

Benefit Description	Premier Plan		Standard Plan		High Deductible Health Plan	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Benefit Year	July 1 through June 30		July 1 through June 30		July 1 through June 30	
Deductible per Benefit Year	\$400/person \$800/family	\$3,000/person \$6,000/family	\$550/person \$1,100/family	\$3,000/person \$6,000/family	\$1,350/single \$2,700/family	\$3,000/single \$6,000/family
	Special Note About the Benefit Year Deductible: An individual within a family has to meet only the per person deductible specified above before the Plan will begin paying benefits.		Special Note About the Benefit Year Deductible: An individual within a family has to meet only the per person deductible specified above before the Plan will begin paying benefits.		Special Note About the Benefit Year Deductible: The family deductible must be met in full, either by one covered family member or by any combination of covered family members, before the Plan will begin paying benefits for any individual.	
General Benefit Percentage	90% after deductible (covered person pays 10%)	60% after deductible (covered person pays 40%)	80% after deductible (covered person pays 20%)	60% after deductible (covered person pays 40%)	80% after deductible (covered person pays 20%)	60% after deductible (covered person pays 40%)
Out-Of-Pocket Maximum per Benefit Year	\$3,250/person* \$6,500/family*	\$8,000/person* \$16,000/family*	\$4,250/person* \$8,500/family*	\$8,000/person* \$16,000/family*	\$3,150/single* \$6,300/family*	\$8,000/single* \$16,000/family*
	*Includes deductible and benefit percentage only. Does not include in-network co-payments, prescription drug co-payments, or expenses that constitute a penalty for non-compliance, exceed the usual and customary charge, exceed the limits of the Plan, or are otherwise excluded. Only charges billed by in-network providers will accrue toward the deductible and out-of-pocket maximum for in-network services, and only charges billed by out-of-network providers will accrue toward the deductible and out-of-pocket maximum for out-of-network services. Co-payments specified below continue to apply even after the Out-of-Pocket Maximum is satisfied in a Benefit Year. An individual within a family has to meet only the per person out-of-pocket maximum before the Plan's benefits will increase to 100%.		*Includes deductible and benefit percentage only. Does not include in-network co-payments, prescription drug co-payments, or expenses that constitute a penalty for non-compliance, exceed the usual and customary charge, exceed the limits of the Plan, or are otherwise excluded. Only charges billed by in-network providers will accrue toward the deductible and out-of-pocket maximum for in-network services, and only charges billed by out-of-network providers will accrue toward the deductible and out-of-pocket maximum for out-of-network services. Co-payments specified below continue to apply even after the Out-of-Pocket Maximum is satisfied in a Benefit Year. An individual within a family has to meet only the per person out-of-pocket maximum before the Plan's benefits will increase to 100%.		*Includes deductible, benefit percentage, and co-payments only. Does not include expenses that constitute a penalty for non-compliance, exceed the usual and customary charge, exceed the limits of the Plan, or are otherwise excluded. Only charges billed by in-network providers will accrue toward the deductible and out-of-pocket maximum for in-network services, and only charges billed by out-of-network providers will accrue toward the deductible and out-of-pocket maximum for out-of-network services. The family out-of-pocket maximum must be met in full, either by one covered family member or by any combination of covered family members, before the Plan's benefits will increase to 100%.	
Annual Maximum Paid per Covered Person per Benefit Year (Includes Prescription Drugs Purchased Through the Plan)	\$2,000,000 for in-network and out-of-network services combined		\$2,000,000 for in-network and out-of-network services combined		\$2,000,000 for in-network and out-of-network services combined	

