other act or law of similar purpose to which the Trust contributes, which provides the employee with coverage for job-related accidental injuries and illnesses.

HOW TO SUBMIT A CLAIM

MEDICAL CLAIMS

Every medical claim must include a Physician's statement specifying the nature of the Illness or Injury for which reimbursement is requested. The Claims Administrator will accept such a diagnostic statement on any form which your doctor prefers to use. ***WITHOUT A DIAGNOSIS, YOUR CLAIM CANNOT BE PROCESSED.***

All bills, except those for drugs, must indicate the patient's full name, the nature of the Illness or Injury, the date(s) of service, the type(s) of service and the charge for each service and the name, address and tax identification number of the provider.

For reimbursement of prescription drug expenses under the Medical Expense Benefit Plan, submit your bills indicating the patient's full name, the name of the prescribing Physician, the prescription number and the name of the medication, the charge for each prescription and the date of each purchase.

When prescription drugs are purchased through the Prescription Drug Plan, a claim submission is not necessary. Your only responsibility is to pay the applicable Co-payment at the time you purchase the prescription.

Should there be a primary insurance carrier for a member of your family, it is important to submit a copy of the itemized claim with a copy of the primary carrier's Explanation of Benefits statement indicating payment or denial of the charges.

MEDICARE CLAIMS

A Medicare claim is submitted as previously explained; however, when you submit the claim, be sure you also submit the Explanation of Benefits (EOB) which you receive from Medicare. The Claims Administrator may be unable to accurately determine benefits payable under the Plan without the Medicare EOB.

WHERE TO SUBMIT A CLAIM

Completed claims and itemized bills must be submitted to the address indicated on your Health Benefit I.D. Card.

ALWAYS RETAIN A COPY FOR YOUR RECORDS.

TIMELY SUBMISSION OF CLAIMS

All charges must be submitted within fifteen (15) months after the date incurred, except that failure to submit within the stated time shall not invalidate or reduce any claim if it shall be shown not to have been reasonably possible to submit such claim in a timely manner and that the claim was submitted as soon as was reasonably possible.

Claim Appeal Procedure

Claim denials will be made within ninety (90) days of receipt of the claim, or within one hundred twenty (120) days in special circumstances when an extension of processing time is required.

If the Plan partially or fully denies a claim for benefits submitted by a Covered Person and the Covered Person disagrees or does not understand the reasons for this denial, the Covered Person may appeal this decision. The Covered Person has the right to:

1. Request a review of the denial;
2. Review pertinent Plan documents; and
3. Submit in writing, any data, documents or comments which are relevant to the Plan's review of this denial.

The Covered Person's appeal must be submitted in writing to the Plan c/o the Claims Administrator within sixty (60) days of receiving written notice of denial. The Plan will review all information and send a written decision on the appeal within sixty (60) days of the Plan's receipt of the Covered Person's request, or within one hundred twenty (120) days in special circumstances when an extension of processing time is required.

After receipt of a final denial from the Plan, the Covered Person may make an appeal to the Board of Trustees, c/o Southern Illinois Health and Wellness Trust, 411 S. Court Street, Marion, IL 62959, Phone (618) 997-9201.

Items that must be included in the appeal to the Trustees are:

1. Letter addressed to the Trustees that includes why the claim should be paid by the Plan; the total amount of charges being appealed; patient's name and Employee's Identification number.
2. Copies of the Explanation of Benefits (EOB), which show that the charges were denied. EOBs should total the charges being appealed.
3. Copy of the written denial by the Plan and any other communication received from the Plan regarding the claim.
4. Copies of letters, operative notes, medical notes, etc. received from physicians or hospitals that will assist the Trustees in making a decision.

Appeals received by the first of the month prior to the next regularly scheduled Board meeting (for example, March 1, for the April Board meeting) will be heard at that meeting. Appeals received after this date will be heard at the next scheduled Board meeting (appeals received on March 15 could be held over to be heard at the July quarterly Board meeting).

Upon considering the final appeal, the Trust Board will make its decision and notify the Covered Person in writing of this decision within five (5) business days of the Trust Board meeting.

