

MERCER-AUGLAIZE EMPLOYEE BENEFIT TRUST

COMPREHENSIVE B

EMPLOYEE BENEFIT PLAN

PLAN DOCUMENT

Effective Date: January 1, 2005

TABLE OF CONTENTS

FACTS ABOUT THE PLAN.....	1
SCHEDULE OF BENEFITS.....	3
Comp B Medical Benefits	3
MEDICAL EXPENSE BENEFIT.....	6
Deductibles	6
Coinsurance	6
Out-of-Pocket Expense Limit	6
Maximum Benefit.....	7
Hospital/Ambulatory Surgical Facility	7
Facility Providers.....	8
Ambulance Services	8
Emergency Services/Emergency Room Services	8
Immediate Care Center	8
Physician Services	9
Second Surgical Opinion	9
Diagnostic Services and Supplies	10
Transplant.....	10
Pregnancy	10
Birthing Center	11
Sterilization.....	11
Infertility Services	11
Well Newborn Care.....	11
Well Child Care.....	11
Routine Preventive Care	11
Therapy Services	12
Hospice Care.....	12
Durable Medical Equipment.....	13
Prostheses	13
Orthotics	13
Dental Services.....	13
Temporomandibular Joint Dysfunction	14
Orthognathic Disorders.....	14
Special Equipment and Supplies.....	14
Cosmetic/Reconstructive Surgery.....	14
Mastectomy.....	14
Mental & Nervous Disorders and Chemical Dependency Care.....	15
Prescription Drugs	15
Podiatry Services	15
Private Duty Nursing	16
Chiropractic Care.....	16
Patient Education	16
Surcharges	16
Outpatient Cardiac/Pulmonary Rehabilitation Programs.....	16
Surgical Treatment of Morbid Obesity.....	16
Non-Surgical Treatment of Morbid Obesity.....	16
Sleep Disorders.....	16
MEDICAL EXCLUSIONS.....	17

PLAN EXCLUSIONS	20
ELIGIBILITY, ENROLLMENT AND EFFECTIVE DATE.....	22
PRE-EXISTING CONDITIONS	23
TERMINATION OF COVERAGE	24
CONTINUATION OF COVERAGE	25
Qualifying Events.....	25
Notification Requirement	25
Cost of Coverage	26
When Continuation Coverage Begins.....	27
Family Members Acquired During Continuation	27
Extension of Continuation Coverage.....	27
End of Continuation.....	28
Special Rules Regarding Notices.....	29
Pre-Existing Conditions.....	29
Military Mobilization.....	30
Plan Contact Information.....	30
Address Changes	30
MEDICAL CLAIM FILING PROCEDURE	31
POST-SERVICE CLAIM PROCEDURE.....	31
Filing a Claim	31
Notice of Authorized Representative.....	32
Notice of Claim	32
Time Frame for Benefit Determination	32
Notice of Benefit Denial	32
Appealing a Denied Post-Service Claim.....	33
Notice of Benefit Determination on Appeal	34
Foreign Claims	34
Right to External Review of Denied Post-Service Appeal	34
Expedited Review.....	35
External Review For Terminal Illness	36
PRE-SERVICE CLAIM PROCEDURE	36
Health Care Management	36
Filing a Pre-Certification Claim	36
Notice of Authorized Representative.....	37
Time frame for Pre-Service Claim Determination.....	37
Concurrent Care Claims	38
Notice of Pre-Service Claim Denial	38
Appealing a Denied Pre-Service Claim	39
Notice of Pre-Service Determination on Appeal	40
Second Level Voluntary Appeal.....	40
Case Management.....	41
Right to External Review of Denied Pre-Service Claim.....	41
Expedited Review.....	42
External Review For Terminal Illness	42

COORDINATION OF BENEFITS.....	43
Definitions Applicable to this Provision.....	43
Effect on Benefits	44
Order of Benefit Determination.....	44
Coordination With Medicare	45
Limitations on Payments	45
Right to Receive and Release Necessary Information	46
Facility of Benefit Payment	46
Automobile Benefits.....	46
SUBROGATION/REIMBURSEMENT	48
GENERAL PROVISIONS	50
Administration of the Plan.....	50
Applicable Law.....	50
Assignment.....	50
Benefits not Transferable.....	50
Clerical Error	50
Conformity with Statute(s)	50
Effective Date of the Plan.....	51
Free Choice of Hospital and Physician.....	51
Incapacity	51
Incontestability	51
Legal Actions.....	51
Limits on Liability	51
Lost Distributees.....	51
Medicaid Eligibility and Assignment of Rights.....	52
Misrepresentation	52
Physical Examinations Required by the Plan	52
Plan is not a Contract.....	52
Plan Modification and Amendment.....	52
Plan Termination	52
Pronouns	53
Recovery for Overpayment.....	53
Status Change	53
Time Effective	53
Workers' Compensation not Affected	53
HIPAA PRIVACY	54
Disclosure By Plan To Plan Sponsor.....	54
Use and Disclosure By Plan Sponsor	54
Obligations of Plan Sponsor	54
Exceptions	55
DEFINITIONS	57

FACTS ABOUT THE PLAN

Name of Plan:

Mercer-Auglaize Employee Benefit Trust Comprehensive B Employee Benefit Plan

Name, Address and Phone Number of Employee Organization Sponsoring the Plan:

Mercer-Auglaize Employee Benefit Trust
1045 Deerbaugh Drive, Suite 2
Wapakoneta, Ohio 45895
41738-3422

Trust Identification Number:

34-6400318

Plan Number:

501

Group Number:

240

Type of Plan:

Welfare Benefit Plan: medical benefits

Type of Administration:

Contract administration: The processing of claims for benefits under the terms of the *Plan* is provided through a company contracted by the *employer* and shall hereinafter be referred to as the *claims processor*.

Name, Address and Phone Number of Plan Administrator, Fiduciary, and Agent for Service of Legal Process:

Mercer-Auglaize Employee Benefit Trust
1045 Deerbaugh Drive, Suite 2
Wapakoneta, Ohio 45895

Legal process may be served upon the *plan administrator* or the *Plan* trustees.

Name, Title, Address and Principal Place of Business for Plan Trustees:

Chairman of the Board of Trustees
Mercer Auglaize Employee Benefit Trust
1045 Deerbaugh Drive, Suite 2
Wapakoneta, Ohio 45895

Eligibility Requirements:

For detailed information regarding a person's eligibility to participate in the **Plan**, refer to the following section:
Eligibility, Enrollment and Effective Date of Coverage

For detailed information regarding a person being ineligible for benefits through reaching **maximum benefit** levels, **pre-existing conditions**, termination of coverage or **Plan** exclusions, refer to the following sections:

- Schedule of Benefits*
- Pre-Existing Conditions*
- Termination of Coverage*
- Plan Exclusions*

Source of Plan Contributions:

Contributions for **Plan** expenses are obtained from the **employer** and or from covered **employees**. The Board of Trustees evaluates the costs of the **Plan** based on projected **Plan** expenses and determines the amount to be contributed for the **Plan** by the **employer** and the amount to be contributed by the covered **employees**. Contributions by the covered **employees** are deducted from their pay on a pre-tax basis as authorized by the **employee** on the enrollment form or other applicable forms.

Funding Method:

The Board of Trustees will maintain a trust for the receipt of money and property to fund the **Plan**, for the management and investment of such funds, and for the payment of **Plan** benefits and expenses from such funds.

The **employer** shall deliver, from time to time to the Trust, amounts of money and property as shall be necessary to provide the Trust with sufficient funds to pay all **Plan** benefits and reasonable expenses of administering the **Plan** as the same shall be due and payable. The Board of Trustees may provide for all or any part of such funding by insurance issued by a company duly qualified to issue insurance for such purpose and may pay the premiums, therefore, directly or by funds deposited in the Trust.

All funds received by the Trust and all earnings of the Trust shall be applied toward payment of **Plan** benefits and reasonable expenses of administration of the **Plan** except to the extent otherwise provided by the **Plan** documents. The Board of Trustees may appoint an investment manager or managers to manage (including the power to acquire and dispose of) any assets of the **Plan**.

Any fiduciary, employee, agent representative, or other person performing services to or for the **Plan** shall be entitled to reasonable compensation for services rendered and for the reimbursement of expenses properly and actually incurred, unless such person is the **employer** or already receives full-time pay from the **employer**.

Covered persons shall look only to the funds in the Trust for payment of **Plan** benefits and expenses.

Ending Date of Plan Year:

December 31

Procedures for Filing Claims:

For detailed information on how to submit a claim for benefits, or how to file an appeal on a processed claim, refer to the section entitled, *Medical Claim Filing Procedure*.

The designated **claims processor** is:

- CoreSource, Inc.
- 5200 Upper Metro Place, Suite 300
- Dublin, Ohio 43017-5378

SCHEDULE OF BENEFITS

The following *Schedule of Benefits* is designed as a quick reference. For complete provisions of the **Plan's** benefits, refer to the following sections: *Medical Claim Filing Procedure*, *Medical Expense Benefit* and *Plan Exclusions*.

*COMP B MEDICAL
BENEFITS:*

Maximum Benefit Per Covered Person While Covered By This Plan For:	
Medical	\$1,000,000
Well Child Care – birth to age 1	\$500
Maximum Benefit Per Covered Person Per Calendar Year For:	
Facility Charges for Inpatient Mental & Nervous Disorders and Chemical Dependency Care Combined	30 Days
Well Child Care – age 1 through age 9	\$150
Routine Gynecological Examination and Pap Smear	One Exam and One Test
Routine Prostate Specific Antigen (PSA) Test	One Test
Other Maximum Benefits:	
Medically Necessary Air Ambulance, per Person, per Trip	\$8,000
Special Care Facility Charges for Inpatient Mental & Nervous Disorders and Chemical Dependency Care, per Day	\$50
Inpatient Electro-Convulsive Therapy, per Confinement	10 Treatments
Organ Transplant Procurement, per Transplant Procedure	\$10,000
Deductible Per Calendar Year:	
Individual Deductible (Per Person)	\$200
Family Deductible (Aggregate)	\$400
Out-of-Pocket Expense Limit Per Calendar Year (includes deductible):	
Individual (Per Person)	\$1,000
Family (Aggregate)	\$2,000
Refer to <i>Medical Expense Benefit</i> , <i>Out-of-Pocket Expense Limit</i> for a listing of charges not applicable to the out-of-pocket expense limit.	

Coinsurance:

The *Plan* pays the percentage listed on the following pages for *covered expenses incurred* by a *covered person* during a calendar year after the individual or family deductible has been satisfied and until the individual or family out-of-pocket expense limit has been reached. Thereafter, the *Plan* pays one hundred percent (100%) of *covered expenses* for the remainder of the calendar year or until the *maximum benefit* has been reached.

BENEFIT DESCRIPTION	(% of <i>customary and reasonable amount</i>)
Inpatient Hospital	80%
Preadmission Testing	80%
Outpatient Surgery/Ambulatory Surgical Center	80%
Emergency Room Services	80%
Non-Emergency Use of the Emergency Room	Not Covered
Immediate Care Center	80%
Ambulance Services Limitation: \$8,000 <i>maximum benefit</i> per trip for air ambulance	80%
Physician's Services	
Inpatient Visit	80%
Office Visit	80%
Surgery - Physician's Office	80%
Surgery – Other	80%
Allergy Injections	80%
Anesthesiology	80%
Pathology	80%
Radiology	80%
Diagnostic X-rays & Lab	
Inpatient or Outpatient	80%
Second Surgical Opinion	80%
Hospice Care	80%
Durable Medical Equipment	80%
Prostheses/Orthotics	80%

BENEFIT DESCRIPTION	<i>(% of customary and reasonable amount)</i>
Well Child Care & Immunizations Limitation: birth to age 1 - \$500 <i>maximum benefit</i> age 1 through age 9 - \$150 <i>maximum benefit</i> per calendar year	80%
Routine Gynecological Examination and Pap Smear Limitation: 1 visit <i>maximum benefit</i> per calendar year	*100%
Routine Prostate Specific Antigen (PSA) Test Limitation: age 40 and over - one (1) test <i>maximum benefit</i> per calendar year	*100%
Routine Mammograms Limitation: age 35 through age 39 – 1 mammogram age 40 to 49 – 1 mammogram every 2 calendar years age 49 and over – 1 mammogram per calendar year	
The amount equal to the state of Ohio mandated rate	*100%
Remainder of covered expenses per mammogram	80%
Mental & Nervous Disorders and Chemical Dependency Care	
Inpatient Services Limitation: 30 days <i>maximum benefit</i> per calendar year for <i>facility</i> charges and 10 treatments of electro-convulsive therapy <i>maximum benefit</i> and \$50 per day <i>maximum benefit</i> for care in a special care <i>facility</i>	80%
Outpatient Services	80%
Therapy Services (Physical, Speech, Occupational, etc.)	80%
Birth Facility	80%
Private Duty Nursing	80%
Chiropractic Care	80%
Podiatry Services	80%
All Other Covered Expenses	80%

* Deductible Waived

Refer to *Medical Expense Benefit* for complete details.

MEDICAL EXPENSE BENEFIT

This section describes the *covered expenses* of the *Plan*. All *covered expenses* are subject to applicable *Plan* provisions including, but not limited to: deductible, *coinsurance* and *maximum benefit* provisions as shown on the *Schedule of Benefits*, unless otherwise indicated. Any portion of an expense *incurred* by the *covered person* for services, supplies or treatment, that is greater than the *customary and reasonable amount* will not be considered a *covered expense* by this *Plan*. Specified preventive care expenses will be considered to be *covered expenses*.

DEDUCTIBLES

Individual Deductible

The individual deductible is the dollar amount of *covered expense* which each *covered person* must have *incurred* during each calendar year before the *Plan* pays applicable benefits. The individual deductible amount is shown on the *Schedule of Benefits*.

Family Deductible

If, in any calendar year, covered members of a family incur *covered expenses* that are subject to the deductible that are equal to or greater than the dollar amount of the family deductible shown on the *Schedule of Benefits*, then the family deductible will be considered satisfied for all family members for that calendar year. Any number of family members may help to meet the family deductible amount, but no more than each person's individual deductible amount may be applied toward satisfaction of the family deductible by any family member.

Common Accident

If two or more covered members of a family are *injured* in the same *accident* and, as a result of that *accident*, incur *covered expenses*, only one (1) individual deductible amount will be deducted from the total *covered expenses* of all covered family members related to the *accident* for the remainder of the calendar year.

Deductible Carry-Over

Amounts *incurred* during October, November and December and applied toward the individual deductible of any *covered person*, will also be applied to the individual deductible of that *covered person* in the next calendar year.

COINSURANCE

The *Plan* pays a specified percentage of *covered expenses* which do not exceed the *customary and reasonable amount* for *covered expenses*. That percentage is listed on the *Schedule of Benefits*. The *covered person* is responsible for the difference. The *covered person's* portion of the *coinsurance* represents the out-of-pocket expense limit.

OUT-OF-POCKET EXPENSE LIMIT

After the *covered person* has *incurred* an amount equal to the out-of-pocket expense limit listed on the *Schedule of Benefits* for *covered expenses* the *Plan* will begin to pay one hundred percent (100%) of *covered expenses* for the remainder of the calendar year.

After a covered family has **incurred** a combined amount equal to the family out-of-pocket expense limit shown on the *Schedule of Benefits*, the **Plan** will pay one hundred percent (100%) of **covered expenses** for all covered family members for the remainder of the calendar year.

Out-of-Pocket Expense Limit Exclusions

The following items do not apply toward satisfaction of the calendar year out-of-pocket expense limit:

1. Expenses for services, supplies and treatments not covered by this **Plan**, to include charges in excess of the **customary and reasonable amount**.
2. Expenses **incurred** as a result of failure to obtain pre-certification.
3. Expenses for air ambulance.

MAXIMUM BENEFIT

The **maximum benefit** payable on behalf of a **covered person** is shown on the *Schedule of Benefits*. The **maximum benefit** applies to the entire time the **covered person** is covered under the **Plan**, either as an **employee, dependent, alternate recipient** or under COBRA. If the **covered person's** coverage under the **Plan** terminates and at a later date he again becomes covered under the **Plan**, the **maximum benefit** will include all benefits paid by the **Plan** for the **covered person** during any period of coverage.

The *Schedule of Benefits* contains separate **maximum benefit** limitations for specified conditions. Any separate **maximum benefit** will include all such benefits paid by the **Plan** for the **covered person** during any and all periods of coverage under this **Plan**. All separate **maximum benefits** are part of, and not in addition to, the **maximum benefit**. No more than the **maximum benefit** will be paid for any **covered person** while covered by this **Plan**.

HOSPITAL/AMBULATORY SURGICAL FACILITY

Inpatient hospital admissions are subject to pre-certification. Failure to obtain precertification will result in a reduction of benefits as specified in the *Medical Claim Filing Procedure* section of this document.

