



**PLAN DESIGN & BENEFITS**  
**FUND ADMINISTERED BY AETNA LIFE INSURANCE COMPANY -- ASC**  
**MEDICAL PLAN PROVIDED BY AETNA LIFE INSURANCE COMPANY -- INSURED**

<b>FUND FEATURES</b>	
<b>HealthFund Amount</b>	\$600 Employee \$600 Family
Amount contributed to the Fund by the employer The Family HealthFund amount applies to all family members combined. There is no Individual HealthFund limit within the Family HealthFund amount.	
<b>Fund Coinsurance</b>	100%
Percentage at which the Fund will reimburse	
<b>Fund Administration</b>	The Fund will be used to pay for your member responsibility, including your deductible and coinsurance. Once the deductible is met, the underlying medical plan provides coverage and if a Fund balance still exists, the Fund will pay your member responsibility (i.e. your share of coinsurance) until the Out of Pocket Maximum has been reached or the Fund has been exhausted, whichever comes first. Services covered at 100% with no deductible will be paid by the plan and not by the Fund.
<b>Employee Termination from Your HealthFund</b>	Any remaining HealthFund benefit amount is forfeited (or terminated) when the employee's HealthFund coverage terminates.
<b>Fund Rollover</b>	Any remaining HealthFund benefit amount at end of the year will not be rolled over into next year's HealthFund benefit amount.
<b>Eligible Fund Expenses</b>	Fund covers same expenses as the medical plan. Expenses above the Reasonable & Customary limit, any plan limits, and any non covered expenses are not eligible for reimbursement under the Fund.
<b>Fund Payment/Assignment</b>	Network Providers: Automatic Assignment to provider. Non-Network Providers: Member may assign payment to provider.
<b>Pro-ration for New Employees</b>	Monthly
<b>Pro-ration for Family Status Change</b>	No pro-ration. Change to new tier based on new employee status.
<b>Prescription Drug Plan</b>	Prescription Drug expenses are integrated with the medical plan (i.e., subject to medical Deductible and applied towards the medical Out-of-Pocket Limit) and with the Fund (i.e., eligible for reimbursement from the Fund).



NATIONAL EXPERIENCED WORKFORCE SOLUTIONS, INC.  
 Effective Date: 05-01-2023  
 Aetna HealthFund™ Open Choice® PPO - Virginia  
 Hybrid HRA

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PLAN FEATURES	IN-NETWORK	OUT-OF-NETWORK
<b>Benefit Limitations</b> - For any service or supply that is subject to a maximum visit, day, or dollar limitation on a per year basis, the benefit year begins on the effective date of the plan unless otherwise mandated. Refer to your plan documents for more information.		
<b>Deductible</b> (per plan year)	\$1,400 Individual \$2,800 Family	\$15,000 Individual \$30,000 Family
All covered expenses, accumulate separately toward the in-network or out-of-network Deductible. Unless otherwise indicated, the deductible must be met prior to benefits being payable. Member cost sharing for certain services, as indicated in the plan, are excluded from charges to meet the Deductible. Pharmacy expenses apply towards the Deductible. Once Family Deductible is met, all family members will be considered as having met their Deductible. There is no Individual Deductible to satisfy within the Family Deductible.		
<b>Member Coinsurance</b>	30%	50%
Applies to all expenses unless otherwise stated.		
<b>Payment Limit</b> (per plan year)	\$5,000 Individual \$10,000 Family	\$30,000 Individual \$60,000 Family
All covered expenses accumulate separately toward the in-network or out-of-network Payment Limit. Certain member cost sharing elements may not apply toward the Payment Limit. Pharmacy expenses apply towards the Payment Limit. Only those out-of-pocket expenses resulting from the application of coinsurance percentage, copays, and deductibles (except any penalty amounts) may be used to satisfy the Payment Limit. The family Payment Limit is a cumulative Payment Limit for all family members. The family Payment Limit can be met by a combination of family members; however, no single individual within the family will be subject to more than the individual Payment Limit amount.		
<b>Lifetime Maximum</b> Unlimited except where otherwise indicated.		
<b>Payment for Out-of-Network Care**</b>	Not Applicable	Professional: 105% of Medicare Facility: 140% of Medicare
<b>Primary Care Physician Selection</b>	Optional	Not Applicable
<b>Certification Requirements -</b> Certification for certain types of Out-of-Network care must be obtained to avoid a reduction in benefits paid for that care. Certification for Hospital Admissions, Treatment Facility Admissions, Convalescent Facility Admissions, Home Health Care, Hospice Care and Private Duty Nursing is required - excluded amount applied separately to each type of expense is \$400 per occurrence.		
<b>Referral Requirement</b>	None	None
<b>Telemedicine Consultations</b> - Covered services for telemedicine consultations are available from a number of different kinds of providers under your plan. Log onto your secure Aetna website at <a href="https://www.aetna.com/">https://www.aetna.com/</a> to review our telemedicine provider listings and get more information about your options, including specific cost sharing amounts.		