The Covered Person must exhaust all levels of the claims appeal procedure before he/she may file a legal action.

Legal Actions

A Covered Person cannot bring an action at law or equity to recover a claim until sixty (60) days after the Covered Person has received the final written claim determination. The Covered Person cannot bring such action more than three (3) years after the expense incurred date. The Covered Person must exhaust all levels of the Claim Appeal Procedure before the Covered Person may bring an action at law or equity.

All actions must be brought in the State of Illinois and all governing laws must be adopted by Illinois.

RESPONSIBILITIES FOR PLAN ADMINISTRATION

PLAN ADMINISTRATOR

Southern Illinois Health and Wellness Insurance Trust Group Health Benefit Plan is the benefit plan of **Southern Illinois Health and Wellness Insurance Trust**, the Plan Administrator, also called the Plan Sponsor. It is to be administered by the Plan Administrator in accordance with the provisions of any law to which it is subject. An individual may be appointed by **Southern Illinois Health and Wellness Insurance Trust** to be Plan Administrator and serve at the convenience of the Employer. If the Plan Administrator resigns, dies or is otherwise removed from the position, **Southern Illinois Health and Wellness Insurance Trust** shall appoint a new Plan Administrator as soon as reasonably possible.

The Plan Administrator shall administer this Plan in accordance with its terms and establish its policies, interpretations, practices, and procedures. It is the express intent of this Plan that the Plan Administrator shall have maximum legal discretionary authority to construe and interpret the terms and provisions of the Plan, to make determinations regarding issues which relate to eligibility for benefits, to decide disputes which may arise relative to a Covered Person's rights, and to decide questions of Plan interpretation and those of fact relating to the Plan. The decisions of the Plan Administrator will be final and binding on all interested parties.

Service of legal process may be made upon the Plan Administrator.

DUTIES OF THE PLAN ADMINISTRATOR

1. To administer the Plan in accordance with its terms.
2. To interpret the Plan, including the right to remedy possible ambiguities, inconsistencies or omissions.
3. To decide disputes which may arise relative to a Covered Person's rights,
4. To prescribe procedures for filing a claim for benefits and to review claim denials.
5. To keep and maintain the Plan documents and all other records pertaining to the Plan.
6. To appoint a Claims Administrator to pay claims.
7. To perform all necessary reporting.
8. To establish and communicate procedures to determine whether a medical child support order is qualified.
9. To delegate to any person or entity such powers, duties and responsibilities as it deems appropriate.

PLAN ADMINISTRATOR COMPENSATION

The Plan Administrator serves without compensation; however, all expenses for plan administration, including compensation for hired services, will be paid by the Plan.

FIDUCIARY

A fiduciary exercises discretionary authority or control over management of the Plan or the disposition of its assets, renders investment advice to the Plan or has discretionary authority or responsibility in the administration of the Plan.

FIDUCIARY DUTIES

A fiduciary must carry out his or her duties and responsibilities for the purpose of providing benefits to the Employees and their Dependent(s), and defraying reasonable expenses of administering the Plan. These are duties which must be carried out:

1. with care, skill, prudence and diligence under the given circumstances that a prudent person, acting in a like capacity and familiar with such matters, would use in a similar situation;
2. by diversifying the investments of the Plan so as to minimize the risk of large losses, unless under the circumstances it is clearly prudent not to do so; and
3. in accordance with the Plan documents.

THE NAMED FIDUCIARY

A "named fiduciary" is the one named in the Plan. A named fiduciary can appoint others to carry out fiduciary responsibilities (other than as a trustee) under the Plan. These other persons become fiduciaries themselves and are responsible for their acts under the Plan. To the extent that the named fiduciary allocates its responsibility to other persons, the named fiduciary shall not be liable for any act or omission of such person.

ASSETS UPON TERMINATION

The assets of the Plan will be used to pay for any benefits incurred prior to the termination of the Plan.

THE TRUST AGREEMENT

If this Plan is established under a Trust agreement, that agreement is made a part of the Plan. A copy of the appropriate agreement is available for examination by Employees and their Dependent(s) at the office of the Plan Administrator during normal business hours. Also, upon written request, the following items will be furnished to an Employee, Retiree or Dependent:

A copy of the Trust agreement.