Covered expenses shall include:

1. **Room and board** for treatment in a **hospital**, including **intensive care units**, cardiac care units and similar **medically necessary** accommodations. **Covered expenses for room and board** shall be limited to the **hospital's semiprivate** rate. **Covered expenses for intensive care** or cardiac care units shall be the **customary and reasonable amount**. A full private room rate is covered if the private room is necessary for isolation purposes and is not for the convenience of the **covered person**.
2. Miscellaneous **hospital** services, supplies, and treatments including, but not limited to:
 - a. Admission fees, and other fees assessed by the **hospital** for rendering services, supplies and treatments;
 - b. Use of operating, treatment or delivery rooms;
 - c. Anesthesia, anesthesia supplies and its administration by an employee of the **hospital**;
 - d. Medical and surgical dressings and supplies, casts and splints;
 - e. Blood transfusions, including the cost of whole blood, the administration of blood, blood processing and blood derivatives (to the extent blood or blood derivatives are not donated or otherwise replaced);
 - f. Drugs and medicines (except drugs not used or consumed in the **hospital**);
 - g. X-ray and diagnostic laboratory procedures and services;

- h. Oxygen and other gas therapy and the administration thereof;
 - i. Therapy services.
3. Services, supplies and treatments described above furnished by an **ambulatory surgical facility**, including follow-up care provided within seventy-two (72) hours of a procedure.
 4. Charges for preadmission testing (x-rays and lab tests) performed within seven (7) days prior to a **hospital** admission which are related to the condition which is necessitating the **confinement**. Such tests shall be payable even if they result in additional medical treatment prior to **confinement** or if they show that **hospital confinement** is not **medically necessary**. Such tests shall not be payable if the same tests are performed again after the **covered person** has been admitted.

FACILITY PROVIDERS

Services provided by a **facility** are covered if such services would have been covered if performed in a **hospital** or **ambulatory surgical facility**.

AMBULANCE SERVICES

Covered expenses shall include:

1. Ambulance services for air or ground transportation for the **covered person** from the place of **injury** or serious medical incident to the nearest **hospital** where treatment can be given.
2. Ambulance service is covered in a non-emergency situation only to transport the **covered person** to or from a **hospital** or between **hospitals** for required treatment when such transportation is certified by the attending **physician** as **medically necessary**. Such transportation is covered only from the initial **hospital** to the nearest **hospital** qualified to render the special treatment.
3. **Emergency** services actually provided by an advance life support unit, even though the unit does not provide transportation.

Benefits for air ambulance service shall not exceed the **maximum benefit** as specified on the *Schedule of Benefits*.

EMERGENCY SERVICES/EMERGENCY ROOM SERVICES

Coverage for emergency room treatment shall be paid in accordance with the *Schedule of Benefits* provided the condition meets the definition of **emergency** herein. If emergency room services are used for treatment of a non-**emergency** medical condition, the **facility** and **physician** charges for such treatment shall not be considered a **covered expense**.

IMMEDIATE CARE CENTER

Covered expenses shall include charges for treatment in an **immediate care center**, payable as specified on the *Schedule of Benefits*.

PHYSICIAN SERVICES

Covered expenses shall include:

1. Medical treatment, services and supplies including, but not limited to: office visits, ***inpatient*** visits, home visits.
2. Surgical treatment. Separate payment will not be made for ***inpatient*** pre-operative or post-operative care normally provided by a surgeon as part of the surgical procedure.

For related operations or procedures performed through the same incision or in the same operative field, ***covered expenses*** shall include the surgical allowance for the highest paying procedure and fifty percent (50%) of the surgical allowance for each additional procedure.

When two (2) or more unrelated operations or procedures are performed at the same operative session, ***covered expenses*** shall include the surgical allowance for each procedure.

3. Surgical assistance provided by a ***physician*** if it is determined that the condition of the ***covered person*** or the type of surgical procedure requires such assistance. ***Covered expenses*** for the services of an assistant surgeon are limited to twenty percent (20%) of the surgical allowance.
4. Furnishing or administering anesthetics, other than local infiltration anesthesia, by other than the surgeon or his assistant.
5. Consultations requested by the attending ***physician*** during a ***hospital confinement***. The ***Plan*** will pay for one such consultation per ***confinement***. Consultations do not include staff consultations which are required by a ***hospital's*** rules and regulations.
6. Radiologist or pathologist services for interpretation of x-rays and laboratory tests necessary for diagnosis and treatment.
7. Radiologist or pathologist services for diagnosis or treatment, including radiation therapy and chemotherapy.
8. Allergy testing consisting of percutaneous, intracutaneous and patch tests and allergy injections.

SECOND SURGICAL OPINION

Benefits for a second surgical opinion will be payable according to the *Schedule of Benefits* if an elective surgical procedure (non-emergency surgery) is recommended by the ***physician***.

The ***physician*** rendering the second opinion regarding the ***medical necessity*** of such surgery must be a board certified specialist in the treatment of the ***covered person's illness*** or ***injury*** and must not be affiliated in any way with the ***physician*** who will be performing the actual surgery.

In the event of conflicting opinions, a third opinion may be obtained. The ***Plan*** will consider payment for a third opinion the same as a second surgical opinion.

The second surgical opinion benefit includes ***physician*** services only. Any diagnostic services will be payable under the standard provisions of the ***Plan***.

DIAGNOSTIC SERVICES AND SUPPLIES

Covered expenses shall include services and supplies for diagnostic laboratory tests, electronic tests, pathology, ultrasound, nuclear medicine, magnetic imaging, and x-rays.

TRANSPLANT

Transplant procedures are subject to pre-certification. Failure to obtain pre-certification will result in a reduction of benefits for the ***hospital confinement*** as specified in the *Medical Claim Filing Procedure* section of this document.

Services, supplies and treatments in connection with human-to-human organ and tissue transplant procedures will be considered ***covered expenses*** subject to the following conditions:

1. When the recipient is covered under this ***Plan***, the ***Plan*** will pay the recipient's ***covered expenses*** related to the transplant.
2. When the donor is covered under this ***Plan***, the ***Plan*** will pay the donor's ***covered expenses*** related to the transplant. ***Covered expenses incurred*** by each person will be considered separately for each person.
3. Expenses ***incurred*** by the donor who is not ordinarily covered under this ***Plan*** according to eligibility requirements will be ***covered expenses*** to the extent that such expenses are not payable by any other form of health coverage, including any government plan or individual policy of health coverage, and provided the recipient is covered under this ***Plan***. The donor's expense shall be applied to the recipient's ***maximum benefit***. In no event will benefits be payable in excess of the ***maximum benefit*** still available to the recipient.
4. Surgical, storage and transportation costs directly related to procurement of an organ or tissue used in a transplant procedure will be covered for each procedure completed. If an organ or tissue is sold rather than donated, the purchase price of such organ or tissue shall not be considered a ***covered expense*** under this ***Plan***.

If a ***covered person's*** transplant procedure is not performed as scheduled due to the intended recipient's medical condition or death, benefits will be paid for organ or tissue procurement as described above.

Benefits for organ or tissue transplant procurement is subject to the ***maximum benefit*** specified on the *Schedule of Benefits*.

Benefits for organ or tissue transplants are payable for ***covered expenses incurred*** during a transplant benefit period which begins five (5) days before the transplant and ends 365 days after the date of the transplant.

PREGNANCY

Covered expenses shall include services, supplies and treatment related to ***pregnancy*** or ***complications of pregnancy*** for a covered female ***employee***, a covered female spouse of a covered ***employee***, and ***dependent*** female children.

The ***Plan*** shall cover services, supplies and treatments for abortions.

BIRTHING CENTER

Covered expenses shall include services, supplies and treatments rendered at a ***birthing center*** provided the ***physician*** in charge is acting within the scope of his license and the ***birthing center*** meets all legal requirements. Services of a midwife acting within the scope of his license or registration are a ***covered expense*** provided that the state in which such service is performed has legally recognized midwife delivery.

STERILIZATION

Covered expenses shall include elective surgical sterilization procedures and reversal of sterilization procedures for the covered ***employee*** or covered spouse.

INFERTILITY SERVICES

Covered expenses shall include expenses for infertility testing, for ***employees*** and their covered spouse.

Covered expenses for infertility testing are limited to the actual testing for a diagnosis of infertility. Any outside intervention procedures (e.g. artificial insemination) will not be considered a ***covered expense***.

WELL NEWBORN CARE

The ***Plan*** shall cover well newborn care while the mother is confined for delivery. ***Covered expenses*** for services, supplies or treatment of the newborn child shall be considered charges of the child and as such, subject to a separate deductible and ***coinsurance*** from the mother.

Such care shall include, but is not limited to:

1. ***Physician*** services
2. ***Hospital*** services
3. Circumcision

WELL CHILD CARE

Covered expenses for well child care shall include charges for the following services provided to covered ***dependent*** children, up to age nine (9): routine pediatric examinations for a reason other than to diagnose an ***injury*** or ***illness***; immunizations; laboratory and other tests given in connection with pediatric examinations, subject to the ***maximum benefit*** specified on the *Schedule of Benefits*.

ROUTINE PREVENTIVE CARE

Covered expenses shall be limited to the following routine services and supplies which are not required due to ***illness*** or ***injury*** for ***covered persons*** age 9 and older: one (1) gynecological examination and Papanicolaou test (Pap Smear) per calendar year; one (1) prostate specific antigen (PSA) test per calendar year and routine mammograms as follows:

1. One (1) baseline mammogram for women age thirty-five (35) through thirty-nine (39);
2. One (1) mammogram every two (2) calendar years, or more frequently based on the recommendation of a ***physician***, for women age forty (40) to forty-nine (49);
3. One (1) mammogram every calendar year for women age forty-nine (49) and over.

THERAPY SERVICES

Therapy services must be ordered by a ***physician*** to aid restoration of normal function lost due to ***illness*** or ***injury***.

Covered expenses shall include:

1. Services of a ***professional provider*** for physical therapy, occupational therapy, speech therapy or respiratory therapy.
2. Radiation therapy and chemotherapy.
3. Dialysis therapy or treatment.
4. Infusion therapy.

HOSPICE CARE

Hospice care is a health care program providing a coordinated set of services rendered at home, in ***outpatient*** settings, or in ***facility*** settings for a ***covered person*** suffering from a condition that has a terminal prognosis.

Hospice benefits will be covered only if the ***covered person's*** attending ***physician*** certifies that:

1. The ***covered person*** is terminally ill, and
2. The ***covered person*** has a life expectancy of six (6) months or less.

Covered expenses shall include:

1. ***Confinement*** in a ***hospice*** to include ancillary charges and ***room and board***.
2. Services, supplies and treatment provided by a ***hospice*** to a ***covered person*** in a home setting.
3. ***Physician*** services and/or nursing care by a Registered Nurse or Licensed Practical Nurse.
4. Physical therapy, occupational therapy, speech therapy or respiratory therapy.
5. Nutrition services to include nutritional advice by a registered dietitian, and nutritional supplements such as diet substitutes administered intravenously or through hyperalimentation as determined to be ***medically necessary***.
6. Counseling services provided through the ***hospice***.
7. Homemaker services.
8. Respite care by an aide who is employed by the ***hospice*** for up to four (4) hours per day. (Respite care provides care of the ***covered person*** to allow temporary relief to family members or friends from the duties of caring for the ***covered person***).

9. Bereavement counseling as a supportive service to *covered persons* in the terminally ill *covered person's* immediate family. Benefits will be payable, provided:
 - a. On the date immediately before death, the terminally ill person was covered under the *Plan* and receiving *hospice* care benefits; and
 - b. Services are *incurred* by the *covered person* within twelve (12) months of the terminally ill person's death.

Charges *incurred* during periods of remission are not eligible under this provision of the *Plan*. Any *covered expense* paid under *hospice* benefits will not be considered a *covered expense* under any other provision of this *Plan*.

DURABLE MEDICAL EQUIPMENT

Rental or purchase, whichever is less costly, of *medically necessary durable medical equipment* which is prescribed by a *physician* and required for therapeutic use by the *covered person* shall be a *covered expense*. A charge for the purchase or rental of *durable medical equipment* is considered *incurred* on the date the equipment is received/delivered. *Durable medical equipment* which is received/delivered after the termination date of a *covered person's* coverage under this *Plan* is not covered. Repair or replacement of purchased *durable medical equipment* which is *medically necessary* due to normal use or a physiological change in the patient's condition will be considered a *covered expense*.

Equipment containing features of an aesthetic nature or features of a medical nature which are not required by the *covered person's* condition, or where there exists a reasonably feasible and medically appropriate alternative piece of equipment which is less costly than the equipment furnished, will be covered based on the usual charge for the equipment which meets the *covered person's* medical needs.

PROSTHESES

The initial purchase of a prosthesis (other than dental) provided for functional reasons when replacing all or part of a missing body part (including contiguous tissue) or to replace all or part of the function of a permanently inoperative or malfunctioning body organ shall be a *covered expense*. A charge for the purchase of a prosthesis is considered *incurred* on the date the prosthesis is received/delivered. A prosthesis which is received/delivered after the termination date of a *covered person's* coverage under this *Plan* is not covered. Repair or replacement of a prosthesis which is *medically necessary* due to normal use or a physiological change in the patient's condition will be considered a *covered expense*.

ORTHOTICS

Orthotic devices and appliances (a rigid or semi-rigid supportive device which restricts or eliminates motion for a weak or diseased body part), including initial purchase, fitting and repair shall be a *covered expense*. Orthopedic shoes or corrective shoes, unless they are an integral part of a leg brace, and other supportive devices for the feet shall not be covered. Replacement will be covered only after five (5) years from the date of original placement, unless a physiological change in the patient's condition necessitates earlier replacement.

DENTAL SERVICES

Covered expenses shall include repair of sound natural teeth or surrounding tissue provided it is the result of an *injury*. Treatment must be completed within twelve (12) months of the *injury*. Damage to the teeth as a result of chewing or biting shall not be considered an *injury* under this benefit.

Surgical removal of bone or soft tissue impacted wisdom teeth shall also be considered a *covered expense*, if performed during a *hospital* confinement.

Covered expenses shall include charges for oral surgery such as the excision of partially or completely unerupted impacted teeth, excision of the entire tooth, closed or open reduction of fractures or dislocations of the jaw, and other incision or excision procedures performed on the gums and tissues of the mouth when not performed in conjunction with the extraction of teeth.

Inpatient facility charges for oral surgery or dental treatment that ordinarily could be performed in the provider's office will be covered only if the *covered person* has a concurrent hazardous medical condition that prohibits performing the treatment safely in an *outpatient* setting.

TEMPOROMANDIBULAR JOINT DYSFUNCTION

Surgical and nonsurgical treatment of temporomandibular joint dysfunction (TMJ) or myofascial pain syndrome shall be a *covered expense*, but shall not include orthodontia or prosthetic devices prescribed by a *physician* or *dentist*.

ORTHOGNATHIC DISORDERS

Surgical and nonsurgical treatment of orthognathic disorders shall be a *covered expense*, but shall not include orthodontia or prosthetic devices prescribed by a *physician* or *dentist*.

SPECIAL EQUIPMENT AND SUPPLIES

Covered expenses shall include *medically necessary* special equipment and supplies including, but not limited to: casts; splints; braces; trusses; surgical and orthopedic appliances; colostomy and ileostomy bags and supplies required for their use; catheters; crutches; electronic pacemakers; oxygen and the administration thereof; the initial pair of eyeglasses or contact lenses due to cataract surgery; soft lenses or sclera shells intended for use in the treatment of *illness* or *injury* of the eye; support stockings, such as Jobst stockings, limited to two (2) pairs per calendar year; surgical dressings and other medical supplies ordered by a *professional provider* in connection with medical treatment, but not common first aid supplies.

COSMETIC/RECONSTRUCTIVE SURGERY

Cosmetic surgery or *reconstructive surgery* shall be a *covered expense* provided:

1. A *covered person* receives an *injury* as a result of an *accident* and as a result requires surgery. *Cosmetic* or *reconstructive surgery* and treatment must be for the purpose of restoring the *covered person* to his normal function immediately prior to the *accident*.
2. It is required to correct a congenital anomaly, for example, a birth defect, for a child.

MASTECTOMY (WOMEN'S HEALTH AND CANCER RIGHTS ACT OF 1998)

This *Plan* intends to comply with the provisions of the federal law known as the Women's Health and Cancer Rights Act of 1998.

Covered expenses will include eligible charges related to *medically necessary* mastectomy.

For a *covered person* who elects breast reconstruction in connection with such mastectomy, *covered expenses* will include:

- a. reconstruction of a surgically removed breast; and
- b. surgery and reconstruction of the other breast to produce a symmetrical appearance.

Prostheses (and *medically necessary* replacements) and physical complications from all stages of mastectomy, including lymphedemas will also be considered *covered expenses* following all *medically necessary* mastectomies.

The *Plan* also covers brassieres after mastectomy, limited to two brassieres per calendar year.

MENTAL & NERVOUS DISORDERS AND CHEMICAL DEPENDENCY CARE

Covered expenses for *inpatient* and *outpatient* treatment, services or supplies for the treatment of *mental and nervous disorders* and *chemical dependency* shall be subject to the *maximum benefit* as shown on the *Schedule of Benefits*.

Inpatient or Partial Confinement

Subject to the pre-certification provisions of the *Plan*, the *Plan* will pay the applicable *coinsurance*, as shown on the *Schedule of Benefits*, for *confinement* in a *hospital* or *treatment center* for treatment, services and supplies related to the treatment of *mental and nervous disorders* and *chemical dependency*.

Covered expenses shall include:

1. *Inpatient hospital confinement*;
2. Special care *facility confinement*, subject to the *maximum benefit* as shown on the *Schedule of Benefits*;
3. Individual psychotherapy;
4. Group psychotherapy;
5. Psychological testing;
6. Electro-Convulsive therapy (electroshock treatment) or convulsive drug therapy, including anesthesia when administered concurrently with the treatment by the same *professional provider*, subject to the *maximum benefit* as shown on the *Schedule of Benefits*.

Outpatient

The *Plan* will pay the applicable *coinsurance*, as shown on the *Schedule of Benefits*, for *outpatient* treatment, services and supplies related to the treatment of *mental and nervous disorders* and *chemical dependency*.

