# J.Crew Group, Inc.: PPO Aetna

Summary of Benefits and Coverage: What this Plan Covers & What it Costs

Coverage Period: 01/01/2017 - 12/31/2017

Coverage for: Individual + Family | Plan Type: PPO



**This is only a summary.** If you want more detail about your coverage and costs, you can get the complete terms in the policy or plan document at <a href="https://www.HealthReformPlansSBC.com">www.HealthReformPlansSBC.com</a> or by calling 1-888-277-1057.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	No deductible for In-Network Providers. \$1,500 individual / \$3,000 family for Out-of-Network Providers.	You must pay all costs up to the <u>deductible</u> amount before this plan begins to pay for covered services you use. Check your policy or plan document to see when the <u>deductible</u> starts over (usually, but not always, January 1st). See the chart starting on page 3 for how much you pay for covered services after you meet the <u>deductible</u> .
Are there other deductibles for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services, but see the chart starting on page 3 for other costs for services this plan covers.
Is there an out-of-pocket limit on my expenses?	Yes; \$3,000 individual / \$6,000 family for In-Network Providers. \$6,000 individual / \$12,000 family for Out-of-Network Providers. In-Network Providers and Out-of-Network Providers Out of Pocket are separate and do not count towards each other.	The <u>out-of-pocket limit</u> is the most you could pay during a coverage period (usually one year) for your share of the cost of covered services. This limit helps you plan for health care expenses.
What is not included in the <u>out-of-pocket</u> <u>limit?</u>	Premiums, Balance-billed charges, Health care this plan doesn't cover, Penalties for non-compliance, Pharmacy claims and Services deemed not medically necessary by Medical management.	Even though you pay these expenses, they don't count toward the <b>out-of-pocket limit</b> .

Questions: Call 1-888-277-1057 or visit us at www.aetna.com

Important Questions	Answers	Why this Matters:
Is there an overall annual limit on what the plan pays?	No.	The chart starting on page 3 describes any limits on what the plan will pay for <i>specific</i> covered services, such as office visits.
Does this plan use a network of providers?	For a list of In-Network providers, see <a href="https://www.aetna.com">www.aetna.com</a> or call <b>1-888-277-1057</b>	If you use an in-network doctor or other health care <u>provider</u> , this plan will pay some or all of the costs of covered services. Be aware, your in-network doctor or hospital may use an out-of-network <u>provider</u> for some services. Plans use the term in-network, <u>preferred</u> , or participating for <u>providers</u> in their <u>network</u> . See the chart starting on page 3 for how this plan pays different kinds of <u>providers</u> .
Do I need a referral to see a specialist?	No; you do not need a referral to see a specialist.	You can see the <b>specialist</b> you choose without permission from this plan.
Are there services this plan doesn't cover?	Yes.	Some of the services this plan doesn't cover are listed on page 6. See your policy or plan document for additional information about <b>excluded services.</b>



- <u>Copayments</u> are fixed dollar amounts (for example, \$15) you pay for covered health care, usually when you receive the service.
- <u>Coinsurance</u> is *your* share of the costs of a covered service, calculated as a percent of the <u>allowed amount</u> for the service. For example, if the plan's <u>allowed amount</u> for an overnight hospital stay is \$1,000, your <u>coinsurance</u> payment of 20% would be \$200. This may change if you haven't met your <u>deductible</u>.
- The amount the plan pays for covered services is based on the <u>allowed amount</u>. If an out-of-network <u>provider</u> charges more than the <u>allowed amount</u>, you may have to pay the difference. For example, if an out-of-network hospital charges \$1,500 for an overnight stay and the <u>allowed amount</u> is \$1,000, you may have to pay the \$500 difference. (This is called <u>balance billing</u>.)
- This plan may encourage you to use <u>In-Network providers</u> by charging you lower <u>deductibles</u>, <u>copayments</u> and <u>coinsurance</u> amounts.