A complete list of employers and employee organizations sponsoring the plan.

Service of legal process may be made upon a Plan trustee.

PLAN IS NOT AN EMPLOYMENT CONTRACT

The Plan is not to be construed as a contract for or of employment.

GENDER AND NUMBER

Wherever any words are used herein in the masculine, feminine or neuter gender, they shall be construed as though they were also used in another gender in all cases where they would so apply, and whenever any words are used herein in the singular or plural form, they shall be construed as though they were also used in the other form in all cases where they would so apply.

HEADINGS

The headings and subheadings of this Plan Document and Benefit Booklet have been inserted for convenience of reference and are to be ignored in any construction of the provisions thereof.

CONFORMITY WITH LAW

If any provision of the Plan is contrary to any law to which it is subject, such provision is hereby amended to conform to the minimum requirements thereof. This Plan intends to comply with any laws to which it is subject, whether or not this Plan has been specifically amended accordingly. These laws include TEFRA, DEFRA, COBRA, The Family and Medical Leave Act of 1993 (FMLA), Budget Reconciliation Acts, HIPAA, MHPA, MNHPA, WHCRA, and any other laws which may have been enacted already or which may be enacted in the future.

LIABILITY OF OFFICERS AND EMPLOYEES

No Trustee of the Trust or Employee of any District who may or may not be acting in a fiduciary capacity shall incur any personal liability of any nature for any act done or omitted to be done in good faith in connection with his duties in connection with the Plan, except in cases of wanton or willful negligence, or willful misconduct. Such Trustee of the Trust or Employee of any District shall be indemnified and saved harmless by the Trust from and against any liability to which any of them may be subjected by reason of any such good faith act or conduct in their official capacity, or by reason of conduct consistent with such prudent man rule acting in such fiduciary capacity, including all expenses reasonably incurred in their defense to the extent permitted by law.

CLERICAL ERROR

Any clerical error by the Plan Administrator or an agent of the Plan Administrator in keeping pertinent records or a delay in making any changes will not invalidate coverage otherwise validly in force or continue coverage validly terminated. An equitable adjustment of contributions will be made when the error or delay is discovered.

If, due to a clerical error, an overpayment occurs in a Plan reimbursement amount, the Plan retains a contractual right to the overpayment. The person or institution receiving the overpayment will be required to return the overpayment.

AMENDING AND TERMINATING THE PLAN

If the Plan is terminated, the rights of the Covered Persons are limited to expenses incurred before termination.

The Employer intends to maintain this Plan indefinitely; however, it reserves the right, at any time, to amend, suspend or terminate the Plan in whole or in part. This includes amending the benefits under the Plan or the Trust agreement (if any).

PRIVACY AND PROTECTED HEALTH INFORMATION

A federal law, the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the Privacy and Security Rules promulgated thereunder, requires that health plans protect the confidentiality of your private health information. A complete description of your rights under HIPAA can be found in the Plan's privacy notice, which was distributed to you upon enrollment and is available from the Human Resources Manager.

This Plan, and the Plan Sponsor, will not use or further disclose information that is protected by HIPAA ("protected health information") except as necessary for treatment, payment, health plan operations and plan administration, or as permitted or required by law. By law, the Plan has required all of its business associates to enter into agreements to protect the confidentiality of protected health information. In particular, the Plan will not, without authorization, use or disclose protected health information for employment-related actions and decisions or in connection with any other benefit or Employee benefit plan of the Plan Sponsor.

Under HIPAA, you have certain rights with respect to your protected health information, including certain rights to see and copy the information, receive an accounting of certain disclosures of the information and, under certain circumstances, amend the information. You also have the right to file a complaint with the Plan or with the Secretary of the U.S. Department of Health and Human Services if you believe your rights under HIPAA have been violated.

This Plan maintains a privacy notice, which provides a complete description of your rights under HIPAA's privacy rules. For a copy of the notice, please contact the Trust office or your district office. If you have questions about the privacy of your protected health information or if you wish to file a HIPAA complaint, please contact the Trust office or your district office.