PRESCRIPTION DRUGS

Prescription drugs dispensed in a provider's office shall be considered a *covered expense* under this *Medical Expense Benefit*.

The application of *copays* or the *covered person's* responsibility under the *employer's* Prescription Drug Program shall not be considered a *covered expense* under the *Medical Expense Benefit*.

PODIATRY SERVICES

Covered expenses shall include surgical podiatry services, including incision and drainage of infected tissues of the foot, removal of lesions of the foot, removal or débridement of infected toenails, surgical removal of nail root, and treatment of fractures or dislocations of bones of the foot.

PRIVATE DUTY NURSING

Medically necessary services of a private duty *nurse* shall be a *covered expense*.

CHIROPRACTIC CARE

Covered expenses include initial consultation, x-rays and treatment (but not maintenance care), subject to the *maximum benefit* shown on the *Schedule of Benefits*.

PATIENT EDUCATION

Covered expenses shall include *medically necessary* patient education programs including, but not limited to diabetic education, lactation training and ostomy care.

SURCHARGES

Any excise tax, sales tax, surcharge, (by whatever name called) imposed by a governmental entity for services, supplies and/or treatments rendered by a *professional provider; physician; hospital; facility* or any other health care provider shall be a *covered expense* under the terms of the *Plan*.

OUTPATIENT CARDIAC/PULMONARY REHABILITATION PROGRAMS

Covered expenses shall include charges for qualified *medically necessary outpatient* cardiac/pulmonary rehabilitation programs.

SURGICAL TREATMENT OF MORBID OBESITY

Covered expenses shall include charges for surgical treatment of *morbid obesity* for *covered persons* with health problems which are aggravated by or related to the *morbid obesity*, including, but not limited to gastric by-pass, gastric stapling or gastric balloon.

NON-SURGICAL TREATMENT OF MORBID OBESITY

Covered expenses shall include charges for weight-loss programs that are administered and supervised by a *hospital* or *physician's* clinic to treat a medical condition by a decrease in the patient's weight. This program must not be a weight reduction program, but a program designed to treat health problems associated with high-risk *morbid obesity*. These health conditions may include hypertension, diabetes, cardiovascular disease, sleep apnea and degenerative joint disease. The patient must have demonstrated unsuccessful results in a weight loss program. Coverage is limited to *medically necessary* charges for treatment of *morbid obesity*. The weight management must be expected to produce a significant improvement in the patient's condition within a two (2) month period. The need to continue the care and regimen established must be documented in writing by the *physician* for each two (2) month period.

SLEEP DISORDERS

Covered expenses shall include charges for sleep studies and treatment of sleep apnea and other sleep disorders, including charges for sleep apnea monitors.

MEDICAL EXCLUSIONS

In addition to *Plan Exclusions*, no benefit will be provided under this *Plan* for medical expenses for the following:

1. Charges for ***pre-existing conditions*** as specified in *Pre-Existing Conditions* and *Certificates of Coverage*.
2. Charges for services, supplies or treatment related to the treatment of infertility and artificial reproductive procedures, including, but not limited to: artificial insemination, invitro fertilization, surrogate mother, fertility drugs, embryo implantation, or gamete intrafallopian transfer (GIFT).
3. Charges for services, supplies or treatment for transsexualism, gender dysphoria or sexual reassignment or change, including medications, implants, hormone therapy, surgery, medical or psychiatric treatment. However, treatment of congenital hermaphroditism is a ***covered expense***.
4. Charges for treatment or surgery for sexual dysfunction or inadequacies unless related to ***injury*** or organic ***illness***.
5. Charges for ***hospital*** admission on Friday, Saturday or Sunday unless the admission is an ***emergency*** situation, or surgery is scheduled within twenty-four (24) hours. If neither situation applies, ***hospital*** expenses will be payable commencing on the date of actual surgery.
6. Charges for ***inpatient room and board*** in connection with a ***hospital confinement*** primarily for diagnostic tests, unless it is determined by the *Plan* that ***inpatient*** care is ***medically necessary***.
7. Charges for services, supplies or treatment for development delay, learning disorders, mental retardation, autistic disease, or senile deterioration. However, the initial examination, office visit and diagnostic testing to determine the ***illness*** shall be a ***covered expense***.
8. Charges for biofeedback therapy.
9. Charges for services, supplies or treatments which are primarily educational in nature, except as specified in *Medical Expense Benefit, Patient Education*; charges for services for educational or vocational testing or training and work hardening programs regardless of diagnosis or symptoms; charges for self-help training or other forms of non-medical self-care.
10. Charges for marriage, career or legal counseling.
11. Except as specifically stated in *Medical Expense Benefit, Dental Services*, charges for or in connection with: treatment of ***injury*** or disease of the teeth; oral surgery; treatment of gums or structures directly supporting or attached to the teeth; removal or replacement of teeth; or dental implants.
12. Charges for routine vision examinations and eye refractions; vision therapy (orthoptics); dispensing optician's services; eyeglasses or contact lenses, except as specified herein.
13. Charges for any eye surgery solely for the purpose of correcting refractive defects of the eye, such as near-sightedness (myopia) and astigmatism including radial keratotomy by whatever name called; contact lenses and eyeglasses required as a result of such surgery.
14. Except as ***medically necessary*** for the treatment of metabolic or peripheral-vascular ***illness***, charges for routine, palliative or cosmetic foot care, including, but not limited to: treatment of weak, unstable, flat,

- strained or unbalanced feet; subluxations of the foot; treatment of corns or calluses; non-surgical care of toenails.
15. Charges for services, supplies or treatment which constitute personal comfort or beautification items, whether or not recommended by a **physician**, such as: television, telephone, air conditioners, air purifiers, humidifiers, electric heating units, orthopedic mattresses, blood pressure instruments, scales, elastic bandages, non-hospital adjustable beds, exercise equipment.
 16. Charges for **outpatient** prescription drugs, except as specifically indicated in *Medical Expense Benefit, Prescription Drugs* and *Medical Expense Benefit, Hospital/Ambulatory Surgical Facility*.
 17. Charges for prescription drugs that are covered under the **employer's** Prescription Drug Program, the **covered person's** responsibility or for the Prescription Drug **copay** applicable thereto.
 18. Charges for orthopedic shoes (except when they are an integral part of a leg brace and the cost is included in the orthotist's charge) or shoe inserts.
 19. Expenses for a **cosmetic surgery** or procedure and all related services, except as specifically stated in *Medical Expense Benefit, Cosmetic/Reconstructive Surgery*.
 20. Charges **incurred** as a result of, or in connection with, any procedure or treatment excluded by this **Plan** which has resulted in medical complications.
 21. Charges for services, supplies or treatment primarily for weight reduction or treatment of obesity, including, but not limited to: exercise programs or use of exercise equipment; special diets or diet supplements; appetite suppressants; Nutri/System, Weight Watchers or similar programs; and **hospital confinements** for weight reduction programs, except as specifically provided herein.
 22. Charges for surgical weight reduction procedures and all related charges, unless resulting from morbid obesity.
 23. Charges for services, supplies and treatment for smoking cessation programs, or related to the treatment of nicotine addiction, including smoking deterrent patches, unless **medically necessary** due to a severe active lung **illness** such as emphysema or asthma.
 24. Charges for examination to determine hearing loss or the fitting, purchase, repair or replacement of a hearing aid; or for a cochlear implant.
 25. Charges related to acupuncture treatment.
 26. Except as specifically stated in *Medical Expense Benefit, Temporomandibular Joint Dysfunction*, charges for treatment of temporomandibular joint dysfunction and myofascial pain syndrome including, but not limited to: charges for treatment to alter vertical dimension or to restore abraded dentition, orthodontia and prosthetic devices.
 27. Charges for **custodial care**, domiciliary care or rest cures.
 28. Charges for travel or accommodations, whether or not recommended by a **physician**, except as specifically provided herein.
 29. Charges for wigs, artificial hairpieces, artificial hair transplants, or any drug - prescription or otherwise - used to eliminate baldness or stimulate hair growth.
 30. Charges for expenses related to hypnosis.

31. Charges for professional services billed by a *physician* or Registered Nurse or Licensed Practical Nurse who is an employee of a *hospital* or any other *facility* and who is paid by the *hospital* or other *facility* for the service provided.
32. Charges for environmental change including *hospital* or *physician* charges connected with prescribing an environmental change.
33. Charges for *room and board* in a *facility* for days on which the *covered person* is permitted to leave (a weekend pass, for example).
34. Charges for chelation therapy, except as treatment of heavy metal poisoning.
35. Charges for massage therapy, sex therapy, diversional therapy or recreational therapy.
36. Charges for procurement and storage of one's own blood, unless *incurred* within three (3) months prior to a scheduled surgery.
37. Charges for holistic medicines or providers of naturopathy.
38. Charges for or related to the following types of treatment:
 - a. primal therapy;
 - b. rolfing;
 - c. psychodrama;
 - d. megavitamin therapy;
 - e. visual perceptual training.
39. Charges for structural changes to a house or vehicle.
40. Charges for exercise programs for treatment of any condition.
41. Charges billed by an extended health care facility, skilled nursing facility or billed by a home health care agency.
42. Charges for care in an extended care facility
43. Charges billed by a home health care agency.
44. Charges for any services, supplies or treatment not specifically provided herein.

PLAN EXCLUSIONS

The *Plan* will not provide benefits for any of the items listed in this section, regardless of *medical necessity* or recommendation of a *physician* or *professional provider*.

1. Charges for services, supplies or treatment from any *hospital* owned or operated by the United States government or any agency thereof or any government outside the United States, or charges for services, treatment or supplies furnished by the United States government or any agency thereof or any government outside the United States, unless payment is legally required.
2. Charges for an *injury* sustained or *illness* contracted while on active duty in military service, unless payment is legally required.
3. Charges for services, treatment or supplies for treatment of *illness* or *injury* which is caused by or attributed to by war or any act of war, participation in a riot, civil disobedience or insurrection. "War" means declared or undeclared war, whether civil or international, or any substantial armed conflict between organized forces of a military nature.
4. Any condition for which benefits of any nature are payable or are found to be eligible, either by adjudication or settlement, under any Workers' Compensation law, Employer's liability law, or occupational disease law, even though the *covered person* fails to claim rights to such benefits or fails to enroll or purchase such coverage.
5. Charges in connection with any *illness* or *injury* arising out of or in the course of any employment intended for wage or profit, including self-employment.
6. Charges made for services, supplies and treatment which are not *medically necessary* for the treatment of *illness* or *injury*, or which are not recommended and approved by the attending *physician*, except as specifically stated herein, or to the extent that the charges exceed the *customary and reasonable amount*.
7. Charges in connection with any *illness* or *injury* of the *covered person* resulting from or occurring during commission or attempted commission of a criminal battery or felony by the *covered person*.
8. To the extent that payment under this *Plan* is prohibited by any law of any jurisdiction in which the *covered person* resides at the time the expense is *incurred*.
9. Charges for services rendered and/or supplies received prior to the *effective date* or after the termination date of a person's coverage.
10. Any services, supplies or treatment for which the *covered person* is not legally required to pay; or for which no charge would usually be made; or for which such charge, if made, would not usually be collected if no coverage existed; or to the extent the charge for the care exceeds the charge that would have been made and collected if no coverage existed.
11. Charges for services, supplies or treatment that are considered *experimental/investigational*.
12. Charges *incurred* outside the United States if the *covered person* traveled to such a location for the sole purpose of obtaining services, supplies or treatment.
13. Charges for services, supplies or treatment rendered by any individual who is a *close relative* of the *covered person* or who resides in the same household as the *covered person*.

14. Charges for services, supplies or treatment rendered by *physicians* or *professional providers* beyond the scope of their license; for any treatment, *confinement* or service which is not recommended by or performed by an appropriate *professional provider*.
15. Charges for *illnesses* or *injuries* suffered by a *covered person* due to the action or inaction of any party if the *covered person* fails to provide information as specified in the section, *Subrogation/Reimbursement*.
16. Claims not submitted within the *Plan's* filing limit deadlines as specified in the section, *Medical Claim Filing Procedure*.
17. Charges for telephone or e-mail consultations, completion of claim forms, charges associated with missed appointments.
18. If the primary plan has a restricted list of healthcare providers and the *covered person* chooses not to use a provider from the primary plan's restricted list, this *Plan* will not pay for any charges disallowed by the primary plan due to the use of such provider, if shown on the primary carrier's explanation of benefits.
19. If the primary plan provides coverage through the services of an HMO and the *covered person* chooses not to use the HMO, this *Plan* will not pay for any charges disallowed by the primary plan due to failure to utilize the HMO, if shown on the primary carrier's explanation of benefits.
20. This *Plan* will not pay for any charge which has been refused by another plan covering the *covered person* as a penalty assessed due to non-compliance with that plan's rules and regulations, if shown on the primary carrier's explanation of benefits.

ELIGIBILITY, ENROLLMENT AND EFFECTIVE DATE

Covered persons should contact the *employer's* board office for an addendum with specific information regarding eligibility, enrollment and effective date.

PRE-EXISTING CONDITIONS

Covered persons should contact the *employer's* board office for an addendum with specific information regarding pre-existing conditions limitations.

TERMINATION OF COVERAGE

Covered persons should contact the *employer's* board office for an addendum with specific information regarding termination of coverage.

CONTINUATION OF COVERAGE

In order to comply with federal regulations, this *Plan* includes a continuation of coverage option for certain individuals whose coverage would otherwise terminate. The following is intended to comply with the Public Health Services Act. This continuation of coverage may be commonly referred to as "COBRA coverage" or "continuation coverage."

The coverage which may be continued under this provision consists of health coverage. It does not include life insurance benefits, accidental death and dismemberment benefits, or income replacement benefits. Health coverage includes medical benefits as provided under the *Plan*.

QUALIFYING EVENTS

Qualifying events are any one of the following events that would cause a *covered person* to lose coverage under this *Plan* or cause an increase in required contributions, even if such loss of coverage or increase in required contributions does not take effect immediately, and allow such person to continue coverage beyond the date described in *Termination of Coverage*:

1. Death of the *employee*.
2. The *employee's* termination of employment (other than termination for gross misconduct), or reduction in work hours to less than the minimum required for coverage under the *Plan*. This event is referred to below as an "18-Month Qualifying Event."
3. Divorce or legal separation from the *employee*.
4. The *employee's* entitlement to *Medicare* benefits under Title XVIII of the Social Security Act, if it results in the loss of coverage under this *Plan*.
5. A *dependent* child no longer meets the eligibility requirements of the *Plan*.
6. The last day of leave under the Family and Medical Leave Act of 1993, or an earlier date on which the *employee* informs the *employer* that he or she will not be returning to work.
7. The call-up of an *employee* reservist to active duty.

NOTIFICATION REQUIREMENTS

1. When eligibility for continuation of coverage results from a spouse being divorced or legally separated from a covered *employee*, or a child's loss of *dependent* status, the *employee* or *dependent* must submit a completed Qualifying Event Notification form to the *plan administrator* or its designee within sixty (60) days of the latest of:
 - (a) The date of the event;
 - (b) The date on which coverage under this *Plan* is or would be lost as a result of that event; or
 - (c) The date on which the *employee* or *dependent* is furnished with a copy of this Plan Document.

A copy of the Qualifying Event Notification form is available from the *plan administrator* (or its designee). In addition, the *employee* or *dependent* may be required to promptly provide any supporting

documentation as may be reasonably requested for purposes of verification. Failure to provide such notice and any requested supporting documentation will result in the person forfeiting their rights to continuation of coverage under this provision.

Within fourteen (14) days of the receipt of a properly completed Qualifying Event Notification, the **plan administrator** (or its designee) will notify the **employee** or **dependent** of his rights to continuation of coverage, and what process is required to elect continuation of coverage. This notice is referred to below as "Election Notice."

2. When eligibility for continuation coverage results from any qualifying event under this **Plan** other than the ones described in Paragraph 1 above, the **employer** must notify the **plan administrator** (or its designee) not later than thirty (30) days after the date on which the **employee** or **dependent** loses coverage under the **Plan** due to the qualifying event. Within fourteen (14) days of the receipt of the notice of the qualifying event, the **plan administrator** (or its designee) will furnish the Election Notice to the **employee** or **dependent**.
3. In the event it is determined that an individual seeking continuation coverage (or extension of continuation coverage) is not entitled to such coverage, the **plan administrator** (or its designee) will provide to such individual an explanation as to why the individual is not entitled to continuation coverage. This notice is referred to here as the "Non-Eligibility Notice." The Non-Eligibility Notice will be furnished in accordance with the same time frame as applicable to the furnishing of the Election Notice.
4. In the event an Election Notice is furnished, the eligible **employee** or **dependent** has sixty (60) days to decide whether to elect continued coverage. Each person who is described in the Election Notice and was covered under the **Plan** on the day before the qualifying event has the right to elect continuation of coverage on an individual basis, regardless of family enrollment. If the **employee** or **dependent** chooses to have continuation coverage, he must advise the **plan administrator** (or its designee) of this choice by returning to the **plan administrator** (or its designee) a properly completed Election Notice not later than the last day of the sixty (60) day period. If the Election Notice is mailed to the **plan administrator** (or its designee), it must be postmarked on or before the last day of the sixty (60) day period. This sixty (60) day period begins on the later of the following:
 - (a) The date coverage under the **Plan** would otherwise end; or
 - (b) The date the person receives the Election Notice from the **plan administrator** (or its designee).
5. Within forty-five (45) days after the date the person notifies the **plan administrator** (or its designee) that he has chosen to continue coverage, the person must make the initial payment. The initial payment will be the amount needed to provide coverage from the date continued benefits begin, through the last day of the month in which the initial payment is made. Thereafter, payments for the continuation coverage are to be made monthly, and are due in advance, on the first day each month.