Common Medical Event	Services You May Need	Your Cost if You Use an In-Network Provider	Your Cost if You Use an Out-of- Network Provider	Limitations & Exceptions
If you visit a health care	Primary care visit to treat an injury or illness	\$25 copay per visit	40% coinsurance	none
provider's office or clinic	Specialist visit	\$40 copay per visit	40% coinsurance	none
	Other practitioner office visit	Chiropractic Manipulations \$40 copay per visit	Chiropractic Manipulations 40% coinsurance	Chiropractic Manipulations Coverage for In-Network Providers and Out-of-Network Providers combined is limited to 30 visits per calendar year, includes all manipulation services. Acupuncture is not covered.
	Preventive care/screening/immunization	No cost share	40% coinsurance	none
If you have a test	Diagnostic test (x-ray, blood work)	20% coinsurance	40% coinsurance	Costs may vary by site of service. You should refer to your formal contract of coverage for details.

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Common Medical Event	Services You May Need	Your Cost if You Use an In-Network Provider	Your Cost if You Use an Out-of- Network Provider	Limitations & Exceptions	
	Imaging (CT/PET scans, MRIs)	20% coinsurance	40% coinsurance	Precertification is recommended.	
If you need drugs to treat	Tier 1 - Typically Generic	\$10 copay at retail/\$25 copay at mail order	Not covered		
your illness or condition	Tier 2 - Typically Preferred / Brand	\$35 copay at retail/\$87.50 copay at mail order	Not covered	Certain drugs may be subject to Prior	
More information about	Tier 3 - Typically Non-Preferred / Specialty Drugs	\$60 copay at retail/\$150 copay at mail order	Not covered	Authorization, Step Therapy, Quantity limits and/or dose or duration limits.	
prescription drug coverage is available at www.express- scripts.com	Tier 4 - Typically Specialty Drugs	Covered according to preferred/non-preferred copays listed above and the formulary status of the specialty drug	Not covered	Certain specialty drugs will be dispensed in smaller quantities. In those cases, copays will be prorated.	
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	20% coinsurance	40% coinsurance	none	
surgery	Physician/surgeon fees	20% coinsurance	40% coinsurance	none	
If you need immediate medical attention	Emergency room services	\$150 copay per visit	\$150 copay per visit	If admitted, the ER Copay is waived. Pre-certification is recommended (notification required within 24 hours of admission).	
	Emergency medical transportation	20% coinsurance	20% coinsurance	none	
	Urgent care	The applicable office visit copay applies if billed as a primary care or specialist office visit; or the emergency room services copay applies if billed as an emergency room.	The applicable office visit copay applies if billed as a primary care or specialist office visit; or the emergency room services copay applies if billed as an emergency room.	There may be other levels of cost share that are contingent on how services are provided, please see your formal contract of coverage for a complete explanation.  Costs may vary by site of service. You should refer to your formal contract of coverage for details.	

Questions: Call 1-888-277-1057 or visit us at <a href="www.aetna.com">www.aetna.com</a>
If you aren't clear about any of the underlined terms used in this form, see the Glossary at <a href="www.HealthReformPlanSBC.com">www.HealthReformPlanSBC.com</a>

Common Medical Event	Services You May Need	Your Cost if You Use an In-Network Provider	Your Cost if You Use an Out-of- Network Provider	Limitations & Exceptions
If you have a hospital stay	Facility fee (e.g., hospital room)	20% coinsurance	40% coinsurance	Failure to obtain pre-certification may result in non-coverage or reduced benefits.
	Physician/surgeon fee	20% coinsurance	40% coinsurance	none
If you have mental health,	Mental/Behavioral health outpatient services	\$40 copay per visit	40% coinsurance	none
behavioral health, or substance abuse	Mental/Behavioral health inpatient services	20% coinsurance	40% coinsurance	Failure to obtain pre-certification may result in non-coverage or reduced benefits.
needs	Substance use disorder outpatient services	\$40 copay per visit	40% coinsurance	none
	Substance use disorder inpatient services	20% coinsurance	40% coinsurance	Failure to obtain pre-certification may result in non-coverage or reduced benefits.
If you are pregnant	Prenatal and postnatal care	\$40 copay	40% coinsurance	\$40 Copay applies only to the initial visit only.
	Delivery and all inpatient services	20% coinsurance	40% coinsurance	Precertification is recommended for inpatient stay that exceeds 48 hours for a normal delivery and 96 hours after a cesarean delivery.  Home births are covered at 100% if
				billed as part of global maternity charge.
If you need help recovering or have other	Home health care	20% coinsurance	40% coinsurance	Coverage is limited to 100 visits maximum per calendar year combined In-Network and Out-of-Network.
special health needs	Rehabilitation services	\$40 copay per visit	40% coinsurance	Coverage is limited to 20 visits per calendar year each for Occupational and Speech Therapy combined In-