THE USE AND DISCLOSURE OF PROTECTED HEALTH INFORMATION

The Health Insurance Portability And Accountability Act of 1996 (HIPAA) and its implementing regulations restrict the Plan Sponsor's ability to use and disclose Protected Health Information, or PHI. The following HIPAA definition of PHI applies to this Plan:

Protected Health Information. Protected health information means information that is created or received by the Plan and relates to the past, present or future physical or mental health or condition of a Participant; the provision of health care to a Participant; or the past, present or future payment for the provision of health care to a Participant; and that identifies the Participant or for which there is a reasonable basis to believe the information can be used to identify the Participant. Protected health information includes information of persons living or deceased.

The Plan Sponsor shall have access to PHI from the Plan only as permitted under this Plan Amendment or as otherwise required or permitted by HIPAA.

1. Use and Disclosure of PHI

The Group Health Plan will use PHI to the extent of and in accordance with the uses and disclosures permitted by HIPAA. Specifically, the Plan will use and disclose PHI for purposes related to health care treatment, payment for health care and health care operations.

Payment includes activities undertaken by the Plan to obtain premiums or determine or fulfill its responsibility for coverage and provision of plan benefits that relate to an individual to whom health care is provided. Those activities include, but are not limited to, the following:

- a. determination of eligibility, coverage and cost sharing amounts (for example, cost of a benefit, plan maximums and Co-payments as determined for an individual's claim);
- b. Coordination of Benefits;
- c. adjudication of health benefit claims (including appeals and other payment disputes);
- d. subrogation of health benefit claims;
- e. establishing Employee contributions;
- f. risk adjusting amounts due based on enrollee health status and demographic characteristics;
- g. billing, collection activities and related health care data processing;
- h. claims management and related health care data processing, including auditing payments, investigating and resolving payment disputes and responding to Participant inquiries about payments;
- i. obtaining payment under a contract for reinsurance (including stop-loss and excess loss insurance);
- j. Medical Necessity reviews or reviews of appropriateness of care or justification of charges;
- k. utilization review, including pre-certification, pre-authorization, concurrent review and retrospective review;
- l. disclosure to consumer reporting agencies related to the collection of premiums or reimbursement (the following PHI may be disclosed for payment purposes: name and address, date of birth, Social Security number, payment history, account number and name and address of the provider and/or health plan); and
- m. reimbursement to the Plan.

Health Care Operations include, but are not limited to, the following activities:

- a. quality assessment;

- b. population-based activities relating to improving health or reducing health care costs, protocol development, case management and care coordination, disease management, contacting health care providers and patients with information about treatment alternatives and related functions;
- c. rating provider and plan performance, including accreditation, certification, licensing or credentialing activities;
- d. underwriting, premium rating and other activities relating to the creation, renewal or replacement of a contract of health insurance or Health Benefits, and ceding, securing or placing a contract for reinsurance of risk relating to health care claims (including stop-loss insurance and excess loss insurance);
- e. conducting or arranging for medical review, legal services and auditing function, including fraud and abuse detection and compliance programs;
- f. business planning and development, such as conducting cost-management and planning-related analyses related to managing and operating the Plan, including formulary development and administration, development or improvement of payment methods or coverage policies;
- g. business management and general administrative activities of the Plan, including, but not limited to:
 - i. management activities relating to the implementation of and compliance with HIPAA's administrative simplification requirements, or
 - ii. customer service, including the provision of data analyses for policyholders, plan sponsors, or other customers;
- h. resolution of internal grievances; and
- i. due diligence in connection with the sale or transfer of assets to a potential successor in interest, if the potential successor in interest is a "covered entity" under HIPAA or, following completion of the sale or transfer, will become a covered entity.

2. The Plan Will Use and Disclose PHI as Required by Law and as Permitted by Authorization of the Participant or Personal Representative.

3. For Purposes of This Section, Southern Illinois Health and Wellness Insurance Trust is the Plan Sponsor.

The Plan will disclose PHI to the Plan Sponsor only upon receipt of certification from the Plan Sponsor that the Plan Documents have been amended to incorporate provisions included in sections 4 through 7.