COST OF COVERAGE

1. The **Plan** requires that **covered persons** pay the entire costs of their continuation coverage, plus a two percent (2%) administrative fee. Except for the initial payment (see above), payments must be remitted to the **plan administrator** (or its designee) by or before the first day of each month during the continuation period. The payment must be remitted on a timely basis in order to maintain the coverage in force.
2. For a person originally covered as an **employee** or as a spouse, the cost of coverage is the amount applicable to an **employee** if coverage is continued for himself alone. For a person originally covered as a child and continuing coverage independent of the family unit, the cost of coverage is the amount applicable to an **employee**.

WHEN CONTINUATION COVERAGE BEGINS

When continuation coverage is elected and the initial payment is made within the time period required, coverage is reinstated back to the date of the loss of coverage, so that no break in coverage occurs. Coverage for ***dependents*** acquired and properly enrolled during the continuation period begins in accordance with the enrollment provisions of the ***Plan***.

FAMILY MEMBERS ACQUIRED DURING CONTINUATION

A spouse or ***dependent*** child newly acquired during continuation coverage is eligible to be enrolled as a ***dependent***. The standard enrollment provision of the ***Plan*** applies to enrollees during continuation coverage. A ***dependent*** acquired and enrolled after the original qualifying event, other than a child born to or ***placed for adoption*** with a covered ***employee*** during a period of COBRA continuation coverage, is not eligible for a separate continuation if a subsequent event results in the person's loss of coverage.

EXTENSION OF CONTINUATION COVERAGE

1. In the event any of the following events occur during the period continuation coverage resulting from an 18-Month Qualifying Event, it is possible for a ***dependent's*** continuation coverage to be extended:
 - (a) Death of the ***employee***.
 - (b) Divorce or legal separation from the ***employee***.
 - (c) The child's loss of ***dependent*** status.

Written notice of such event must be provided by submitting a completed Additional Extension Event Notification form to the ***plan administrator*** (or its designee) within sixty (60) days of the latest of:

- (i) The date of that event;
- (ii) The date on which coverage under this ***Plan*** would be lost as a result of that event if the first qualifying event had not occurred; or
- (iii) The date on which the ***employee*** or ***dependent*** is furnished with a copy of this Plan Document.

A copy of the Additional Extension Event Notification form is available from the ***plan administrator***. In addition, the ***dependent*** may be required to promptly provide any supporting documentation as may be reasonably required for purposes of verification. Failure to properly provide the Additional Extension Event Notification and any requested supporting documentation will result in the person forfeiting their rights to extend continuation coverage under this provision. In no event will any extension of continuation coverage extend beyond thirty-six (36) months from the later of the date of the first qualifying event or the date as of which continuation coverage began.

Only a person covered prior to the original qualifying event or a child born to or ***placed for adoption*** with a covered ***employee*** during a period of COBRA coverage may be eligible to continue coverage through an extension of continuation coverage as described above. Any other ***dependent*** acquired during continuation coverage is not eligible to extend continuation coverage as described above.

2. A person who loses coverage on account of an 18-Month Qualifying Event may extend the maximum period of continuation coverage from eighteen (18) months to up to twenty-nine (29) months in the event both of the following occur:

- (a) That person (or another person who is entitled to continuation coverage on account of the same 18-Month Qualifying Event) is determined by the Social Security Administration, under Title II or Title XVI of the Social Security Act, to have been disabled before the sixtieth (60th) day of continuation coverage; and
- (b) The disability status, as determined by the Social Security Administration, lasts at least until the end of the initial eighteen (18) month period of continuation coverage.

The disabled person (or his representative) must submit written proof of the Social Security Administration's disability determination to the *plan administrator* (or its designee) within the initial eighteen (18) month period of continuation coverage and no later than sixty (60) days after the latest of:

- (i) The date of the disability determination by the Social Security Administration;
- (ii) The date of the 18-Month Qualifying Event;
- (iii) The date on which the person loses (or would lose) coverage under this *Plan* as a result of the 18-Month Qualifying Event; or
- (iv) The date on which the person is furnished with a copy of this Plan Document.

Should the disabled person fail to notify the *plan administrator* (or its designee) in writing within the time frame described above, the disabled person (and others entitled to disability extension on account of that person) will then be entitled to whatever period of continuation he or they would otherwise be entitled to, if any. The *Plan* may require that the individual pay one hundred and fifty percent (150%) of the cost of continuation coverage during the additional eleven (11) months of continuation coverage. In the event the Social Security Administration makes a final determination that the individual is no longer disabled, the individual must provide notice of that final determination no later than thirty (30) days after the later of:

- (A) The date of the final determination by the Social Security Administration; or
- (B) The date on which the individual is furnished with a copy of this Plan Document.

END OF CONTINUATION

Continuation of coverage under this provision will end on the earliest of the following dates:

1. Eighteen (18) months (or twenty-nine (29) months if continuation coverage is extended due to certain disability status as described above) from the date continuation began because of an 18-Month Qualifying Event or the last day of leave under the Family and Medical Leave Act of 1993.
2. Twenty-four (24) months from the date continuation began because of the call-up to military duty.
3. Thirty-six (36) months from the date continuation began for *dependents* whose coverage ended because of the death of the *employee*, divorce or legal separation from the *employee*, or the child's loss of *dependent* status.
4. The end of the period for which contributions are paid if the *covered person* fails to make a payment by the date specified by the *plan administrator* (or its designee). In the event continuation coverage is terminated for this reason, the individual will receive a notice describing the reason for the termination of coverage, the effective date of termination, and any rights the individual may have under this *Plan* or under

applicable law to elect an alternative group or individual coverage, such as a conversion right. This notice is referred to below as an "Early Termination Notice."

5. The date coverage under this *Plan* ends and the *employer* offers no other group health benefit plan. In the event continuation coverage is terminated for this reason, the individual will receive an Early Termination Notice.
6. The date the *covered person* first becomes entitled, after the date of the *covered person's* original election of continuation coverage, to *Medicare* benefits under Title XVIII of the Social Security Act. In the event continuation coverage is terminated for this reason, the individual will receive an Early Termination Notice.
7. The date the *covered person* first becomes covered under any other employer's group health plan after the original date of the *covered person's* election of continuation coverage, but only if such group health plan does not have any exclusion or limitation that affects coverage of the *covered person's pre-existing condition*. In the event continuation coverage is terminated for this reason, the individual will receive an Early Termination Notice.
8. For the spouse or *dependent* child of a covered *employee* who becomes entitled to *Medicare* prior to the spouse's or *dependent's* election for continuation coverage, thirty-six (36) months from the date the covered *employee* becomes entitled to *Medicare*.

SPECIAL RULES REGARDING NOTICES

1. Any notice required in connection with continuation coverage under this *Plan* must, at minimum, contain sufficient information so that the *plan administrator* (or its designee) is able to determine from such notice the *employee* and *dependent(s)* (if any), the qualifying event or disability, and the date on which the qualifying event occurred.
2. In connection with continuation coverage under this *Plan*, any notice required to be provided by any individual who is either the *employee* or a *dependent* with respect to the qualifying event may be provided by a representative acting on behalf of the *employee* or the *dependent*, and the provision of the notice by one individual shall satisfy any responsibility to provide notice on behalf of all related eligible individuals with respect to the qualifying event.
3. As to an Election Notice, Non-Eligibility Notice or Early Termination Notice:
 - (a) A single notice addressed to both the *employee* and the spouse will be sufficient as to both individuals if, on the basis of the most recent information available to the *Plan*, the spouse resides at the same location as the *employee*; and
 - (b) A single notice to the *employee* or the spouse will be sufficient as to each *dependent* child of the *employee* if, on the basis of the most recent information available to the *Plan*, the *dependent* child resides at the same location as the individual to whom such notice is provided.

PRE-EXISTING CONDITIONS

In the event that a *covered person* becomes eligible for coverage under another employer-sponsored group health plan, and that group health plan has an applicable exclusion or limitation regarding coverage of the *covered person's pre-existing condition*, the *covered person's* continuation coverage under the *Plan* will not be affected by enrollment under that other group health plan. This *Plan* shall be primary payer for the *covered expenses* that are excluded or limited under the other employer sponsored group health plan and secondary payer for all other expenses.

MILITARY MOBILIZATION

If an ***employee*** or an ***employee's dependent*** is called for active duty by the United States Armed Services (including the Coast Guard, the National Guard or the Public Health Service), the ***employee*** or the ***employee's dependent*** may continue their health coverages, pursuant to the Uniformed Services Employment and Reemployment Rights Act (USERRA).

When the leave is less than thirty-one (31) days, the ***employee*** or ***employee's dependent*** may not be required to pay more than the ***employee's*** share, if any, applicable to that coverage. If the leave is thirty-one (31) days or longer, then the ***plan administrator*** (or its designee) may require the ***employee*** or ***employee's dependent*** to pay no more than one hundred and two percent (102%) of the full contribution.

The maximum length of the continuation coverage required under the Uniformed Services Employment and Reemployment Rights Act (USERRA) is the lesser of:

1. Twenty-four (24) months beginning on the day that the leave commences, or
2. A period beginning on the day that the leave began and ending on the day after the ***employee*** fails to return to employment within the time allowed.

The period of continuation coverage under USERRA will be counted toward any continuation coverage period concurrently available under COBRA. Upon return from active duty, the ***employee*** or the ***employee's dependent*** will be reinstated without ***pre-existing conditions*** exclusions or a waiting period, regardless of their election of COBRA continuation coverage.

PLAN CONTACT INFORMATION

Questions concerning this ***Plan***, including any available continuation coverage, can be obtained from the ***plan administrator***.

ADDRESS CHANGES

In order to help ensure the appropriate protection of rights and benefits under this ***Plan***, ***covered persons*** should keep the ***plan administrator*** informed of any changes to their current addresses.

MEDICAL CLAIM FILING PROCEDURE

A “pre-service claim” is a claim for a **Plan** benefit that is subject to the prior certification rules, as described in the section, *Pre-Service Claim Procedure*. All other claims for **Plan** benefits are “post-service claims” and are subject to the rules described in the section, *Post-Service Claim Procedure*.

POST-SERVICE CLAIM PROCEDURE

FILING A CLAIM

1. A claim form is to be completed for each covered family member at the beginning of the calendar year and for each claim involving an ***injury***. Appropriate claim forms are available from the Human Resource Department.
2. Claims should be submitted to the ***claims processor*** at the address noted below:

CoreSource, Inc.
P.O. Box 279
Sheldon, IA 51201-0279

The date of receipt will be the date the claim is received by the ***claims processor***.

3. All claims submitted for benefits must contain all of the following:
 - a. Name of patient.
 - b. Patient’s date of birth.
 - c. Name of ***employee***.
 - d. Address of ***employee***.
 - e. Name of ***employer*** and group number.
 - f. Name, address and tax identification number of provider.
 - g. ***Employee*** Social Security Number.
 - h. Date of service.
 - i. Diagnosis (applies to medical claims ONLY)
 - j. Description of service and procedure number.
 - k. Charge for service.
 - l. The nature of the ***accident, injury*** or ***illness*** being treated.

Cash register receipts, credit card copies, labels from containers and cancelled checks are not acceptable.

4. All claims not submitted within fifteen (15) months from the date the services were rendered will not be a ***covered expense*** and will be denied.

The ***covered person*** may ask the health care provider to submit the claim directly to the ***claims processor*** as outlined above, or the ***covered person*** may submit the bill with a claim form. However, it is ultimately the ***covered person’s*** responsibility to make sure the claim for benefits has been filed.

NOTICE OF AUTHORIZED REPRESENTATIVE

The ***covered person*** may provide the ***plan administrator*** or their designee with a written authorization for an authorized representative to represent and act on behalf of a ***covered person*** and consent to the release of information related to the ***covered person*** to the authorized representative with respect to a claim for benefits or an appeal. Authorization forms may be obtained from the Human Resource Department.

NOTICE OF CLAIM

A claim for benefits should be submitted to the ***claims processor*** within ninety (90) calendar days after the occurrence or commencement of any services by the ***Plan***, or as soon thereafter as reasonably possible.

Failure to file a claim within the time provided shall not invalidate or reduce a claim for benefits if: (1) it was not reasonably possible to file a claim within that time; and (2) that such claim was furnished as soon as possible, but no later than fifteen (15) months after the loss occurs or commences, unless the claimant is legally incapacitated.

Notice given by or on behalf of a ***covered person*** or his beneficiary, if any, to the ***plan administrator*** or to any authorized agent of the ***Plan***, with information sufficient to identify the ***covered person***, shall be deemed notice of claim.

TIME FRAME FOR BENEFIT DETERMINATION

After a completed claim has been submitted to the ***claims processor***, and no additional information is required, the ***claims processor*** will generally complete its determination of the claim within thirty (30) calendar days of receipt of the completed claim unless an extension is necessary due to circumstances beyond the ***Plan's*** control.

After a completed claim has been submitted to the ***claims processor***, and if additional information is needed for determination of the claim, the ***claims processor*** will provide the ***covered person*** (or authorized representative) with a notice detailing information needed. The notice will be provided within thirty (30) calendar days of receipt of the completed claim and will state the date as of which the ***Plan*** expects to make a decision. The ***covered person*** will have forty-five (45) calendar days to provide the information requested, and the ***Plan*** will complete its determination of the claim within fifteen (15) calendar days of receipt by the ***claims processor*** of the requested information. Failure to respond in a timely and complete manner will result in the denial of benefit payment.

NOTICE OF BENEFIT DENIAL

If the claim for benefits is denied, the ***plan administrator*** or their designee shall provide the ***covered person*** or authorized representative with a written Notice of Benefit Denial within the time frames described immediately above.

The Notice of Benefit Denial shall include an explanation of the denial, including:

1. The specific reasons for the denial.
2. Reference to the ***Plan*** provisions on which the denial is based.
3. A description of any additional material or information needed and an explanation of why such material or information is necessary.
4. A description of the ***Plan's*** claim review procedure and applicable time limits.
5. If an internal rule, guideline, protocol or other similar criterion was relied upon, the Notice of Benefit Denial will contain either:

- a. A copy of that criterion, or
 - b. A statement that such criterion was relied upon and will be supplied free of charge, upon request.
6. If denial was based on **medical necessity**, **experimental/investigational** treatment or similar exclusion or limit, the **Plan** will supply either:
- a. An explanation of the scientific or clinical judgment, applying the terms of the **Plan** to the **covered person's** medical circumstances, or
 - b. A statement that such explanation will be supplied free of charge, upon request.

APPEALING A DENIED POST-SERVICE CLAIM

The “**named fiduciary**” for purposes of an appeal of a Post-Service Claim, as described in U. S. Department of Labor Regulations 2560.503-1 (issued November 21, 2000), is the **claims processor**.

A **covered person**, or the **covered person's** authorized representative, may request a review of a denied claim by making written request to the **named fiduciary** within one hundred eighty (180) calendar days from receipt of notification of the denial and stating the reasons the **covered person** feels the claim should not have been denied.

The following describes the review process and rights of the **covered person**:

1. The **covered person** has a right to submit documents, information and comments.
2. The **covered person** has the right to access, free of charge, **relevant information** to the claim for benefits.
3. The review takes into account all information submitted by the **covered person**, even if it was not considered in the initial benefit determination.
4. The review by the **named fiduciary** will not afford deference to the original denial.
5. The **named fiduciary** will not be:
 - a. The individual who originally denied the claim, nor
 - b. Subordinate to the individual who originally denied the claim.
6. If original denial was, in whole or in part, based on medical judgment:
 - a. The **named fiduciary** will consult with a **professional provider** who has appropriate training and experience in the field involving the medical judgment; and
 - b. The **professional provider** utilized by the **named fiduciary** will be neither:
 - i. An individual who was consulted in connection with the original denial of the claim, nor
 - ii. A subordinate of any other **professional provider** who was consulted in connection with the original denial.
7. If requested, the **named fiduciary** will identify the medical or vocational expert(s) who gave advice in connection with the original denial, whether or not the advice was relied upon.

NOTICE OF BENEFIT DETERMINATION ON APPEAL

The ***plan administrator*** or their designee shall provide the ***covered person*** (or authorized representative) with a written notice of the appeal decision within sixty (60) calendar days of receipt of a written request for the appeal.

If the appeal is denied, the Notice of Appeal Decision will contain an explanation of the Decision, including:

1. The specific reasons for the denial.
2. Reference to specific ***Plan*** provisions on which the denial is based.
3. A statement that the ***covered person*** has the right to access, free of charge, ***relevant information*** to the claim for benefits.
4. If an internal rule, guideline, protocol or other similar criterion was relied upon, the Notice of Appeal Decision will contain either:
 - a. A copy of that criterion, or
 - b. A statement that such criterion was relied upon and will be supplied free of charge, upon request.
5. If the denial was based on ***medical necessity, experimental/investigational*** treatment or similar exclusion or limit, the ***Plan*** will supply either:
 - a. An explanation of the scientific or clinical judgment, applying the terms of the ***Plan*** to the claimant's medical circumstances, or
 - b. A statement that such explanation will be supplied free of charge, upon request.

FOREIGN CLAIMS

In the event a ***covered person*** incurs a ***covered expense*** in a foreign country, the ***covered person*** shall be responsible for providing the following information to the ***claims processor*** before payment of any benefits due are payable.

1. The claim form, provider invoice and any documentation required to process the claim must be submitted in the English language.
2. The charges for services must be converted into U.S. dollars.
3. A current published conversion chart, validating the conversion from the foreign country's currency into U.S. dollars, must be submitted with the claim.