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<u>Outpatient Physician Services (Includes Office Visits, Immediate Care Center Visits, and Second Surgical Opinions)</u> Physician's Fee for an Examination All Other Charges Billed in Connection with the Examination	\$20 co-payment per visit, then 100% (deductible waived) Paid the same as any other illness; benefit percentage depends upon the type of service rendered	60% after deductible Paid the same as any other illness; benefit percentage depends upon the type of service rendered	\$30 co-payment per visit, then 100% (deductible waived) Paid the same as any other illness; benefit percentage depends upon the type of service rendered	60% after deductible Paid the same as any other illness; benefit percentage depends upon the type of service rendered	80% after deductible Paid the same as any other illness; benefit percentage depends upon the type of service rendered	60% after deductible Paid the same as any other illness; benefit percentage depends upon the type of service rendered
<u>Routine Preventive Care</u> Physician's Fee for an Examination Routine X-Rays and Lab Tests Flu Shots and Other Routine Immunizations FDA-Approved Contraceptive Methods and Sterilization Procedures for Women with Reproductive Capacity Mammograms, Colonoscopies, and Other Routine Services	100%; deductible waived	Not covered	100%; deductible waived	Not covered	100%; deductible waived	Not covered
<u>Emergency Room Treatment</u> Physician's Fee for an Examination in the Emergency Room All Other Charges Billed by the Physician in Connection with the Emergency Room Treatment Hospital's Fee for the Use of the Emergency Room All Other Services Billed by the Hospital or Any Other Provider in Connection with the Emergency Room Visit	90% after deductible 90% after deductible \$100 co-payment per visit (waived if admitted), then 90% after deductible 90% after deductible	Paid as in-network Paid as in-network if treated at an in-network facility, or at 60% after deductible if treated at an out-of-network facility Paid as in-network 60% after deductible	80% after deductible 80% after deductible \$100 co-payment per visit (waived if admitted), then 80% after deductible 80% after deductible	Paid as in-network Paid as in-network if treated at an in-network facility, or at 60% after deductible if treated at an out-of-network facility Paid as in-network 60% after deductible	80% after deductible 80% after deductible 80% after deductible 80% after deductible	Paid as in-network Paid as in-network if treated at an in-network facility, or at 60% after deductible if treated at an out-of-network facility Paid as in-network 60% after deductible
<u>Ambulance Transportation</u>	90% after deductible	Paid as in-network if delivered to an in-network facility, or at 60% after deductible if delivered to an out-of-network facility	80% after deductible	Paid as in-network if delivered to an in-network facility, or at 60% after deductible if delivered to an out-of-network facility	80% after deductible	Paid as in-network if delivered to an in-network facility, or at 60% after deductible if delivered to an out-of-network facility
<u>Authorization Requirement</u> \$250 Penalty for Non-Compliance	All inpatient hospital confinements and observational stays at the hospital Home and outpatient rehabilitative therapy Rental and purchase of durable medical equipment or purchase of custom-made orthotic or prosthetic appliances Home health care Oncology treatment					

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<u>Inpatient Hospital Services</u> Room and Board, Surgical Services, and Ancillary Services	\$250 co-payment per admission*, then 90% after deductible	\$500 co-payment per admission*, then 60% after deductible	\$250 co-payment per admission*, then 80% after deductible	\$500 co-payment per admission*, then 60% after deductible	80% after deductible	60% after deductible
*In the event that a covered person seeks treatment at either Spectrum Health or Lakeland Regional Health System, the \$250 co-payment per admission shall be waived. For labor and delivery claims, only one per-admission co-payment will be assessed. Separate co-payments will not be charged to both the mother and newborn (if child is added to the Plan).						
<u>Inpatient Physician Services</u> Hospital Visits, Surgical Procedures, and Anesthesiology	90% after deductible	60% after deductible	80% after deductible	60% after deductible	80% after deductible	60% after deductible
<u>Outpatient Surgical Procedures</u> Surgeries Performed in a Physician's Office or Urgent Care Center	90% after deductible	60% after deductible	80% after deductible	60% after deductible	80% after deductible	60% after deductible
Surgeries Performed Elsewhere, Including an Outpatient Surgical Facility or in the Outpatient Department of a Hospital	\$250 co-payment per surgery*, then 90% after deductible	\$500 co-payment per surgery, then 60% after deductible	\$250 co-payment per surgery*, then 80% after deductible	\$500 co-payment per surgery, then 60% after deductible	80% after deductible	60% after deductible
*In the event that a covered person seeks treatment at either Spectrum Health or Lakeland Regional Health System, the \$250 co-payment per surgery shall be waived.						
<u>Other Outpatient Services</u> Chemotherapy and Radiation Therapy Hemodialysis Durable Medical Equipment Prosthetics and Orthotics	90% after deductible	60% after deductible	80% after deductible	60% after deductible	80% after deductible	60% after deductible
<u>Diagnostic X-Ray and Lab Test Services</u>	100% after deductible	60% after deductible	100% after deductible	60% after deductible	80% after deductible	60% after deductible
<u>Pre-Admission Testing</u>	100% after deductible	60% after deductible	100% after deductible	60% after deductible	80% after deductible	60% after deductible
<u>Allergy Services</u> Injections and Serum Allergy Testing	90% after deductible 100% after deductible	60% after deductible 60% after deductible	80% after deductible 100% after deductible	60% after deductible 60% after deductible	80% after deductible 80% after deductible	60% after deductible 60% after deductible
<u>Chiropractic Care</u> Spinal Manipulations and Therapy Treatments	100%; deductible waived	100%; deductible waived	100%; deductible waived	100%; deductible waived	80% after deductible	Paid as in-network
Diagnostic Spinal X-Rays	100%; deductible waived	100%; deductible waived	100%; deductible waived	100%; deductible waived	80% after deductible	Paid as in-network
Physician's Fee for an Initial or Periodic Evaluation	\$20 co-payment per visit, then 100% (deductible waived)	\$20 co-payment per visit, then 100% (deductible waived)	\$30 co-payment per visit, then 100% (deductible waived)	\$30 co-payment per visit, then 100% (deductible waived)	80% after deductible	Paid as in-network
\$500 Maximum Paid per Covered Person per Benefit Year for All Chiropractic Care and Massage Therapy Combined (In-Network and Out-of-Network Services Combined)						