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<b>PREVENTIVE CARE</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Routine Adult Physical Exams/ Immunizations</b> 1 exam every 12 months up to age 65, 1 exam every 12 months age 65 and older	Covered 100%; deductible waived	30%; after deductible
<b>Routine Well Child Exams/Immunizations</b> 7 exams first 12 months, 3 exams 13th - 24th months, 3 exams 25th - 36th months, 1 exam per 12 months thereafter to age 22.	Covered 100%; deductible waived	50%; after deductible
<b>Routine Gynecological Care Exams</b> 1 obgyn exam and pap smear per year	Covered 100%; deductible waived	50%; after deductible
<b>Virtual Primary Care (VPC) preventive care consultations</b> Includes screening and counseling services for members age 18 and older	Covered 100%; deductible waived	Not Covered
<b>Routine Mammograms</b>	Covered 100%; deductible waived	50%; after deductible
<b>Women's Health</b> Includes: Screening for gestational diabetes, HPV (Human- Papillomavirus) DNA testing, counseling for sexually transmitted infections, counseling and screening for human immunodeficiency virus, screening and counseling for interpersonal and domestic violence, breastfeeding support, supplies and counseling. Contraceptive methods, sterilization procedures, patient education and counseling. Limitations may apply.	Covered 100%; deductible waived	30%; after deductible
<b>Routine Digital Rectal Exam</b> Recommended: For covered males age 40 and over.	Covered 100%; deductible waived	50%; after deductible
<b>Prostate-specific Antigen Test</b> Recommended: For covered males age 40 and over.	Covered 100%; deductible waived	50%; after deductible
<b>Colorectal Cancer Screening</b> Recommended: For all members age 45 and over.	Covered 100%; deductible waived	30%; after deductible
<b>Routine Eye Exams</b> 1 routine exam per 12 months.	Covered 100%; deductible waived	50%; after deductible
<b>Routine Hearing Screening</b>	Covered 100%; deductible waived	30%; after deductible
<b>PHYSICIAN SERVICES</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Office Visits to non-Specialist</b> Includes services of an internist, general physician, family practitioner or pediatrician.	30%; after deductible	50%; after deductible
<b>Virtual Primary Care (VPC) consultations</b> Includes basic medical services' consultations for members age 18 and older	Covered 100%; deductible waived	Not Covered
<b>Telemedicine Consultation with Non-Specialist</b>	30%; after deductible	50%; after deductible
<b>Specialist Office Visits</b>	30%; after deductible	50%; after deductible
<b>Telemedicine Consultation with Specialist</b>	30%; after deductible	50%; after deductible
<b>Hearing Exams</b> 1 routine exam per 24 months.	Covered 100%; deductible waived	50%; after deductible
<b>Pre-Natal Maternity</b>	Covered 100%; deductible waived	50%; after deductible