RIGHT TO EXTERNAL REVIEW OF DENIED CLAIMS – POST SERVICE APPEAL (Including reduction or termination of coverage) available in the State of Ohio for Covered Persons under Ohio Public Employee Benefit Plans:

Once the internal appeal process has been exhausted and the initial denial or reduction of benefits has been upheld, the ***covered person*** or authorized representative has the right to request a review by the Ohio Superintendent of Insurance.

1. The following conditions must be met by the ***covered person*** to request an external review through the Ohio Department of Insurance:
 - a. The ***Plan*** has determined the service the ***covered person*** wants is not ***medically necessary***; and

- b. The **covered person's professional provider** documents that the service will cost the **covered person** more than \$500 if not covered; and
 - c. The **covered person** requests external review within 60 days of being notified about the **Plan's** appeal decision.
2. The **covered person** must submit a request for external review in writing (note process for expedited review below) within 60 days of Notice of Benefit Determination on Appeal to:
- Superintendent of Insurance
Consumer Services Division
Ohio Department of Insurance
2100 Stella Court
Columbus, OH 43215-1067
- 3. Once received, the Ohio Superintendent shall consider whether the service is a **covered expense** under the **Plan**. The Ohio Superintendent will notify the **covered person** and the **Plan** of its determination or advise that it is not able to make a determination because of a medical issue.
 - 4. If the Ohio Superintendent of Insurance determines that it is a **covered expense**, the **Plan** must either pay the **covered expense** or allow the **covered person** an external review.
 - 5. If the Ohio Superintendent determines it is not a **covered expense**, the **Plan** is not required to offer an external review.
 - 6. If the Ohio Superintendent cannot make a determination for the reason that a decision requires resolution of a medical issue, the **Plan** must allow an opportunity for an external review at its expense.
 - 7. If review for **medical necessity** is required, the Ohio Superintendent will assign an Independent Review Organization (IRO) which has been accredited through the Ohio Department of Insurance.
 - 8. A written decision will be issued not later than thirty days after the filing of the request for review. The IRO shall send a copy of its decision to the **Plan** and the **covered person**.

EXPEDITED REVIEW

If the **covered person's** condition requires expedited review, the review may be requested orally or by electronic means. Written confirmation of such request shall be submitted to the **Plan** not later than five days after the oral or electronic request is submitted. A decision will be made within seven days of receipt by IRO from when all necessary information is received. For expedited review, the **covered person's professional provider** must certify that the **covered person's** condition could, in the absence of immediate medical attention, resulting in any of the following:

- 1. Placing the health of the **covered person** or, with respect to a pregnant woman, the health of the **covered person** or the unborn child, in serious jeopardy;
- 2. Serious impairment to bodily functions; or
- 3. Serious dysfunction of any bodily organ or part.

A written decision will be issued not later than seven days after the filing of the request for review. The IRO shall send a copy of its decision to the **Plan** and the **covered person**.

EXTERNAL REVIEW FOR TERMINAL ILLNESS

The *Plan* allows for an external review when:

1. The *professional provider* concludes the illness is likely to cause death within two years; AND
2. The *professional provider* gives written opinion that:
 - a. Standard treatments have not helped OR
 - b. Standard treatments are not medically appropriate OR
 - c. No standard treatment works as well as some other treatment; AND
3. Coverage was denied because the *Plan* considered the *professional provider's* recommended treatment *experimental*; AND
4. The *Plan's* internal appeal process has already denied coverage for the treatment.

PRE-SERVICE CLAIM PROCEDURE

HEALTH CARE MANAGEMENT

Health care management is the process of evaluating whether proposed services, supplies or treatments are *medically necessary* and appropriate to help ensure quality, cost-effective care.

Certification of *medical necessity* and appropriateness by the *Health Care Management Organization* does not establish eligibility under the *Plan* nor guarantee benefits.

FILING A PRE-CERTIFICATION CLAIM

All *inpatient* admissions are to be certified by the *Health Care Management Organization*. For non-urgent care, the *covered person* or their authorized representative must call the *Health Care Management Organization* at least fifteen (15) calendar days prior to initiation of services. If the *Health Care Management Organization* is not called at least fifteen (15) calendar days prior to initiation of services for non-urgent care, benefits may be reduced. For *urgent care*, the *covered person* or their authorized representative must call the *Health Care Management Organization* within forty-eight (48) hours or the next business day after the initiation of services.

Covered persons shall contact the Health Care Management Organization by calling:

1-800-480-6658

When a *covered person* (or authorized representative) calls the *Health Care Management Organization*, he or she should be prepared to provide all of the following information:

1. *Employee's* name, address, phone number and Social Security Number.
2. *Employer's* name.
3. If not the *employee*, the patient's name, address, phone number.
4. Admitting *physician's* name and phone number.
5. Name of *facility*.
6. Date of admission or proposed date of admission.
7. Condition for which patient is being admitted.

*Group health plans generally may not, under federal law, restrict benefits for any **hospital** length of stay in connection with childbirth for the mother or newborn child to less than forty-eight (48) hours following a normal vaginal delivery, or less than ninety-six (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 forty-eight (48) hours (or ninety-six (96) hours as applicable). In any case, plans may not, under federal law, require that a provider obtain authorization from the **Plan** for prescribing a length of stay not in excess of the above periods.*

However, **hospital** maternity stays in excess of forty-eight (48) or ninety-six (96) hours as specified above must be precertified.

If the **covered person** (or authorized representative) fails to contact the **Health Care Management Organization** prior to the hospitalization and within the timelines detailed above, the amount of benefits payable for **covered expenses incurred** shall be reduced by \$200 for the purpose of determining benefits payable. If the **Health Care Management Organization** declines to grant the full pre-certification requested, benefits for days not certified as **medically necessary** by the **Health Care Management Organization** shall be denied. (Refer to *Post-Service Claim Procedure* discussion above.)

NOTICE OF AUTHORIZED REPRESENTATIVE

The **covered person** may provide the **plan administrator** or their designee with a written authorization for an authorized representative to represent and act on behalf of a **covered person** and consent to release of information related to the **covered person** to the authorized representative with respect to a claim for benefits or an appeal. Authorization forms may be obtained from the Human Resource Department.

TIME FRAME FOR PRE-SERVICE CLAIM DETERMINATION

- A. In the event the **Plan** receives from the **covered person** (or authorized representative) a communication that fails to follow the pre-certification procedure as described above but communicates at least the name of the **covered person**, a specific medical condition or symptom, and a specific treatment, service or product for which prior approval is requested, the **covered person** (or the authorized representative) will be orally notified (and in writing if requested), within five (5) calendar days of the failure of the proper procedure to be followed.
- B. After a completed pre-certification request for non-urgent care has been submitted to the **Plan**, and if no additional information is required, the **Plan** will generally complete its determination of the claim within a reasonable period of time, but no later than fifteen (15) calendar days from receipt of the request.
- C. After a pre-certification request for non-urgent care has been submitted to the **Plan**, and if an extension of time to make a decision is necessary due to circumstances beyond the control of the **Plan**, the **Plan** will, within fifteen (15) calendar days from receipt of the request, provide the **covered person** (or authorized representative) with a notice detailing the circumstances and the date by which the **Plan** expects to render a decision. If the circumstances include a failure to submit necessary information, the notice will specifically describe the needed information. The **covered person** will have forty-five (45) calendar days to provide the information requested, and the **Plan** will complete its determination of the claim no later than fifteen (15) calendar days after receipt by the **Plan** of the requested information. Failure to respond in a timely and complete manner will result in a denial.

CONCURRENT CARE CLAIMS

If an extension beyond the original certification is required, the ***covered person*** (or authorized representative) shall call the ***Health Care Management Organization*** for continuation of certification.

If a ***covered person*** (or authorized representative) requests to extend a previously approved hospitalization or an ongoing course of treatment, and;

1. The request involves non-urgent care, then the extension request must be processed within fifteen (15) calendar days after the request was received.
2. The ***inpatient*** admission or ongoing course of treatment involves ***urgent care***, and
 - a. The request is received at least twenty-four (24) hours before the scheduled end of a hospitalization or course of treatment, then the request must be ruled upon and the ***covered person*** (or authorized representative) notified as soon as possible but no later than twenty-four (24) hours after the request was received; or
 - b. The request is received less than twenty-four (24) hours before the scheduled end of the hospitalization or course of treatment, then the request must be ruled upon and the ***covered person*** (or authorized representative) notified no later than seventy-two (72) hours after the request was received.

If the ***Health Care Management Organization*** determines that the ***hospital*** stay or course of treatment should be shortened or terminated before the end of the fixed number of days and/or treatments, or the fixed time period that was previously approved, then the ***Health Care Management Organization*** shall:

- A. Notify the ***covered person*** of the proposed change, and
- B. Allow the ***covered person*** to file an appeal and obtain a decision, before the end of the fixed number of days and/or treatments, or the fixed time period that was previously approved.

If, at the end of a previously approved hospitalization or course of treatment, the ***Health Care Management Organization*** determines that continued ***confinement*** is no longer ***medically necessary***, additional days will not be certified. (Refer to *Appealing a Denied Pre-Service Claim* discussion below.)

NOTICE OF PRE-SERVICE CLAIM DENIAL

If a pre-certification request is denied in whole or in part, the ***plan administrator*** or their designee shall provide the ***covered person*** (or authorized representative) with a written Notice of Pre-Service Denial within the time frames above.

The Notice of Pre-Service Denial shall include an explanation of the denial, including:

1. The specific reasons for the denial.
2. Reference to the ***Plan*** provisions on which the denial is based.
3. A description of any additional material or information needed and an explanation of why such material or information is necessary.
4. A description of the ***Plan's*** claim review procedure and applicable time limits.
5. If an internal rule, guideline, protocol or other similar criterion was relied upon, the Notice of Benefit Denial will contain either:

- a. A copy of that criterion, or
 - b. A statement that such criterion was relied upon and will be supplied free of charge, upon request.
6. If denial was based on **medical necessity**, **experimental/investigational** treatment or similar exclusion or limit, the **Plan** will supply either:
- a. An explanation of the scientific or clinical judgment, applying the terms of the **Plan** to the **covered person's** medical circumstances, or
 - b. A statement that such explanation will be supplied free of charge, upon request.

APPEALING A DENIED PRE-SERVICE CLAIM

The “**named fiduciary**” for purposes of an appeal of a Pre-Service claim, as described in U. S. Department of Labor Regulations 2560.503-1 (issued November 21, 2000), is the **claims processor**.

A **covered person** (or authorized representative) may request a review of a denied claim by making a written request to the **named fiduciary** within one hundred eighty (180) calendar days from receipt of notification of the denial and stating the reasons the **covered person** feels the claim should not have been denied. If the **covered person** (or authorized representative) wishes to appeal the denial when the services in question have already been rendered, such an appeal will be considered as a separate post-service claim. (Refer to *Post-Service Claim Procedure* discussion above.)

The following describes the review process and rights of the **covered person**:

1. The **covered person** has a right to submit documents, information and comments.
2. The **covered person** has the right to access, free of charge, **relevant information** to the claim for benefits.
3. The review takes into account all information submitted by the **covered person**, even if it was not considered in the initial benefit determination.
4. The review by the **named fiduciary** will not afford deference to the original denial.
5. The **named fiduciary** will not be:
 - a. The individual who originally denied the claim, nor
 - b. Subordinate to the individual who originally denied the claim.
6. If original denial was, in whole or in part, based on medical judgment:
 - a. The **named fiduciary** will consult with a **professional provider** who has appropriate training and experience in the field involving the medical judgment.
 - b. The **professional provider** utilized by the **named fiduciary** will be neither:
 - i. An individual who was consulted in connection with the original denial of the claim, nor
 - ii. A subordinate of any other **professional provider** who was consulted in connection with the original denial.
7. If requested, the **named fiduciary** will identify the medical or vocational expert(s) who gave advice in connection with the original denial, whether or not the advice was relied upon.

NOTICE OF PRE-SERVICE DETERMINATION ON APPEAL

The ***plan administrator*** or their designee shall provide the ***covered person*** (or authorized representative) with a written Notice of Appeal Decision as soon as possible, but not later than thirty (30) calendar days from receipt of the appeal.

If the appeal is denied, the Notice of Appeal Decision will contain an explanation of the decision, including:

1. The specific reasons for the denial.
2. Reference to specific ***Plan*** provisions on which the denial is based.
3. A statement that the ***covered person*** has the right to access, free of charge, ***relevant information*** to the claim for benefits.
4. A statement that the ***covered person*** has the right to access, free of charge, information about the voluntary appeal process.
5. If an internal rule, guideline, protocol or other similar criterion was relied upon, the Notice of Appeal Decision will contain either:
 - a. A copy of that criterion, or
 - b. A statement that such criterion was relied upon and will be supplied free of charge, upon request.
6. If the denial was based on ***medical necessity, experimental/investigational*** treatment or similar exclusion or limit, the ***Plan*** will supply either:
 - a. An explanation of the scientific or clinical judgment, applying the terms of the ***Plan*** to the claimant's medical circumstances, or
 - b. A statement that such explanation will be supplied free of charge, upon request.

SECOND LEVEL VOLUNTARY APPEAL

The ***Health Care Management Organization***, upon request by the ***covered person*** (or authorized representative) following a pre-service determination on appeal, will conduct a second level voluntary appeal. This appeal is comprised of a panel of three ***professional providers*** that were not consulted in connection with the original pre-service denial. The ***covered person's*** decision as to whether to submit a previously denied appeal to the voluntary appeal process will have no effect on the ***covered person's*** rights to any other benefits under the ***Plan***. There are no fees or costs imposed as a condition to use of the voluntary appeal process.

Upon receipt of the request to conduct a voluntary appeal, a determination will be made within thirty (30) business days. Notification of the outcome of the review will be communicated verbally and in writing.

With respect to pre-service claims, the ***Plan*** agrees not to later assert a defense of failure to exhaust available administrative remedies against a ***covered person*** who chooses not to make use of the voluntary appeal process.

With respect to pre-service claims, the ***Plan*** agrees that any statute of limitations or other defense based on timelines is tolled while the dispute is under submission to the voluntary appeal process.

Upon written request, more information about the voluntary appeal process is available, free of charge, from the ***Health Care Management Organization***.

CASE MANAGEMENT

In cases where the *covered person's* condition is expected to be or is of a serious nature, the **Health Care Management Organization** may arrange for review and/or case management services from a professional qualified to perform such services. The *plan administrator* shall have the right to alter or waive the normal provisions of this **Plan** when it is reasonable to expect a cost effective result without a sacrifice to the quality of care.

In addition, the **Health Care Management Organization** may recommend (or change) alternative methods of medical care or treatment, equipment or supplies that:

1. are not *covered expenses* under this **Plan**; or
2. are *covered expenses* under this **Plan** but on a basis that differs from the alternative recommended by the **Health Care Management Organization**.

The recommended alternatives will be considered as *covered expenses* under the **Plan** provided the expenses can be shown to be viable, *medically necessary*, and are included in a written case management report or treatment plan proposed by the **Health Care Management Organization**.

Case management will be determined on the merits of each individual case, and any care or treatment provided will not be considered as setting any precedent or creating any future liability with respect to that *covered person* or any other *covered person*.

RIGHT TO EXTERNAL REVIEW OF DENIED PRE-SERVICE CLAIM

(Including reduction or termination of coverage) available in the State of Ohio for Covered Persons under Ohio Public Employee Benefit Plans:

Once the internal appeal process has been exhausted and the initial denial or reduction of benefits has been upheld, the *covered person* or authorized representative has the right to request a review by the Ohio Superintendent of Insurance.

1. The following conditions must be met for the *covered person* to request an external review through the Ohio Department of Insurance:
 - a. The **Plan** has determined the service the *covered person* requested is not *medically necessary*; and
 - b. The *covered person's professional provider* documents that the service will cost the *covered person* more than \$500 if not covered; and
 - c. The *covered person* request external review within 60 days of being notified about the **Plan's** appeal decision
2. The *covered person* must submit request for external review in writing (note process for expedited review below) within 60 days of Notice of Benefit Determination on Appeal to:

Superintendent of Insurance
Consumer Services Division
Ohio Department of Insurance
2100 Stella Court
Columbus, OH 43215-1067
3. Once received, the Ohio Superintendent shall consider whether the service is a *covered expense* under the **Plan**. The Ohio Superintendent will notify the *covered person* and the **Plan** of its determination or advise that it is not able to make a determination because of a medical issue.

4. If the Ohio Superintendent of Insurance determines that it is a *covered expense*, the *Plan* must either pay the *covered expense* or allow *covered person* an external review.
5. If the Ohio Superintendent determines it is not a *covered expense*, the *Plan* is not required to offer an external review.
6. If the Ohio Superintendent cannot make a determination for the reason that a decision requires resolution of a medical issue, the *Plan* must allow an opportunity for an external review at its expense.
7. If review for *medical necessity* is required, the Ohio Superintendent will assign an Independent Review Organization (IRO) which has been accredited through the Ohio Department of Insurance.
8. A written decision will be issued not later than thirty days after the filing of the request for review. The IRO shall send a copy of its decision to the *Plan* and the *covered person*.

EXPEDITED REVIEW

If the *covered person's* condition require expedited review, the review may be requested orally or by electronic means. Written confirmation of such request shall be submitted to the *Plan* not later than five days after the oral or electronic request is submitted. A decision will be made within seven days of receipt by and IRO from when all necessary information is received. For expedited review, the *covered person's professional provider* must certify that the *covered person's* condition could, in the absence of immediate medical attention, result in any of the following:

1. Placing the health of the *covered person* or, with respect to a pregnant woman, the health of the *covered person* or the unborn child, in serious jeopardy;
2. Serious impairment to bodily functions; or
3. Serious dysfunction of any bodily organ or part.