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Common Medical Event	Services You May Need	Your Cost if You Use an In-Network Provider	Your Cost if You Use an Out-of- Network Provider	Limitations & Exceptions
				Network and Out-of-Network. Coverage is limited to 60 visits per calendar year for Physical Therapy combined In-Network and Out-of-Network.
	Habilitation services	\$40 copay per visit	40% coinsurance	All Rehabilitation and Habilitation visits count towards your Rehabilitation visit limit.
	Skilled nursing care	20% coinsurance	40% coinsurance	Coverage is limited to 90 days per calendar year combined In Network and Out of Network.  Failure to obtain pre-certification may result in non-coverage or reduced benefits.
	Durable medical equipment	20% coinsurance	40% coinsurance	Hearing aid coverage for children under age 19, one hearing aid per year every two years.
	Hospice service	20% coinsurance	40% coinsurance	none
If your child	Eye exam	Not covered	Not covered	none
needs dental or	Glasses	Not covered	Not covered	none
eye care	Dental check-up	Not covered	Not covered	none

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If you aren't clear about any of the underlined terms used in this form, see the Glossary at <a href="www.HealthReformPlanSBC.com">www.HealthReformPlanSBC.com</a>

#### **Excluded Services & Other Covered Services:**

Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services.)

- Acupuncture
- Cosmetic surgery
- Dental care (Adult)

- Long term care
- Routine eye care (Adult)

- Routine foot care
- Weight loss programs

Other Covered Services (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)

- Bariatric surgery (Limited to \$25,000 Lifetime Maximum per member)
- Chiropractic care

- Hearing aids
- Infertility treatment diagnosis and treatment of underlying medical condition only.
- Private duty nursing

### **Your Rights to Continue Coverage:**

If you lose coverage under the plan, then, depending upon the circumstances, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in duration and will require you to pay a **premium**, which may be significantly higher than the premium you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply.

For more information on your rights to continue coverage, contact the plan at. 1-888-277-1057. You may also contact your state insurance department, the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or <a href="https://www.dol.gov/ebsa">www.dol.gov/ebsa</a>, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or <a href="https://www.cciio.cms.gov">www.cciio.cms.gov</a>.

### **Your Grievance and Appeals Rights:**

If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to <u>appeal</u> or file a <u>grievance</u>. For questions about your rights, this notice, or assistance, you can contact Aetna at <a href="http://www.aetna.com/individuals-families-health-insurance/member-guidelines/complaints-grievances-appeals.html">http://www.aetna.com/individuals-families-health-insurance/member-guidelines/complaints-grievances-appeals.html</a>. Or the Department of Labor (DOL) at:

Department of Labor Employee Benefits Security Administration (866) 444-EBSA (3272) www.dol.gov/ebsa/healthreform

#### **Does this Coverage Provide Minimum Essential Coverage?**

The Affordable Care Act requires most people to have health care coverage that qualifies as "minimum essential coverage." **This plan or policy <u>does</u> provide minimum essential coverage.** 

#### **Does this Coverage Meet the Minimum Value Standard?**

The Affordable Care Act establishes a minimum value standard of benefits of a health plan. The minimum value standard is 60% (actuarial value). **This** health coverage <u>does</u> meet the minimum value standard for the benefits it provides.

### **Language Access Services:**

如果您是非會員並需要中文協助,請聯絡您的銷售代表或小組管理員。如果您已參保,則請使用您 ID 卡上的號碼聯絡客戶服務人員。

Doo bee a'tah ni'liigoo eí dooda'í, shikáa adoolwol íínízinigo t'áá diné k'éjíígo, t'áá shoodí ba na'alníhí ya sidáhí bich'į naabídíílkiid. Eí doo biigha daago ni ba'nija'go ho'aalagíí bich'į hodiilní. Hai'daa iini'taago eíya, t'áá shoodí diné ya atáh halne'ígíí ní béésh bee hane'í wólta' bi'ki si'niilígíí bi'kéhgo bich'į hodiilní.