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<b>Walk-in Clinics</b>	30%; after deductible	50%; after deductible
	<b>Designated Walk-in Clinics</b>	
	Covered 100%; deductible waived	
Walk-in Clinics are free-standing health care facilities that (a) may be located in or with a pharmacy, drug store, supermarket or other retail store; and (b) provide limited medical care and services on a scheduled or unscheduled basis. Urgent care centers, emergency rooms, the outpatient department of a hospital, ambulatory surgical centers, and physician offices are not considered to be Walk-in Clinics.		
<b>Allergy Testing</b>	Your cost sharing is based on the type of service and where it is performed	Your cost sharing is based on the type of service and where it is performed
<b>Allergy Injections</b>	Your cost sharing is based on the type of service and where it is performed	Your cost sharing is based on the type of service and where it is performed
<b>DIAGNOSTIC PROCEDURES</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Diagnostic X-ray</b> (other than Complex Imaging Services)	30%; after deductible	50%; after deductible
If performed as a part of a physician office visit and billed by the physician, expenses are covered subject to the applicable physician's office visit member cost sharing.		
<b>Diagnostic Laboratory</b>	30%; after deductible	50%; after deductible
If performed as a part of a physician office visit and billed by the physician, expenses are covered subject to the applicable physician's office visit member cost sharing.		
<b>Diagnostic Complex Imaging</b>	30%; after deductible	50%; after deductible
If performed as a part of a physician office visit and billed by the physician, expenses are covered subject to the applicable physician's office visit member cost sharing.		
<b>EMERGENCY MEDICAL CARE</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Urgent Care Provider</b>	30%; after deductible	50%; after deductible
<b>Non-Urgent Use of Urgent Care Provider</b>	Not Covered	Not Covered
<b>Emergency Room</b>	30%; after deductible	Same as in-network care
<b>Non-Emergency Use of Emergency Room</b>	50%; after deductible	Same as in-network care
<b>Emergency Use of Ambulance</b>	30%; after deductible	Same as in-network care
<b>Non-Emergency Use of Ambulance</b>	Not Covered	Not Covered
<b>HOSPITAL CARE</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Inpatient Coverage</b>	30%; after deductible	50%; after deductible
Your cost sharing applies to all covered benefits incurred during your inpatient stay.		
<b>Inpatient Maternity Coverage</b> (includes delivery and postpartum care)	30%; after deductible	50%; after deductible
Your cost sharing applies to all covered benefits incurred during your inpatient stay.		
<b>Outpatient Hospital Expenses</b>	30%; after deductible	50%; after deductible
Your cost sharing applies to all covered benefits incurred during your outpatient visit.		
<b>Outpatient Surgery - Hospital</b>	30%; after deductible	50%; after deductible
Your cost sharing applies to all covered benefits incurred during your outpatient visit.		