A written decision will be issued not later than seven days after the filing of the request for review. The Independent Review Organization shall send a copy of its decision to the *Plan* and the *covered person*.

EXTERNAL REVIEW FOR TERMINAL ILLNESS

The *Plan* allows for an external review when:

1. The *professional provider* concludes the illness is likely to cause death within two years; AND
2. The *professional provider* gives written opinion that:
 - a. Standard treatments have not helped OR
 - b. Standard treatments are not medically appropriate OR
 - c. No standard treatment works as well as some other treatment; AND
3. Coverage was denied because the *Plan* considered the *professional provider's* recommended treatment *experimental*; AND
4. The *Plan's* internal appeal process has already denied coverage for the treatment.

COORDINATION OF BENEFITS

The *Coordination of Benefits* provision is intended to prevent duplication of benefits. It applies when the **covered person** is also covered by any Other plan(s). When more than one coverage exists, one plan normally pays its benefits in full, referred to as the primary plan. The Other Plan(s), referred to as secondary plan, pays a reduced benefit. When coordination of benefits occurs, the total benefit payable by all plans will not exceed one hundred percent (100%) of "allowable expenses." Only the amount paid by this **Plan** will be charged against the **maximum benefit**.

The *Coordination of Benefits* provision applies whether or not a claim is filed under the Other Plan(s). If another plan provides benefits in the form of services rather than cash, the reasonable value of the service rendered shall be deemed the benefit paid.

DEFINITIONS APPLICABLE TO THIS PROVISION

"Allowable Expenses" means any reasonable, necessary, and customary expenses **incurred** while covered under this **Plan**, part or all of which would be covered under this **Plan**. Allowable Expenses do not include expenses contained in the "Exclusions" sections of this **Plan**.

When this **Plan** is secondary, "Allowable Expense" will include any deductible or **coinsurance** amounts not paid by the Other Plan(s).

This **Plan** is not eligible to be elected as primary coverage in lieu of automobile benefits. Payments from automobile insurance will always be primary and this **Plan** shall be secondary only.

When this **Plan** is secondary, "Allowable Expense" shall not include any amount that is not payable under the primary plan as a result of a contract between the primary plan and a provider of service in which such provider agrees to accept a reduced payment and not to bill the **covered person** for the difference between the provider's contracted amount and the provider's regular billed charge.

"Other Plan" means any plan, policy or coverage providing benefits or services for, or by reason of medical, dental or vision care. Such Other Plan(s) do not include flexible spending accounts (FSA), health reimbursement accounts (HRA) or health savings account (HSA). Such Other Plan(s) may include, without limitation:

1. Group insurance or any other arrangement for coverage for **covered persons** in a group, whether on an insured or uninsured basis, including, but not limited to, **hospital** indemnity benefits and **hospital** reimbursement-type plans;
2. **Hospital** or medical service organization on a group basis, group practice, and other group prepayment plans or on an individual basis having a provision similar in effect to this provision;
3. A licensed Health Maintenance Organization (HMO);
4. Any coverage for students which is sponsored by, or provided through, a school or other educational institution;
5. Any coverage under a government program and any coverage required or provided by any statute;
6. Group automobile insurance;
7. Individual automobile insurance coverage;

8. Individual automobile insurance coverage based upon the principles of "No-fault" coverage;
9. Any plan or policies funded in whole or in part by an employer, or deductions made by an employer from a person's compensation or retirement benefits;
10. Labor/management trustee, union welfare, employer organization, or employee benefit organization plans.

"This **Plan**" shall mean that portion of the **employer's Plan** which provides benefits that are subject to this provision.

"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**.

EFFECT ON BENEFITS

This provision shall apply in determining the benefits for a **covered person** for each claim determination period for the Allowable Expenses. If this **Plan** is secondary, the benefits paid under this **Plan** may be reduced so that the sum of benefits paid by all plans does not exceed 100% of total Allowable Expenses.

If the rules set forth below would require this **Plan** to determine its benefits before such Other Plan, then the benefits of such Other Plan will be ignored for the purposes of determining the benefits under this **Plan**.

ORDER OF BENEFIT DETERMINATION

Each plan will make its claim payment according to the first applicable provision in the following list of provisions which determine the order of benefit payment:

1. No Coordination of Benefits Provision
If the Other Plan contains no provisions for coordination of benefits, then its benefits shall be paid before all Other Plan(s).
2. Member/Dependent
The plan which covers the claimant directly pays before a plan that covers the claimant as a **dependent**.
3. Dependent Children of Parents not Separated or Divorced
The plan covering the parent whose birthday (month and day) occurs earlier in the year pays first. The plan covering the parent whose birthday falls later in the year pays second. If both parents have the same birthday, the plan that covered a parent longer pays first. A parent's year of birth is not relevant in applying this rule.
4. Dependent Children of Separated or Divorced Parents
When parents are separated or divorced, the birthday rule does not apply, instead:
 - a. If a court decree has given one parent financial responsibility for the child's health care, the plan of that parent pays first. The plan of the stepparent married to that parent, if any, pays second. The plan of the other natural parent pays third. The plan of the spouse of the other natural parent, if any, pays fourth.
 - b. In the absence of such a court decree, the plan of the parent with custody pays first. The plan of the stepparent married to the parent with custody, if any, pays second. The plan of the parent without custody pays third. The plan of the spouse of the parent without custody, if any, pays fourth.

5. Active/Inactive
The plan covering a person as an active (not laid off or retired) *employee* or as that person's *dependent* pays first. The plan covering that person as a laid off or retired *employee*, or as that person's *dependent* pays second.
6. Limited Continuation of Coverage
If a person is covered under another group health plan, but is also covered under this *Plan* for continuation of coverage due to the Other Plan's limitation for *pre-existing conditions* or exclusions, the Other Plan shall be primary.
7. Longer/Shorter Length of Coverage
If none of the above rules determine the order of benefits, the plan covering a person longer pays first. The plan covering that person for a shorter time pays second.

COORDINATION WITH MEDICARE

Individuals may be eligible for *Medicare* Part A at no cost if they: (i) are age 65 or older, (ii) have been determined by the Social Security Administration to be disabled, or (iii) have end stage renal disease. Participation in *Medicare* Part B is available to all individuals who make application and pay the full cost of the coverage.

1. When an *employee* becomes entitled to *Medicare* coverage (due to age or disability) and is still actively at work, the *employee* may continue health coverage under this *Plan* at the same level of benefits and contribution rate that applied before reaching *Medicare* entitlement.
2. When a *dependent* becomes entitled to *Medicare* coverage (due to age or disability) and the *employee* is still actively at work, the *dependent* may continue health coverage under this *Plan* at the same level of benefits and contribution rate that applied before reaching *Medicare* entitlement.
3. If the *employee* and/or *dependent* is also enrolled in *Medicare* (due to age or disability), this *Plan* shall pay as the primary plan. If, however, the *Medicare* enrollment is due to end stage renal disease, the *Plan*'s primary payment obligation will end at the end of the thirty (30) month "coordination period" as provided in *Medicare* law and regulations.
4. Notwithstanding Paragraphs 1 to 3 above, if the *employer* (including certain affiliated entities that are considered the same employer for this purpose) has fewer than one hundred (100) *employees*, when a covered *dependent* becomes entitled to *Medicare* coverage due to *total disability*, as determined by the Social Security Administration, and the *employee* is actively-at-work, *Medicare* will pay as the primary payer for claims of the *dependent* and this *Plan* will pay secondary.
5. If the *employee* and/or *dependent* elect to discontinue health coverage under this *Plan* and enroll under the *Medicare* program, no benefits will be paid under this *Plan*. *Medicare* will be the only payor.

This section is subject to the terms of the *Medicare* laws and regulations. Any changes in these related laws and regulations will apply to the provisions of this section.

LIMITATIONS ON PAYMENTS

In no event shall the *covered person* recover under this *Plan* and all Other Plan(s) combined more than the total Allowable Expenses offered by this *Plan* and the Other Plan(s). Nothing contained in this section shall entitle the *covered person* to benefits in excess of the total *maximum benefits* of this *Plan* during the claim determination period. The *covered person* shall refund to the *employer* any excess it may have paid.

RIGHT TO RECEIVE AND RELEASE NECESSARY INFORMATION

For the purposes of determining the applicability of and implementing the terms of this *Coordination of Benefits* provision, the **Plan** may, without the consent of or notice to any person, release to or obtain from any insurance company or any other organization any information, regarding other insurance, with respect to any **covered person**. Any person claiming benefits under this **Plan** shall furnish to the **employer** such information as may be necessary to implement the *Coordination of Benefits* provision.

FACILITY OF BENEFIT PAYMENT

Whenever payments which should have been made under this **Plan** in accordance with this provision have been made under any Other Plan, the **employer** 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. Amounts so paid shall be deemed to be benefits paid under this **Plan** and, to the extent of such payments, the **employer** shall be fully discharged from liability.

AUTOMOBILE BENEFITS

The **Plan's** liability for expenses arising out of an automobile accident shall always be secondary to any automobile insurance, irrespective of the type of automobile insurance law that is in effect in the **employee's** state of residence. Currently, there are three (3) types of state automobile insurance laws.

1. No-fault automobile insurance laws
2. Financial responsibility laws
3. Other automobile liability insurance laws

No Fault Automobile Insurance Laws. In no event will the **Plan** pay any claim presented by or on behalf of an **employee** for lost wages or medical benefits that would have been payable under an automobile insurance policy but for an election made by the principal named insured under the automobile policy that reduced covered levels and/or subsequent premium. This is intended to exclude, as a **covered expense**, lost wages or medical expenses arising from an automobile accident that are payable under an automobile insurance policy or that would have been payable under an automobile insurance policy but for such an election.

- (a) In the event an **employee** shall incur lost wages or medical expenses as a result of **injuries** sustained in an automobile accident while "covered by an automobile insurance policy," as an operator of the vehicle, as a passenger, or as a pedestrian, benefits will be further limited to medical expenses, that would in no event be payable under the automobile insurance; provided however that benefits payable due to a required deductible under the automobile insurance policy will be paid by the **Plan** up to the amount equal to that deductible.
- (b) For the purposes of this section the following people are deemed "covered by an automobile insurance policy."
 - (i) An owner or principal named insured individual under such policy.
 - (ii) A family member of an insured person for whom coverage is provided under the terms and conditions of the automobile insurance policy.
 - (iii) Any other person who, except for the existence of the **Plan**, would be eligible for medical expense benefits under an automobile insurance policy.

Financial Responsibility Laws. The **Plan** will be secondary to any potentially applicable automobile insurance even if the state's "financial responsibility law" does not allow the **Plan** to be secondary.

Other Automobile Liability Insurance. If the state does not have a no-fault automobile insurance law nor a "financial responsibility" law, the **Plan** is secondary to automobile insurance coverage or to any other person or entity who caused the **accident** or who may be liable for the **employee's** lost wages or medical expenses pursuant to the general rule for *Subrogation*.

SUBROGATION/REIMBURSEMENT

The **Plan** is designed to only pay **covered expenses** for which payment is not available from anyone else, including any insurance company or another health plan. In order to help a **covered person** in a time of need, however, the **Plan** may pay **covered expenses** that may be or become the responsibility of another person, provided that the **Plan** later receives reimbursement for those payments (hereinafter called “Reimbursable Payments”).

Therefore, by enrolling in the **Plan**, as well as by applying for payment of **covered expenses**, a **covered person** is subject to, and agrees to, the following terms and conditions with respect to the amount of **covered expenses** paid by the **Plan**:

1. **Assignment of Rights (Subrogation).** The **covered person** automatically assigns to the **Plan** any rights the **covered person** may have to recover all or part of the same **covered expenses** from any party, including an insurer or another group health program (except flexible spending accounts, health reimbursement accounts and health savings accounts), but limited to the amount of Reimbursable Payments made by the **Plan**. This assignment includes, without limitation, the assignment of a right to any funds paid by a third party to a **covered person** or paid to another for the benefit of the **covered person**. This assignment applies on a first-dollar basis (*i.e.*, has priority over other rights), applies whether the funds paid to (or for the benefit of) the **covered person** constitute a full or a partial recovery, and even applies to funds actually or allegedly paid for non-medical or dental charges, attorney fees, or other costs and expenses. This assignment also allows the **Plan** to pursue any claim that the **covered person** may have, whether or not the **covered person** chooses to pursue that claim. By this assignment, the **Plan’s** right to recover from insurers includes, without limitation, such recovery rights against no-fault auto insurance carriers in a situation where no third party may be liable, and from any uninsured or underinsured motorist coverage.
2. **Equitable Lien and other Equitable Remedies.** The **Plan** shall have an equitable lien against any rights the **covered person** may have to recover the same **covered expenses** from any party, including an insurer or another group health program, but limited to the amount of Reimbursable Payments made by the **Plan**. The equitable lien also attaches to any right to payment from workers’ compensation, whether by judgment or settlement, where the **Plan** has paid **covered expenses** prior to a determination that the **covered expenses** arose out of and in the course of employment. Payment by workers’ compensation insurers or the employer will be deemed to mean that such a determination has been made.

This equitable lien shall also attach to any money or property that is obtained by anybody (including, but not limited to, the **covered person**, the **covered person’s** attorney, and/or a trust) as a result of an exercise of the **covered person’s** rights of recovery (sometimes referred to as “proceeds”). The **Plan** shall also be entitled to seek any other equitable remedy against any party possessing or controlling such proceeds. At the discretion of the **plan administrator**, the **Plan** may reduce any future **covered expenses** otherwise available to the **covered person** under the **Plan** by an amount up to the total amount of Reimbursable Payments made by the **Plan** that is subject to the equitable lien.

3. **Assisting in **Plan’s** Reimbursement Activities.** The **covered person** has an obligation to assist the **Plan** to obtain reimbursement of the Reimbursable Payments that it has made on behalf of the **covered person**, and to provide the **Plan** with any information concerning the **covered person’s** other insurance coverage (whether through automobile insurance, other group health program, or otherwise) and any other person or entity (including their insurer(s)) that may be obligated to provide payments or benefits to or for the benefit of the **covered person**. The **covered person** is required to (a) cooperate fully in the **Plan’s** (or any **Plan** fiduciary’s) enforcement of the terms of the **Plan**, including the exercise of the **Plan’s** right to subrogation and reimbursement, whether against the **covered person** or any third party, (b) not do anything to prejudice those enforcement efforts or rights (such as settling a claim against another party without including the **Plan** as a co-payee for the amount of the Reimbursable Payments and notifying the **Plan**), (c) sign any

document deemed by the *plan administrator* to be relevant to protecting the *Plan's* subrogation, reimbursement or other rights, and (d) provide relevant information when requested. The term "information" includes any documents, insurance policies, police reports, or any reasonable request by the *plan administrator* or *claims processor* to enforce the *Plan's* rights.

The *plan administrator* has delegated to the *claims processor* the right to perform ministerial functions required to assert the *Plan's* rights; however, the *plan administrator* shall retain discretionary authority with regard to asserting the *Plan's* recovery rights.

GENERAL PROVISIONS

ADMINISTRATION OF THE PLAN

The ***Plan*** is administered through the Human Resources Department of the ***employer***. The ***employer*** is the ***plan administrator***. The ***plan administrator*** shall have full charge of the operation and management of the ***Plan***. The ***employer*** has retained the services of an independent ***claims processor*** experienced in claims review.

The ***employer*** is the ***named fiduciary*** of the ***Plan*** except as noted herein. The ***claims processor*** is the ***named fiduciary*** of the ***Plan*** for pre-service and post-service claim appeals. As the ***named fiduciary*** for appeals, the ***claims processor*** maintains discretionary authority to review all denied claims under appeal for benefits under the ***Plan***. The ***employer*** maintains discretionary authority to interpret the terms of the ***Plan***, including but not limited to, determination of eligibility for and entitlement to ***Plan*** benefits in accordance with the terms of the ***Plan***; any interpretation or determination made pursuant to such discretionary authority shall be given full force and effect, unless it can be shown that the interpretation or determination was arbitrary and capricious.

APPLICABLE LAW

All provisions of the ***Plan*** shall be construed and administered in a manner consistent with the requirements under the laws of the State of Ohio.

ASSIGNMENT

The ***Plan*** will pay benefits under this ***Plan*** to the ***employee*** unless payment has been assigned to a ***hospital, physician***, or other provider of service furnishing the services for which benefits are provided herein. No assignment of benefits shall be binding on the ***Plan*** unless the ***claims processor*** is notified in writing of such assignment prior to payment hereunder.

This ***Plan*** will pay benefits to the responsible party of an ***alternate recipient*** as designated in a Qualified Medical Child Support Order (QMCSO) or National Medical Support Notice (NMSN).

BENEFITS NOT TRANSFERABLE

Except as otherwise stated herein, no person other than an eligible ***covered person*** is entitled to receive benefits under this ***Plan***. Such right to benefits is not transferable.

CLERICAL ERROR

No clerical error on the part of the ***employer*** or ***claims processor*** shall operate to defeat any of the rights, privileges, services, or benefits of any ***employee*** or any ***dependent(s)*** hereunder, nor create or continue coverage which would not otherwise validly become effective or continue in force hereunder. An equitable adjustment of contributions and/or benefits will be made when the error or delay is discovered. However, if more than six (6) months has elapsed prior to discovery of any error, any adjustment of contributions shall be waived. No party shall be liable for the failure of any other party to perform.