4. With Respect to PHI, the Plan Sponsor Agrees to Certain Conditions

The Plan Sponsor agrees to:

- a. not use or further disclose PHI other than as permitted by the Plan Document or as required by law;
- b. ensure that any agents, including a subcontractor, to whom the Plan Sponsor provides PHI received from the Plan agree to the same restrictions and conditions that apply to the Plan Sponsor with respect to such PHI;
- c. not use or disclose PHI for employment related actions and decisions unless authorized by an individual;
- d. not use or disclose PHI in connection with any other benefit or Employee benefit of the Plan Sponsor unless authorized by an individual;
- e. report to the Plan any PHI use or disclosure that is inconsistent with the uses or disclosures provided for of which it becomes aware;
- f. make PHI available to an individual in accordance with HIPAA's access requirements;
- g. make PHI available for amendment and incorporate any amendments to PHI in accordance with HIPAA;
- h. make available the information required to provide an accounting of disclosures in accordance with HIPAA;

- i. make internal practices, books and records relating to the use and disclosure of PHI received from Plan available to the HHS Secretary for the purposes of determining the Plan's compliance with HIPAA;
- j. ensure that adequate separation between the Group Health Plan and the Plan Sponsor is established as required by HIPAA (45CFR 164.504(f)(2)(iii); and
- k. 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 PHI when no longer needed for the purpose for which disclosure was made (or if return or destruction is not feasible, limit further uses and disclosures to those purposes that make the return or destruction infeasible).

5. Adequate Separation Between the Plan and the Plan Sponsor Must Be Maintained

In accordance with HIPAA, the following is a list of individuals, by class, that may be given access to PHI:

- a. Designated officers of the Company;
- b. Designated personnel of the Human Resources Department;
- c. Designated personnel of the Benefits Department;
- d. Designated personnel of the Accounting Department; and
- e. Employees designated from time to time by the Plan Sponsor.

6. Limitations of PHI Access and Disclosure

The persons described in section 5 may only have access to and use and disclose PHI for plan administrative functions that the Plan Sponsor performs for the Plan.

7. Noncompliance Issues

If the persons described in section 5 do not comply with this Plan Document, the Plan Sponsor has established a mechanism for resolving issues of noncompliance, including disciplinary sanctions.

8. The Plan Sponsor has implemented administrative, technical and physical safeguards that reasonably and appropriately protect the confidentiality, integrity, and availability of electronic PHI that it creates, maintains or transmits on behalf of the Plan.
9. The adequate separation set forth in sections 5 through 7 are supported by reasonable and appropriate security measures.
10. The Plan Sponsor has, or shall, as the case may be, ensure that any agent, including a subcontractor, to whom it provides electronic PHI agrees to implement reasonable and appropriate security measures.
11. The Plan Sponsor shall report to the Plan any security incident of which it becomes aware.

GENERAL PLAN INFORMATION

TYPE OF ADMINISTRATION

The Plan is a self-funded plan and the administration is provided through a third party Claims Administrator. The Plan is not insured.

Benefits are paid directly from the Plan through the Claims Administrator.

Plan contributions for Employee and Dependent coverage are made by the District and Employee.

PLAN NAME Southern Illinois Health and Wellness Insurance Trust Group Health Benefit Plan

PLAN NUMBER 501 **TAX ID NUMBER** 32-0344036

PLAN AMENDED AND RESTATED September 1, 2016

PLAN YEAR ENDS September 1 through August 31st

EMPLOYER INFORMATION

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411 S. Court Street
Marion, IL 62959
(618) 997-9201

PLAN ADMINISTRATOR

Southern Illinois Health and Wellness Insurance Trust
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Marion, IL 62959
(618) 997-9201

NAMED FIDUCIARY

Southern Illinois Health and Wellness Insurance Trust
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(618) 997-9201

AGENT FOR SERVICE OF LEGAL PROCESS

Southern Illinois Health and Wellness Insurance Trust
411 S. Court Street
Marion, IL 62959
(618) 997-9201

CLAIMS ADMINISTRATOR

Benefit Administrative Systems, L.L.C.
17475 Jovanna Drive, 1D
Homewood, IL 60430
(800) 737-0878