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<b>Outpatient Surgery - Freestanding Facility</b>	30%; after deductible	50%; after deductible
Your cost sharing applies to all covered benefits incurred during your outpatient visit.		
<b>MENTAL HEALTH SERVICES</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Inpatient</b>	30%; after deductible	50%; after deductible
Your cost sharing applies to all covered benefits incurred during your inpatient stay.		
<b>Mental Health Office Visits</b>	30%; after deductible	50%; after deductible
Your cost sharing applies to all covered benefits incurred during your outpatient visit.		
<b>Mental Health Telemedicine Consultations</b>	30%; after deductible	50%; after deductible
Your cost sharing applies to all covered benefits incurred during your outpatient visit.		
<b>Other Mental Health Services</b>	30%; after deductible	50%; after deductible
<b>SUBSTANCE ABUSE</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Inpatient</b>	30%; after deductible	50%; after deductible
Your cost sharing applies to all covered benefits incurred during your inpatient stay.		
<b>Residential Treatment Facility</b>	30%; after deductible	50%; after deductible
<b>Substance Abuse Office Visits</b>	30%; after deductible	50%; after deductible
Your cost sharing applies to all covered benefits incurred during your outpatient visit.		
<b>Substance Abuse Telemedicine Consultations</b>	30%; after deductible	50%; after deductible
Your cost sharing applies to all covered benefits incurred during your outpatient visit.		
<b>Other Substance Abuse Services</b>	30%; after deductible	50%; after deductible
<b>OTHER SERVICES</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Skilled Nursing Facility</b>	30%; after deductible	50%; after deductible
Limited to 60 days per year Your cost sharing applies to all covered benefits incurred during your inpatient stay.		
<b>Home Health Care</b>	30%; after deductible	50%; after deductible
Limited to 100 visits per year. Private Duty Nursing not covered Limited to 3 intermittent visits per day by a participating home health care agency; 1 visit equals a period of 4 hrs or less.		
<b>Hospice Care - Inpatient</b>	30%; after deductible	50%; after deductible
Your cost sharing applies to all covered benefits incurred during your inpatient stay.		
<b>Hospice Care - Outpatient</b>	30%; after deductible	50%; after deductible
Your cost sharing applies to all covered benefits incurred during your outpatient visit.		
<b>Private Duty Nursing - Outpatient</b>	Not Covered	Not Covered
<b>Spinal Manipulation Therapy</b>	30%; after deductible	50%; after deductible
Limited to 20 visits per year		
<b>Outpatient Short-Term Rehabilitation</b>	30%; after deductible	50%; after deductible
Limited to 60 visits per year Includes speech, physical, occupational therapy		
<b>Habilitative Physical Therapy</b>	30%; after deductible	50%; after deductible
<b>Habilitative Occupational Therapy</b>	30%; after deductible	50%; after deductible
<b>Habilitative Speech Therapy</b>	30%; after deductible	50%; after deductible
<b>Autism Behavioral Therapy</b>	30%; after deductible	50%; after deductible
Covered same as any other Outpatient Mental Health benefit		



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<b>Autism Applied Behavior Analysis</b>	30%; after deductible	50%; after deductible
Covered same as any other Outpatient Mental Health Other Services benefit		
<b>Autism Physical Therapy</b>	30%; after deductible	50%; after deductible
<b>Autism Occupational Therapy</b>	30%; after deductible	50%; after deductible
<b>Autism Speech Therapy</b>	30%; after deductible	50%; after deductible
<b>Durable Medical Equipment</b>	30%; after deductible	50%; after deductible
<b>Prosthetics</b>	30%; after deductible	50%; after deductible
<b>Diabetic Supplies</b> -- (if not covered under Pharmacy benefit)	Covered same as any other medical expense.	Covered same as any other medical expense.
<b>Affordable Care Act mandated Women's Contraceptives</b>	Covered 100%; deductible waived	Covered same as any other expense.
<b>Women's Contraceptive drugs and devices not obtainable at a pharmacy</b>	Covered 100%; deductible waived	Covered same as any other expense.
<b>Infusion Therapy</b> Administered in the home or physician's office	30%; after deductible	50%; after deductible
<b>Infusion Therapy</b> Administered in an outpatient hospital department or freestanding facility	30%; after deductible	50%; after deductible
<b>Vision Eyewear</b>	Not Covered	Not Covered
<b>Transplants</b>	30%; after deductible Preferred coverage is provided at an IOE contracted facility only.	50%; after deductible Non-Preferred coverage is provided at a Non-IOE facility.
<b>Bariatric Surgery</b>	30%; after deductible	50%; after deductible
<b>Acupuncture</b> Limited to 10 visits per year	30%; after deductible	50%; after deductible
<b>"Other" Health Care</b> -- 30% member coinsurance, after deductible, for services that are neither in-network nor out-of-network.		
<b>FAMILY PLANNING</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Infertility Treatment</b>	Your cost sharing is based on the type of service and where it is performed	Your cost sharing is based on the type of service and where it is performed
Diagnosis and treatment of the underlying medical condition only.		
<b>Comprehensive Infertility Services</b> Artificial insemination and ovulation induction	Not Covered	Not Covered
<b>Advanced Reproductive Technology (ART)</b> In-vitro fertilization (IVF), zygote intrafallopian transfer (ZIFT), gamete intrafallopian transfer (GIFT), cryopreserved embryo transfers, intracytoplasmic sperm injection (ICSI), or ovum microsurgery	Not Covered	Not Covered
<b>Vasectomy</b>	Your cost sharing is based on the type of service and where it is performed	50%; after deductible
<b>Tubal Ligation</b>	Covered 100%; deductible waived	50%; after deductible