CONFORMITY WITH STATUTE(S)

Any provision of the ***Plan*** which is in conflict with statutes which are applicable to this ***Plan*** is hereby amended to conform to the minimum requirements of said statute(s).

EFFECTIVE DATE OF THE PLAN

The original *effective date* of this *Plan* was January 1, 1990. The *effective date* of the modifications contained herein is January 1, 2005.

FREE CHOICE OF HOSPITAL AND PHYSICIAN

Nothing contained in this *Plan* shall in any way or manner restrict or interfere with the right of any person entitled to benefits hereunder to select a *hospital* or to make a free choice of the attending *physician* or *professional provider*.

INCAPACITY

If, in the opinion of the *employer*, a *covered person* for whom a claim has been made is incapable of furnishing a valid receipt of payment due him and in the absence of written evidence to the *Plan* of the qualification of a guardian or personal representative for his estate, the *employer* may on behalf of the *Plan*, at his discretion, make any and all such payments to the provider of services or other person providing for the care and support of such person. Any payment so made will constitute a complete discharge of the *Plan's* obligation to the extent of such payment.

INCONTESTABILITY

All statements made by the *employer* or by the *employee* covered under this *Plan* shall be deemed representations and not warranties. Such statements shall not void or reduce the benefits under this *Plan* or be used in defense to a claim unless they are contained in writing and signed by the *employer* or by the *covered person*, as the case may be. A statement made shall not be used in any legal contest unless a copy of the instrument containing the statement is or has been furnished to the other party to such a contest.

LEGAL ACTIONS

No action at law or in equity shall be brought to recover on the benefits from the *Plan* prior to the expiration of sixty (60) days after all information on a claim for benefits has been filed and the appeal process has been completed in accordance with the requirements of the *Plan*. No such action shall be brought after the expiration of two (2) years from the date the expense was *incurred*, or one (1) year from the date a completed claim was filed, whichever occurs first.

LIMITS ON LIABILITY

Liability hereunder is limited to the services and benefits specified, and the *employer* shall not be liable for any obligation of the *covered person incurred* in excess thereof. The *employer* shall not be liable for the negligence, wrongful act, or omission of any *physician, professional provider, hospital*, or other institution, or their employees, or any other person. The liability of the *Plan* shall be limited to the reasonable cost of *covered expenses* and shall not include any liability for suffering or general damages.

LOST DISTRIBUTEES

Any benefit payable hereunder shall be deemed forfeited if the *plan administrator* is unable to locate the *covered person* to whom payment is due, provided, however, that such benefits shall be reinstated if a claim is made by the *covered person* for the forfeited benefits within the time prescribed in the applicable Claim Filing Procedure section of this document.

MEDICAID ELIGIBILITY AND ASSIGNMENT OF RIGHTS

The ***Plan*** will not take into account whether an individual is eligible for, or is currently receiving, medical assistance under a state plan for medical assistance as provided under Title XIX of the Social Security Act ("State Medicaid Plan") either in enrolling that individual as a ***covered person*** or in determining or making any payment of benefits to that individual. The ***Plan*** will pay benefits with respect to such individual in accordance with any assignment of rights made by or on behalf of such individual as required under a state Medicaid plan pursuant to § 1912(a)(1)(A) of the Social Security Act. To the extent payment has been made to such individual under a state Medicaid Plan and this ***Plan*** has a legal liability to make payments for the same services, supplies or treatment, payment under the ***Plan*** will be made in accordance with any state law which provides that the state has acquired the rights with respect to such individual to payment for such services, supplies or treatment under the ***Plan***.

MISREPRESENTATION

If the ***covered person*** or anyone acting on behalf of a ***covered person*** makes a false statement on the application for enrollment, or withholds information with intent to deceive or affect the acceptance of the enrollment application or the risks assumed by the ***Plan***, or otherwise misleads the ***Plan***, the ***Plan*** shall be entitled to recover its damages, including legal fees, from the ***covered person***, or from any other person responsible for misleading the ***Plan***, and from the person for whom the benefits were provided. Any material misrepresentation on the part of the ***covered person*** in making application for coverage, or any application for reclassification thereof, or for service thereunder shall render the coverage under this ***Plan*** null and void.

PHYSICAL EXAMINATIONS REQUIRED BY THE PLAN

The ***Plan***, at its own expense, shall have the right to require an examination of a person covered under this ***Plan*** when and as often as it may reasonably require during the pendency of a claim.

PLAN IS NOT A CONTRACT

The ***Plan*** shall not be deemed to constitute a contract between the ***employer*** and any ***employee*** or to be a consideration for, or an inducement or condition of, the employment of any ***employee***. Nothing in the ***Plan*** shall be deemed to give any ***employee*** the right to be retained in the service of the ***employer*** or to interfere with the right of the ***employer*** to terminate the employment of any ***employee*** at any time.

PLAN MODIFICATION AND AMENDMENT

The ***employer*** may modify or amend the ***Plan*** in accordance with the provision of the collective bargaining agreement, and such amendments or modifications which affect ***covered persons*** will be communicated to the ***covered persons***. Any such amendments shall be in writing, setting forth the modified provisions of the ***Plan***, the ***effective date*** of the modifications, and shall be signed by the ***employer's*** designee.

Such modification or amendment shall be duly incorporated in writing into the master copy of the ***Plan*** on file with the ***employer***, or a written copy thereof shall be deposited with such master copy of the ***Plan***. Appropriate filing and reporting of any such modification or amendment with governmental authorities and to ***covered persons*** shall be timely made by the ***employer***.

PLAN TERMINATION

The ***employer*** reserves the right to terminate the ***Plan*** at any time. Upon termination, the rights of the ***covered persons*** to benefits are limited to claims ***incurred*** up to the date of termination. Any termination of the ***Plan*** will be communicated to the ***covered persons***.

PRONOUNS

All personal pronouns used in this *Plan* shall include either gender unless the context clearly indicates to the contrary.

RECOVERY FOR OVERPAYMENT

Whenever payments have been made from the *Plan* in excess of the maximum amount of payment necessary, the *Plan* will have the right to recover these excess payments. If the *Plan* makes any payment that, according to the terms of the *Plan*, should not have been made, the *Plan* may recover that incorrect payment, whether or not it was made due to the *Plan's* or the *Plan's* designee's own error, from the person or entity to whom it was made or from any other appropriate party.

STATUS CHANGE

If an *employee* or *dependent* has a status change while covered under this *Plan* (i.e. *dependent* to *employee*, COBRA to active) and no interruption in coverage has occurred, the *Plan* will provide continuous coverage with respect to any *pre-existing condition* limitation, deductible(s), *coinsurance* and *maximum benefit*.

TIME EFFECTIVE

The effective time with respect to any dates used in the *Plan* shall be 12:01 a.m. as may be legally in effect at the address of the *plan administrator*.

WORKERS' COMPENSATION NOT AFFECTED

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

HIPAA PRIVACY

The following provisions are intended to comply with applicable *Plan* amendment requirements under Federal regulation implementing Section 264 of the Health Insurance Portability and Accountability Act of 1996 (*HIPAA*).

DISCLOSURE BY PLAN TO PLAN SPONSOR

The *Plan* may take the following actions only upon receipt of a *Plan* amendment certification:

1. Disclose protected health information to the *plan sponsor*.
2. Provide for or permit the disclosure of protected health information to the *plan sponsor* by a health insurance issuer or HMO with respect to the *Plan*.

USE AND DISCLOSURE BY PLAN SPONSOR

The *plan sponsor* may use or disclose protected health information received from the *Plan* to the extent not inconsistent with the provisions of this *HIPAA PRIVACY* Section or the *privacy rule*.

OBLIGATIONS OF PLAN SPONSOR

The *plan sponsor* shall have the following obligations:

1. Ensure that:
 - a. Any agents (including a subcontractor) to whom it provides protected health information received from the *plan* agree to the same restrictions and conditions that apply to the *plan sponsor* with respect to such information; and
 - b. Adequate separation between the *plan* and the *plan sponsor* is established in compliance with the requirement in 45 C.F.R. 164.504(f)(2)(iii).
2. Not use or further disclose protected health information received from the *plan*, other than as permitted or required by the *plan* documents or as *required by law*.
3. Not use or disclose protected health information received from the *Plan*:
 - a. For employment-related actions and decisions; or
 - b. In connection with any other benefit or employee benefit plan of the *plan sponsor*.
4. Report to the *plan* any use or disclosure of the protected health information received from the *Plan* that is inconsistent with the use or disclosure provided for of which it becomes aware.
5. Make available protected health information received from the *plan*, as and to the extent required by the *privacy rule*:
 - a. For access to the individual;

- b. For amendment and incorporate any amendments to protected health information received from the *plan*; and
 - c. To provide an accounting of disclosures.
6. Make its internal practices, books, and records relating to the use and disclosure of protected health information received from the *plan* available to the Secretary of the U.S. Department of Health and Human Services for purposes of determining compliance by the *plan* with the *privacy rule*.
 7. Return or destroy all protected health information received from the *plan* that the *plan sponsor* still maintains in any form and retain no copies when no longer needed for the purpose for which the disclosure by the *plan* was made, but if such return or destruction is not feasible, limit further uses and disclosures to those purposes that make the return or destruction of the information infeasible.
 8. Provide protected health information only to those individuals, under the control of the *plan sponsor* who perform administrative functions for the *plan*; (i.e. eligibility, enrollment, payroll deduction, benefit determination, claim reconciliation assistance), and to make clear to such individuals that they are not to use protected health information for any reason other than for *plan* administrative functions nor to release protected health information to an unauthorized individual.
 9. Provide protected health information only to those entities required to receive the information in order to maintain the *plan* (i.e. claim administrator, case management vendor, pharmacy benefit manager, claim subrogation, vendor, claim auditor, network manager, stop-loss insurance carrier, insurance broker/consultant, and any other entity subcontracted to assist in administering the *Plan*).
 10. Provide an effective mechanism for resolving issues of noncompliance with regard to the items mentioned in this provision.
 11. Effective April 20, 2005, reasonably and appropriately safeguard electronic protected health information created, received, maintained, or transmitted to or by the *plan sponsor* on behalf of the *Plan*. Specifically, such safeguarding entails an obligation to:
 - a. Implement administrative, physical, and technical safeguards that reasonably and appropriately protect the confidentiality, integrity, and availability of the electronic protected health information that the *plan sponsor* creates, receives, maintains, or transmits on behalf of the *Plan*;
 - b. Ensure that the adequate separation as required by 45 C.F.R. 164.504(f)(2)(iii) is supported by reasonable and appropriate security measures;
 - c. Ensure that any agent, including a subcontractor, to whom it provides this information agrees to implement reasonable and appropriate security measures to protect the information; and
 - d. Report to the *Plan* any security incident of which it becomes aware.

EXCEPTIONS

Notwithstanding any other provision of this *HIPAA PRIVACY* Section, the *Plan* (or a health insurance issuer or HMO with respect to the *Plan*) may:

1. Disclose summary health information to the *plan sponsor*:
 - a. If the *plan sponsor* requests it for the purpose of:

- i. Obtaining premium bids from health plans for providing health insurance coverage under the *Plan*; or
 - ii. Modifying, amending, or terminating the *Plan*;
2. Disclose to the *plan sponsor* information on whether the individual is participating in the *Plan*, or is enrolled in or has disenrolled from a health insurance issuer or HMO offered by the *Plan*;
3. Use or disclose protected health information:
 - a. With (and consistent with) a valid authorization obtained in accordance with the *privacy rule*;
 - b. To carry out treatment, payment, or health care operations in accordance with the *privacy rule*; or
 - c. As otherwise permitted or required by the *privacy rule*.

DEFINITIONS

Certain words and terms used herein shall be defined as follows and are shown in ***bold and italics*** throughout the document:

Accident

An unforeseen event resulting in ***injury***.

Alternate Recipient

Any child of an ***employee*** or their spouse who is recognized in a Qualified Medical Child Support Order (QMCSO) or National Medical Support Notice (NMSN) which has been issued by any court judgment, decree, or order as being entitled to enrollment for coverage under this ***Plan***.

Ambulatory Surgical Facility

A ***facility*** provider with an organized staff of ***physicians*** which has been approved by the Joint Commission on the Accreditation of Healthcare Organizations, or by the Accreditation Association for Ambulatory Health, Inc., which:

1. Has permanent facilities and equipment for the purpose of performing surgical procedures on an ***outpatient*** basis;
2. Provides treatment by or under the supervision of ***physicians*** and nursing services whenever the ***covered person*** is in the ***ambulatory surgical facility***;
3. Does not provide ***inpatient*** accommodations; and
4. Is not, other than incidentally, a ***facility*** used as an office or clinic for the private practice of a ***physician***.

Birthing Center

A ***facility*** that meets professionally recognized standards and complies with all licensing and other legal requirements that apply.

Chemical Dependency

A physiological or psychological dependency, or both, on a controlled substance and/or alcoholic beverages. It is characterized by a frequent or intense pattern of pathological use to the extent the user exhibits a loss of self-control over the amount and circumstances of use; develops symptoms of tolerance or physiological and/or psychological withdrawal if the use of the controlled substance or alcoholic beverage is reduced or discontinued; and the user's health is substantially impaired or endangered or his social or economic function is substantially disrupted. Diagnosis of these conditions will be determined based on standard DSM-IV (diagnostic and statistical manual of mental disorders) criteria.

Chiropractic Care

Services as provided by a licensed Chiropractor, M.D., or D.O. for manipulation or manual modalities in the treatment of the spinal column, neck, extremities or other joints, other than for a fracture or surgery.

Claims Processor

The company contracted by the ***plan sponsor*** which is responsible for processing of claims for benefits under the terms of the ***Plan*** and ministerial services (including COBRA related services) deemed necessary for the operation of the ***Plan*** as delegated by the ***plan sponsor***.

Close Relative

The ***employee's*** spouse, children, brothers, sisters, or parents; or the children, brothers, sisters or parents of the ***employee's*** spouse.

Coinsurance

The benefit percentage of ***covered expenses*** payable by the ***Plan*** for benefits that are provided under the ***Plan***. The ***coinsurance*** is applied to ***covered expenses*** after the deductible(s) have been met, if applicable.

Complications of Pregnancy

A disease, disorder or condition which is diagnosed as distinct from ***pregnancy***, but is adversely affected by or caused by ***pregnancy***. Some examples are:

1. Intra-abdominal surgery (but not elective Cesarean Section).
2. Ectopic ***pregnancy***.
3. Toxemia with convulsions (Eclampsia).
4. Pernicious vomiting (hyperemesis gravidarum).
5. Nephrosis.
6. Cardiac Decompensation.
7. Missed Abortion.
8. Miscarriage.

These conditions are not included: false labor; occasional spotting; rest during ***pregnancy*** even if prescribed by a ***physician***; morning sickness; or like conditions that are not medically termed as ***complications of pregnancy***.

Concurrent Care

A request by a ***covered person*** or their authorized representative to the ***Health Care Management Organization*** prior to the expiration of a ***covered person's*** current course of treatment to extend such treatment OR a determination by the ***Health Care Management Organization*** to reduce or terminate an ongoing course of treatment.

Confinement

A continuous stay in a ***hospital, treatment center, hospice, or birthing center*** due to an ***illness*** or ***injury*** diagnosed by a ***physician***. Later stays shall be deemed part of the original ***confinement*** unless there was either complete recovery during the interim from the ***illness*** or ***injury*** causing the initial stay, or unless the latter stay results from a cause or causes unrelated to the ***illness*** or ***injury*** causing the initial stay.

Copay

A cost sharing arrangement whereby a ***covered person*** pays a set amount to a provider for a specific service at the time the service is provided.

Cosmetic Surgery

Surgery for the restoration, repair, or reconstruction of body structures directed toward altering appearance.

Covered Expenses

Medically necessary services, supplies or treatments that are recommended or provided by a ***physician, professional provider*** or covered ***facility*** for the treatment of an ***illness*** or ***injury*** and that are not specifically excluded from coverage herein. ***Covered expenses*** shall include specified preventive care services.

Covered Person

A person who is eligible for coverage under this ***Plan***, or becomes eligible at a later date, and for whom the coverage provided by this ***Plan*** is in effect.

Custodial Care

Care provided primarily for maintenance of the ***covered person*** or which is designed essentially to assist the ***covered person*** in meeting his activities of daily living and which is not primarily provided for its therapeutic value in the treatment of an ***illness*** or ***injury***. ***Custodial care*** includes, but is not limited to: help in walking, bathing, dressing, feeding, preparation of special diets and supervision over self-administration of medications. Such services shall be considered ***custodial care*** without regard to the provider by whom or by which they are prescribed, recommended or performed.

Room and board and skilled nursing services are not, however, considered ***custodial care*** (1) if provided during ***confinement*** in an institution for which coverage is available under this ***Plan***, and (2) if combined with other ***medically necessary*** therapeutic services, under accepted medical standards, which can reasonably be expected to substantially improve the ***covered person's*** medical condition.

Customary and Reasonable Amount

The fee assessed by a provider of service for services, supplies or treatment which shall not exceed the general level of charges made by others rendering or furnishing such services, supplies or treatment within the area where the charge is ***incurred*** and is comparable in severity and nature to the ***illness*** or ***injury***. Due consideration shall be given to any medical complications or unusual circumstances which require additional time, skill or experience. The ***customary and reasonable amount*** is determined from a statistical review and analysis of the charges for a given procedure in a given area. The term "area" as it would apply to any particular service, supply or treatment means a county or such greater area as is necessary to obtain a representative cross-section of the level of charges. The percentage applicable to this ***Plan*** is 90% and is applied to CPT codes or HIAA Code Analysis using MDR or HIAA tables.