Si no es miembro todavía y necesita ayuda en idioma español, le suplicamos que se ponga en contacto con su agente de ventas o con el administrador de su grupo. Si ya está inscrito, le rogamos que llame al número de servicio de atención al cliente que aparece en su tarjeta de identificación.

Kung hindi ka pa miyembro at kailangan ng tulong sa wikang Tagalog, mangyaring makipag-ugnayan sa iyong sales representative o administrator ng iyong pangkat. Kung naka-enroll ka na, mangyaring makipag-ugnayan sa serbisyo para sa customer gamit ang numero sa iyong ID card.

To see examples of how this plan might cover costs for a sample medical situation, see the next page.——

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# **About These Coverage Examples:**

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.



# This is not a cost estimator.

Don't use these examples to estimate your actual costs under this plan. The actual care you receive will be different from these examples, and the cost of that care will also be different.

See the next page for important information about these examples.

# Having a baby

(normal delivery)

- Amount owed to providers: \$7,540
- Plan pays \$6,300
- Patient pays \$1,240

#### Sample care costs:

Total	\$7,540
Vaccines, other preventive	\$40
Radiology	\$200
Prescriptions	\$200
Laboratory tests	\$500
Anesthesia	\$900
Hospital charges (baby)	\$900
Routine obstetric care	\$2,100
Hospital charges (mother)	\$2,700

#### Patient pays:

Deductibles	\$0
Copays	\$60
Coinsurance	\$1,030
Limits or exclusions	\$150
Total	\$1,240

### Managing type 2 diabetes

(routine maintenance of a well-controlled condition)

- Amount owed to providers: \$5,400
- Plan pays \$3,950
- Patient pays \$1,450

#### Sample care costs:

Prescriptions	\$2,900
Medical Equipment and Supplies	\$1,300
Office Visits and Procedures	\$700
Education	\$300
Laboratory tests	\$100
Vaccines, other preventive	\$100
Total	\$5,400

#### Patient pays:

Deductibles	\$0
Copays	\$650
Coinsurance	\$280
Limits or exclusions	\$80
Total	\$1,010

# **Questions and answers about the Coverage Examples:**

# What are some of the assumptions behind the Coverage Examples?

- Costs don't include **premiums**.
- Sample care costs are based on national averages supplied by the U.S. Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- The patient's condition was not an excluded or preexisting condition.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from innetwork **providers**. If the patient had received care from out-of-network **providers**, costs would have been higher.

# What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how <u>deductibles</u>, <u>co</u>

<u>payments</u>, and <u>coinsurance</u> can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

# Does the Coverage Example predict my own care needs?

No. Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

# Does the Coverage Example predict my future expenses?

No. Coverage Examples are <u>not</u> cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your <u>providers</u> charge, and the reimbursement your health plan allows.

# Can I use Coverage Examples to compare plans?

Yes. When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

# Are there other costs I should consider when comparing plans?

Yes. An important cost is the premium you pay. Generally, the lower your premium, the more you'll pay in out-of-pocket costs, such as copayments, deductibles, and coinsurance. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.

(TTY/TDD: 711)

**Albanian (Shqip):** Nëse keni pyetje në lidhje me këtë dokument, keni të drejtë të merrni falas ndihmë dhe informacion në gjuhën tuaj. Për të kontaktuar me një përkthyes, telefononi 1-888-277-1057

Amharic (አ**ማርኛ)፦** ስለዚህ ሰነድ ማንኛውም ጥያቄ ካለዎት በራስዎ ቋንቋ እርዳታ እና ይህን መረጃ በነጻ የማግኘት መብት አለዎት። አስተርጓሚ ለማናገር 1-888-277-1057ይደውሉ።

Arabic (العربية): إذا كان لديك أي استفسارات بشأن هذا المستند، فيحق لك الحصول على المساعدة والمعلومات بلغتك دون مقابل. للتحدث إلى مترجم، اتصل على 1057-277-1.