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PHARMACY	IN-NETWORK	OUT-OF-NETWORK
The full cost of the drug is applied to the deductible before any benefits are considered for payment under the pharmacy plan.		
<b>Pharmacy Plan Type</b> Standard Opt Out Plan with ACSF Plan - Aetna		
<b>Generic Drugs</b>		
	<b>Retail</b> 30%	50% of submitted cost; after applicable in-network cost share
	<b>Mail Order</b> 30%	50% of submitted cost; after applicable in-network cost share
<b>Preferred Brand-Name Drugs</b>		
	<b>Retail</b> 30%	50% of submitted cost; after applicable in-network cost share
	<b>Mail Order</b> 30%	50% of submitted cost; after applicable in-network cost share
<b>Non-Preferred Brand-Name Drugs</b>		
	<b>Retail</b> 50%	50% of submitted cost; after applicable in-network cost share
	<b>Mail Order</b> 50%	50% of submitted cost; after applicable in-network cost share
<b>Specialty Drugs</b>		
	<b>Preferred Specialty</b> 50%	Not Covered
	<b>Non-Preferred Specialty</b> 50%	Not Covered
<b>Pharmacy Day Supply and Requirements</b>		
	<b>Retail</b>	Up to a 30 day supply from Aetna National Network For a 31-90 day supply you will be responsible for the Mail Order Drug copay. Percentage copays will not be doubled
	<b>Mail Order</b>	A 31-90 day supply from CVS Caremark® Mail Service Pharmacy
	<b>Specialty</b>	Up to a 30 day supply First prescription fill at any retail or specialty pharmacy. Subsequent fills must be through our preferred specialty pharmacy network. Standard Opt Out Aetna Insured List

**Plan Includes:** Diabetic supplies and Contraceptive drugs and devices obtainable from a pharmacy.  
 \$50 copay maximum per fill per 30-day supply of insulin drugs; deductible waived for insulin drugs  
 Contraceptives covered up to a 12 month supply. Contraceptive copay strategy applies.  
 A limited list of over-the-counter medications are covered when filled with a prescription.  
 Oral chemotherapy drugs covered 100%  
 Precertification for specialty drugs included  
 Seasonal Vaccinations covered 100% in-network  
 Preventive Vaccinations covered 100% in-network  
 Affordable Care Act mandated female contraceptives and preventive medications covered 100% in-network.

<b>GENERAL PROVISIONS</b>	
<b>Dependents Eligibility</b>	Spouse, children from birth to age 26 regardless of student status.

\*\*We cover the cost of services based on whether doctors are "in network" or "out of network." We want to help you understand how much we pay for your out-of-network care. At the same time, we want to make it clear how much more you will need to pay for this "out-of-network" care.



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You may choose a provider (doctor or hospital) in our network. You may choose to visit an out-of-network provider. If you choose a doctor who is out of network, your health plan may pay some of that doctor's bill. Most of the time, you will pay a lot more money out of your own pocket if you choose to use an out-of-network doctor or hospital.

When you choose out-of-network care, we limit the amount it will pay. This limit is called the "recognized" or "allowed" amount.

- For doctors and other professionals the amount is based on what Medicare pays for these services. The government sets the Medicare rate. Exactly how much we "recognize" depends on the plan you or your employer picks.
- For hospitals and other facilities, the amount is based on what Medicare pays for these services. The government sets the Medicare rate. Exactly how much we "recognize" depends on the plan you or your employer picks.

Your doctor sets his or her own rate to charge you. It may be higher -- sometimes much higher -- than what your plan "recognizes." Your doctor may bill you for the dollar amount that we don't "recognize." You must also pay any copayments, coinsurance and deductibles under your plan. No dollar amount above the "recognized charge" counts toward your deductible or out-of-pocket maximums. To learn more about how we pay out-of-network benefits visit our website.