Dentist

A Doctor of Dental Medicine (D.M.D.), a Doctor of Dental Surgery (D.D.S.), a Doctor of Medicine (M.D.), or a Doctor of Osteopathy (D.O.), other than a ***close relative*** of the ***covered person***, who is practicing within the scope of his license.

Dependent

A ***dependent*** is a person, other than the ***employee***, who is eligible for coverage under this ***Plan***, or becomes eligible at a later date, and for whom the coverage provided by this ***Plan*** is in effect.

For further information regarding eligibility for ***dependents***, refer to the *Addendum* at the end of this document.

Durable Medical Equipment

Medical equipment which:

1. Can withstand repeated use;
2. Is primarily and customarily used to serve a medical purpose;
3. Is generally not used in the absence of an ***illness*** or ***injury***;
4. Is appropriate for use in the home.

All provisions of this definition must be met before an item can be considered ***durable medical equipment***. ***Durable medical equipment*** includes, but is not limited to: crutches, wheel chairs, ***hospital*** beds, etc.

Effective Date

The date of this ***Plan*** or the date on which the ***covered person's*** coverage commences, whichever occurs later.

Emergency

An accidental ***injury***, or the sudden onset of an ***illness*** where the symptoms are of such severity that the absence of immediate medical attention could reasonably result in:

1. Placing the ***covered person's*** life in jeopardy, or
2. Causing other serious medical consequences, or
3. Causing serious impairment to bodily functions, or
4. Causing serious dysfunction of any bodily organ or part.

Employee

A person directly involved in the regular business of and compensated for services, as reported on the individual's annual W-2 form, by the ***employer***.

For further information regarding eligibility for ***employees***, refer to the *Addendum* at the end of this document.

Employer

The ***employers*** are the following Member School Districts, County Educational Service Centers or Libraries: Auglaize County ESC, Celina City Schools, Coldwater EX Village Schools, Fort Recovery Local, Marion Local, Mercer County ESC, Minster Local, New Bremen Local, New Knoxville Local, Parkway Local, St. Henry Consolidated, St. Mary's City and Waynesfield Goshen.

Experimental/Investigational

Services, supplies, drugs and treatment which do not constitute accepted medical practice properly within the range of appropriate medical practice under the standards of the case and by the standards of a reasonably substantial, qualified, responsible, relevant segment of the medical community or government oversight agencies at the time services were rendered.

The ***claims processor, named fiduciary for post-service claim appeals, named fiduciary for pre-service claim appeals, employer/plan administrator***, or their designee must make an independent evaluation of the ***experimental***/non-experimental standings of specific technologies. The ***claims processor, named fiduciary for post-service claim appeals, named fiduciary for pre-service claim appeals, employer/plan administrator*** or their designee shall be guided by a reasonable interpretation of ***Plan*** provisions and information provided by qualified independent vendors who have also reviewed the information provided. The decisions shall be made in good faith and rendered following a factual background investigation of the claim and the proposed treatment. The ***claims processor, named fiduciary for post-service claim appeals, named fiduciary for pre-service claim appeals, employer/plan administrator*** or their designee will be guided by the following examples of ***experimental*** services and supplies:

1. If the drug or device cannot be lawfully marketed without approval of the U.S. Food and Drug Administration and approval for marketing has not been given at the time the drug or device is furnished; or
2. If the drug, device, medical treatment or procedure, was not reviewed and approved by the treating facility's institutional review board or other body serving a similar function, or if federal law requires such review or approval; or
3. If "reliable evidence" shows that the drug, device, medical treatment or procedure is the subject of ongoing Phase I or Phase II clinical trials, is in the research, ***experimental***, study or ***investigational*** arm of ongoing Phase III clinical trials, or is otherwise under study to determine its maximum tolerated dose, its toxicity, its safety, or its efficacy as compared with a standard means of treatment or diagnosis; or
4. If "reliable evidence" shows that prevailing opinion among experts regarding the drug, device, medical treatment or procedure is that further studies or clinical trials are necessary to determine its maximum tolerated dose, its toxicity, its safety, or its efficacy as compared with standard means of treatment or diagnosis.

"Reliable evidence" shall mean only published reports and articles in the authoritative medical and scientific literature; the written protocol or protocols used by the treating facility or the protocol(s) of another facility studying substantially the same drug, device, medical treatment or procedure; or the written informed consent used by the treating facility or by another facility studying substantially the same drug, device, medical treatment or procedure.

Facility

A healthcare institution which meets all applicable state or local licensure requirements.

Health Care Management

A process of evaluating if services, supplies or treatment are ***medically necessary*** and appropriate to help ensure cost-effective care.

Health Care Management Organization

The individual or organization designated by the ***employer*** for the process of evaluating whether the service, supply, or treatment is ***medically necessary***. The ***Health Care Management Organization*** is CoreSource, Inc.

Hospice

An agency that provides counseling and medical services and may provide ***room and board*** to a terminally ill ***covered person*** and which meets all of the following tests:

1. It has obtained any required state or governmental Certificate of Need approval.
2. It provides service twenty-four (24) hours-per-day, seven (7) days a week.
3. It is under the direct supervision of a ***physician***.
4. It has a Nurse coordinator who is a Registered Nurse.
5. It has a social service coordinator who is licensed.
6. It is an agency that has as its primary purpose the provision of ***hospice*** services.
7. It has a full-time administrator.
8. It maintains written records of services provided to the ***covered person***.
9. It is licensed, if licensing is required.

Hospital

An institution which meets the following conditions:

1. It is licensed and operated in accordance with the laws of the jurisdiction in which it is located which pertain to ***hospitals***.
2. It is engaged primarily in providing medical care and treatment to ***ill*** and ***injured*** persons on an ***inpatient*** basis at the ***covered person's*** expense.
3. It maintains on its premises all the facilities necessary to provide for the diagnosis and medical and surgical treatment of an ***illness*** or ***injury***; and such treatment is provided by or under the supervision of a ***physician*** with continuous twenty-four (24) hour nursing services by or under the supervision of Registered Nurses.
4. It qualifies as a ***hospital*** and is accredited by the Joint Commission on the Accreditation of Healthcare Organizations. This condition may be waived in the case of ***emergency*** treatment in a ***hospital*** outside of the United States.
5. It must be approved by ***Medicare***. This condition may be waived in the case of ***emergency*** treatment in a ***hospital*** outside of the United States.

Under no circumstances will a ***hospital*** be, other than incidentally, a place for rest, a place for the aged, or a nursing home.

Hospital shall include a facility designed exclusively for physical rehabilitative services where the ***covered person*** received treatment as a result of an ***illness*** or ***injury***.

The term ***hospital***, when used in conjunction with ***inpatient confinement*** for ***mental and nervous disorders*** or ***chemical dependency***, will be deemed to include an institution which is licensed as a mental ***hospital*** or ***chemical dependency*** rehabilitation and/or detoxification ***facility*** by the regulatory authority having responsibility for such licensing under the laws of the jurisdiction in which it is located.

Illness

A bodily disorder, disease, physical sickness, or ***pregnancy*** of a ***covered person***.

Immediate Care Center

A ***facility*** which is engaged primarily in providing minor emergency and episodic medical care and which has:

1. a board-certified ***physician***, a registered nurse (RN) and a registered x-ray technician in attendance at all times;
2. has x-ray and laboratory equipment and life support systems.

An ***immediate care center*** may include a clinic located at, operated in conjunction with, or which is part of a regular ***hospital***.

Incurred or Incurred Date

With respect to a ***covered expense***, the date the services, supplies or treatment are provided.

Injury

A physical harm or disability which is the result of a specific incident caused by external means. The physical harm or disability must have occurred at an identifiable time and place. ***Injury*** does not include ***illness*** or infection of a cut or wound.

Inpatient

A ***confinement*** of a ***covered person*** in a ***hospital*** or ***hospice*** as a registered bed patient, for twenty-three (23) or more consecutive hours and for whom charges are made for ***room and board***.

Intensive Care

A service which is reserved for critically and seriously ill ***covered persons*** requiring constant audio-visual surveillance which is prescribed by the attending ***physician***.

Intensive Care Unit

A separate, clearly designated service area which is maintained within a ***hospital*** solely for the provision of ***intensive care***. It must meet the following conditions:

1. Facilities for special nursing care not available in regular rooms and wards of the ***hospital***;
2. Special life saving equipment which is immediately available at all times;
3. At least two beds for the accommodation of the critically ill; and
4. At least one Registered Nurse in continuous and constant attendance twenty-four (24) hours-per-day.

This term does not include care in a surgical recovery room, but does include cardiac care unit or any such other similar designation.

Layoff

A period of time during which the ***employee***, at the ***employer's*** request, does not work for the ***employer***, but which is of a stated or limited duration and after which time the ***employee*** is expected to return to ***full-time***, active work. ***Layoffs*** will otherwise be in accordance with the ***employer's*** standard personnel practices and policies.

Leave of Absence

A period of time during which the ***employee*** does not work, but which is of a stated duration after which time the ***employee*** is expected to return to active work.

Maximum Benefit

Any one of the following, or any combination of the following:

1. The maximum amount paid by this ***Plan*** for any one ***covered person*** during the entire time he is covered by this ***Plan***.
2. The maximum amount paid by this ***Plan*** for any one ***covered person*** for a particular ***covered expense***. The maximum amount can be for:
 - a. The entire time the ***covered person*** is covered under this ***Plan***, or
 - b. A specified period of time, such as a calendar year.
3. The maximum number as outlined in the ***Plan*** as a ***covered expense***. The maximum number relates to the number of:
 - a. Treatments during a specified period of time, or
 - b. Days of ***confinement***.

Medically Necessary (or Medical Necessity)

Service, supply or treatment which is determined by the ***claims processor, named fiduciary for post-service claim appeals, named fiduciary for pre-service claim appeals, employer/plan administrator*** or their designee to be:

1. Appropriate and consistent with the symptoms and provided for the diagnosis or treatment of the ***covered person's illness or injury*** and which could not have been omitted without adversely affecting the ***covered person's*** condition or the quality of the care rendered; and
2. Supplied or performed in accordance with current standards of medical practice within the United States; and
3. Not primarily for the convenience of the ***covered person*** or the ***covered person's*** family or ***professional provider***; and
4. Is an appropriate supply or level of service that safely can be provided; and
5. Is recommended or approved by the attending ***professional provider***.

The fact that a ***professional provider*** may prescribe, order, recommend, perform or approve a service, supply or treatment does not, in and of itself, make the service, supply or treatment ***medically necessary*** and the ***claims processor, named fiduciary for post-service claim appeals, named fiduciary for pre-service claim appeals, employer/plan administrator*** or its designee, may request and rely upon the opinion of a ***physician*** or ***physicians***. The determination of the ***claims processor, named fiduciary for post-service claim appeals, named fiduciary for pre-service claim appeals, employer/plan administrator*** or its designee shall be final and binding.

Medicare

The programs established by Title XVIII known as the Health Insurance for the Aged Act, which includes: Part A, Hospital Benefits For The Aged; Part B, Supplementary Medical Insurance Benefits For The Aged; and Part C, Miscellaneous provisions regarding both programs; and including any subsequent changes or additions to those programs.

Mental and Nervous Disorder

An emotional or mental condition characterized by abnormal functioning of the mind or emotions. Diagnosis and classifications of these conditions will be determined based on standard DSM-IV (diagnostic and statistical manual of mental disorders) or the current edition of International Classification of Diseases, published by the U.S. Department of Health and Human Services.

Morbid Obesity

A diagnosed condition in which the body weight is one hundred (100) pounds or more over the medically recommended weight in the most recent Metropolitan Life Insurance Company tables for a person of the same height, age and mobility as the ***covered person***, or having a BMI (body mass index) of forty (40) or higher, or having a BMI of thirty-five (35) in conjunction with any of the following co-morbidities: coronary artery disease, type II diabetes, clinically significant obstructive sleep apnea or medically refractory hypertension (blood pressure > 140 mmHg systolic and/or 90 mmHg diastolic despite optimal medical management).

Named Fiduciary for Post-Service Claim Appeals (except for External Review of Denied Claims through the Ohio Department of Insurance)

CoreSource, Inc.
5200 Upper Metro Place, Suite 300
Dublin, OH 43017-5378

Named Fiduciary for Pre-Service Claim Appeals (except for External Review of Denied Claims through the Ohio Department of Insurance)

CoreSource, Inc.
5200 Upper Metro Place, Suite 300
Dublin, OH 43017-5378

Nurse

A licensed person holding the degree Registered Nurse (R.N.) or Licensed Practical Nurse (L.P.N.) who is practicing within the scope of the license.

Outpatient

A ***covered person*** shall be considered to be an ***outpatient*** if he is treated at:

1. A ***hospital*** as other than an ***inpatient***;
2. A ***physician's*** office, laboratory or x-ray ***facility***; or
3. An ***ambulatory surgical facility***; and

The stay is less than twenty-three (23) consecutive hours.

Partial Confinement

A period of less than twenty-four (24) hours of active treatment in a **facility** licensed or certified by the state in which treatment is received to provide one or more of the following:

1. Psychiatric services.
2. Treatment of **mental and nervous disorders**.
3. **Chemical dependency** treatment.

It may include day, early evening, evening, night care, or a combination of these four.

Physician

A Doctor of Medicine (M.D.) or a Doctor of Osteopathy (D.O.), other than a **close relative** of the **covered person** who is practicing within the scope of his license.

Placed For Adoption

The date the **employee** assumes legal obligation for the total or partial financial support of a child during the adoption process.

Plan

"**Plan**" refers to the benefits and provisions for payment of same as described herein. The **Plan** is the Mercer-Auglaize Employee Benefit Trust Comprehensive B Employee Benefit Plan.

Plan Administrator

The **plan administrator** is responsible for the day-to-day functions and management of the **Plan**. The **plan administrator** is the **employer**.

Plan Sponsor

The **plan sponsor** is Mercer-Auglaize Employee Benefit Trust.

Plan Year End

The **plan year end** is December 31.

Pregnancy

The physical state which results in childbirth or miscarriage.

Privacy Rule

Health Insurance Portability and Accountability Act of 1996 (HIPAA) and its implementing regulation concerning privacy of individually identifiable health information, as published in 65 Fed. Reg. 82461 (Dec. 28, 2000) and as modified and published in 67 Fed. Reg. 53181 (Aug. 14, 2002).

Professional Provider

A person or other entity licensed where required and performing services within the scope of such license. The covered ***professional providers*** include, but are not limited to:

Audiologist
Certified Addictions Counselor
Certified Biofeedback Therapist
Certified Registered Nurse Anesthetist
Chiropractor
Clinical Laboratory
Clinical Licensed Social Worker (A.C.S.W., L.C.S.W., M.S.W., R.C.S.W., M.A., M.E.D.)
Dental Hygienist
Dentist
Dietitian
Dispensing Optician
Midwife
Nurse (R.N., L.P.N.)
Occupational Therapist
Optician
Optometrist
Physical Therapist
Physician
Physician's Assistant
Podiatrist
Psychologist
Respiratory Therapist
Speech Therapist

Qualified Prescriber

A ***physician, dentist*** or other health care practitioner who may, in the legal scope of their license, prescribe drugs or medicines.

Reconstructive Surgery

Surgical repair of abnormal structures of the body, caused by congenital defects, developmental abnormalities, trauma, infection, tumors or disease.

Relevant Information

Relevant information, when used in connection with a claim for benefits or a claim appeal, means any document, record or other information:

1. Relied on in making the benefit determination; or
2. That was submitted, considered or generated in the course of making a benefit determination, whether or not relied upon; or
3. That demonstrates compliance with the duties to make benefit decisions in accordance with ***Plan*** documents and to make consistent decisions; or
4. That constitutes a statement of policy or guidance for the ***Plan*** concerning the denied treatment or benefit for the ***covered person's*** diagnosis, even if not relied upon.

Required By Law

The same meaning as the term “required by law” as defined in 45 CFR 164.501.

Room and Board

Room and linen service, dietary service, including meals, special diets and nourishments, and general nursing service. ***Room and board*** does not include personal items.

Semiprivate

The daily ***room and board*** charge which a ***facility*** applies to the greatest number of beds in its ***semiprivate*** rooms containing two (2) or more beds.

Total Disability or Totally Disabled

The ***employee*** is prevented from engaging in his regular, customary occupation or from an occupation for which he or she becomes qualified by training or experience, and is performing no work of any kind for compensation or profit; or a ***dependent*** is prevented from engaging in all of the normal activities of a person of like age and sex who is in good health.

Treatment Center

1. An institution which does not qualify as a ***hospital***, but which does provide a program of effective medical and therapeutic treatment for ***chemical dependency***, and
2. Where coverage of such treatment is mandated by law, has been licensed and approved by the regulatory authority having responsibility for such licensing and approval under the law, or
3. Where coverage of such treatment is not mandated by law, meets all of the following requirements:
 - a. It is established and operated in accordance with the applicable laws of the jurisdiction in which it is located.
 - b. It provides a program of treatment approved by the ***physician***.

- c. It has or maintains a written, specific, and detailed regimen requiring full-time residence and full-time participation by the *covered person*.
- d. It provides at least the following basic services:
 - (1) ***Room and board***
 - (2) Evaluation and diagnosis
 - (3) Counseling
 - (4) Referral and orientation to specialized community resources.

Urgent Care

An ***emergency*** or an onset of severe pain that cannot be managed without immediate treatment.