**Armenian (hայերեն).** Եթե այս փաստաթղթի հետ կապված հարցեր ունեք, դուք իրավունք ունեք անվձար ստանալ օգնություն և տեղեկատվություն ձեր լեզվով։ Թարգմանչի հետ խոսելու համար զանգահարեք հետևյալ հեռախոսահամարով՝ 1-888-277-1057։

Bassa (Băsóò Wùdù): Mì dyi dyi-diè-dè bě bédé bá céè-dè nìà ke dyí ní, ɔ mò nì dyí-bèdèìn-dè bé mì ké gbo-kpá-kpá kè bỗ kpỗ dé mì bídí-wùdùǔn bó pídyi. Bé mì ké wudu-zììn-nyò dò gbo wùdù ke, dá 1-888-277-1057

Bengali (বাংলা): যদি এই লখিপত্রের বিষয়ে আপলার কোলো প্রশ্ন খাকে, ভাহলে আপলার ভাষায় বিলামূল্য সাহায্য পাওয়ার ও ভখ্য পাওয়ার অধিকার আপলার আছে। একজন দোভাষীর সাথে কখা ব্লার জন্য 1-888-277-1057 — তে কল করুল।

Burmese (မြန်မာ): ဤစာရွက်စာတမ်းနှင့် ပတ်သက်၍ သင့်တွင် မေးမြန်းလိုသည်များရှိပါက အချက်အလက်များနှင့် အကူအညီကို အခကြေးငွေ ပေးစရာမလိုပဲ သင့်ဘာသာစကားဖြင့် ရယူနိုင်ခွင့် သင့်တွင် ရှိပါသည်။ စကားပြန် တစ်ဦးနှင့် စကားပြောနိုင်ရန် ဇုန်း 1-888-277-1057 သို့ ခေါ် ဆိုပါ။

Chinese (中文):如果您對本文件有任何疑問,您有權使用您的語言免費獲得協助和資訊。如需與譯員通話,請致電1-888-277-1057。

Dinka (Dinka): Na noŋ thiëëc në ke de ya thorë, ke yin noŋ loŋ bë yi kuony ku wɛr alëu bë gεεr yic yin ne thoŋ du ke cin wëu taauë ke piny. Te kor yin ba jam wënë ran ye thok geryic, ke yin col 1-888-277-1057

**Dutch (Nederlands):** Bij vragen over dit document hebt u recht op hulp en informatie in uw taal zonder bijkomende kosten. Als u een tolk wilt spreken, belt u 1-888-277-1057.

Farsi (فارسي): در صورتی که سؤالی پیرامون این سند دارید، این حق را دارید که اطلاعات و کمک را بدون هیچ هزینه ای به زبان مادریتان دریافت کنید. برای گفتگو با یک مترجم شفاهی، با شماره 777-1888-1 تماس بگیرید.

Questions: Call 1-888-277-1057 or visit us at <u>www.aetna.com</u>

French (Français): Si vous avez des questions sur ce document, vous avez la possibilité d'accéder gratuitement à ces informations et à une aide dans votre langue. Pour parler à un interprète, appelez le 1-888-277-1057.

**German (Deutsch):** Wenn Sie Fragen zu diesem Dokument haben, haben Sie Anspruch auf kostenfreie Hilfe und Information in Ihrer Sprache. Um mit einem Dolmetscher zu sprechen, bitte wählen Sie 1-888-277-1057.

**Greek (Ελληνικά)** Αν έχετε τυχόν απορίες σχετικά με το παρόν έγγραφο, έχετε το δικαίωμα να λάβετε βοήθεια και πληροφορίες στη γλώσσα σας δωρεάν. Για να μιλήσετε με κάποιον διερμηνέα, τηλεφωνήστε στο 1-888-277-1057.

Gujarati (ગુજરાતી): જો આ દસ્તાવેજ અંગે આપને કોઈપણ પ્રશ્નો હોય તો, કોઈપણ ખર્ચ વગર આપની ભાષામાં મદદ અને માહિતી મેળવવાનો તમને અધિકાર છે. દુભાષિયા સાથે વાત કરવા માટે, કોલ કરો 1-888-277-1057.

Haitian Creole (Kreyòl Ayisyen): Si ou gen nenpòt kesyon sou dokiman sa a, ou gen dwa pou jwenn èd ak enfòmasyon nan lang ou gratis. Pou pale ak yon entèprèt, rele 1-888-277-1057.

Hindi (हिंदी): अगर आपके पास इस दस्तावेज़ के बारे में कोई प्रश्न हैं, तो आपको निःशुल्क अपनी भाषा में मदद और जानकारी प्राप्त करने का अधिकार है। दुभाषिये से बात करने के लिए, कॉल करें 1-888-277-1057

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