You can avoid these extra costs by getting your care from Aetna's broad network of health care providers. Go to [www.aetna.com](http://www.aetna.com) and click on "Find a Doctor" on the left side of the page. If you are already a member, sign on to your Navigator member site.

This applies when you choose to get care out of network. When you have no choice (for example: emergency room visit after a car accident, or for other emergency services), we will pay the bill as if you got care in network. You pay cost sharing and deductibles for your in-network level of benefits. Contact us if your provider asks you to pay more. You are not responsible for any outstanding balance billed by your providers for emergency services beyond your cost sharing and deductibles.

This way of paying out-of-network doctors and hospitals applies when you choose to get care out of network. When you have no choice (for example: emergency room visit after a car accident), we will pay the bill as if you got care in network. You pay your plan's copayments, coinsurance and deductibles for your in-network level of benefits. Contact us if your provider asks you to pay more. You are not responsible for any outstanding balance billed by your providers for emergency services beyond your copayments, coinsurance and deductibles.

Plans are provided by: Aetna Life Insurance Company, 151 Farmington Avenue, Hartford, CT 06156. While this material is believed to be accurate as of the production date, it is subject to change.

Health benefits and health insurance plans contain exclusions and limitations. Not all health services are covered.

See plan documents for a complete description of benefits, exclusions, limitations and conditions of coverage. Plan features and availability may vary by location and are subject to change. You may be responsible for the health care provider's full charges for any non-covered services, including circumstances where you have exceeded a benefit limit contained in the plan. Providers are independent contractors and are not our agents. Provider participation may change without notice. We do not provide care or guarantee access to health services.





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The following is a list of services and supplies that are *generally* not covered. However, your plan documents may contain exceptions to this list based on state mandates or the plan design or rider(s) purchased by your employer.

- All medical and hospital services not specifically covered in, or which are limited or excluded by your plan documents.
- Cosmetic surgery, including breast reduction.
- Custodial care.
- Dental care and dental X-rays.
- Donor egg retrieval
- Experimental and investigational procedures, except for coverage for medically necessary routine patient care costs for members participating in a cancer clinical trial.
- Hearing aids
- Home births
- Immunizations for travel or work, except where medically necessary or indicated.
- Implantable drugs and certain injectable drugs including injectable infertility drugs.
- Infertility services, including artificial insemination and advanced reproductive technologies such as IVF, ZIFT, GIFT, ICSI and other related services, unless specifically listed as covered in your plan documents.
- Long-term rehabilitation therapy.
- Non-medically necessary services or supplies.
- Outpatient prescription drugs (except for treatment of diabetes), unless covered by a prescription plan rider and over-the-counter medications (except as provided in a hospital) and supplies.
- Radial keratotomy or related procedures.
- Reversal of sterilization.
- Services for the treatment of sexual dysfunction/enhancement, including therapy, supplies or counseling or prescription drugs.
- Special duty nursing.
- Therapy or rehabilitation other than those listed as covered.
- Weight control services including surgical procedures, medical treatments, weight control/loss programs, dietary regimens and supplements, appetite suppressants and other medications; food or food supplements, exercise programs, exercise or other equipment; and other services and supplies that are primarily intended to control weight or treat obesity, including Morbid Obesity, or for the purpose of weight reduction, regardless of the existence of comorbid conditions.

In case of emergency, call 911 or your local emergency hotline, or go directly to an emergency care facility.

Translation of the material into another language may be available. Please call Member Services at **1-888-982-3862**. Puede estar disponible la traducción de este material en otro idioma. Por favor llame a Servicios al Miembro al **1-888-982-3862**.

Plan features and availability may vary by location and group size.

For more information about Aetna plans, refer to **www.aetna.com**. Aetna and MinuteClinic, LLC (which either operates or provides certain management support services to MinuteClinic-branded walk-in clinics) are both within the CVS Health family.