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Massage Therapy (Medically Necessary Services Only) \$500 Maximum Paid per Covered Person per Benefit Year for All Chiropractic Care and Massage Therapy Combined (In-Network and Out-of-Network Services Combined)	50% after deductible	50% after deductible	50% after deductible	50% after deductible	50% after deductible	50% after deductible
Rehabilitative Therapy Physical Therapy, Speech Therapy, and Occupational Therapy	90% after deductible	60% after deductible	80% after deductible	60% after deductible	80% after deductible	60% after deductible
Hearing Services Hearing Exams Hearing Testing Hearing Aids	\$20 co-payment per visit, then 100% (deductible waived) 90% after deductible 75% after deductible	Not covered Not covered Not covered	\$30 co-payment per visit, then 100% (deductible waived) 80% after deductible 75% after deductible	Not covered Not covered Not covered	80% after deductible 80% after deductible 75% after deductible	Not covered Not covered Not covered
Behavioral Care (Includes Mental Health Care and Addictions Treatment) Inpatient/Partial Hospitalization Services Outpatient/Intensive Outpatient Services	Paid the same as any other illness; however, any applicable co-payment typically applied to an inpatient hospital admission will be waived		Paid the same as any other illness; however, any applicable co-payment typically applied to an inpatient hospital admission will be waived		Paid the same as any other illness	
Infertility Treatment \$3,000 Lifetime Maximum Paid per Covered Person for All Eligible Infertility Treatment (In-Network Services Only)	60% after deductible	Not covered	60% after deductible	Not covered	60% after deductible	Not covered
Special Note about Infertility Treatment Eligible prescription drugs prescribed for the treatment of infertility are not covered under this benefit, but may be eligible for coverage under the Plan's Prescription Drug benefit.						
Temporomandibular Joint Dysfunction (TMJ) Treatment \$500 Lifetime Maximum Paid per Covered Person for All Non-Surgical TMJ Treatment (In-Network and Out-of-Network Services Combined); The Plan Will Also Allow Charges for Surgery if All Other Means of Generally Accepted Treatment Have Been Exhausted.	Paid the same as any other illness		Paid the same as any other illness		Paid the same as any other illness	
Convalescent Care and Home Health Care	90% after deductible	60% after deductible	80% after deductible	60% after deductible	80% after deductible	60% after deductible
Hospice	90% after deductible	60% after deductible	80% after deductible	60% after deductible	80% after deductible	60% after deductible

Benefit Description	Premier Plan		Standard Plan		High Deductible Health Plan	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
<p>Services Requiring Authorization:</p> <ol style="list-style-type: none"> 1. Inpatient hospital confinements and observational stays 2. Home and outpatient rehabilitative therapy 3. Rental and purchase of durable medical equipment 4. Home health care 5. Purchase of custom-made orthotic or prosthetic appliances 6. Oncology treatment <p>If a covered person receives eligible treatment at an in-network facility, any anesthesiology, pathology, or radiology charges will be paid at the in-network benefit percentage, even if out-of-network providers performed those services. However, charges in excess of the usual and customary limitation will not be eligible under the Plan. Additionally, this practice of paying in-network-level benefits for services rendered by out-of-network providers may be expanded in certain situations if the proper referral procedures have been followed. Any such referrals must be approved by the Utilization Review Firm. Please see the Utilization of In-Network Providers section of the Plan document for additional information.</p> <p>If a Participant receives treatment from an out-of-network provider while traveling on Andrews University business, all eligible claims will be paid at the in-network level.</p> <p>Special Provision for Spouses Employed Full-Time A participant's spouse who is eligible for coverage under his or her own employer's group medical plan as a full-time employee will not be eligible to participate in or be covered under this Plan. A Participant's spouse who is eligible for coverage under his or her own employer's group medical plan as a part-time employee will not be subject to this provision. A participant or spouse who is an employee of Andrews University and who is married to an individual who is also an employee of Andrews University will also not be subject to this provision and will not be penalized for declining to enroll separately as individual participants in this Plan. This provision also does not apply to the dental and vision benefits offered under the Plan.</p> <p>The participant is obligated to immediately report to the Plan Administrator any change that would affect his or her spouse's eligibility under this Plan (i.e., the spouse changes employers or the spouse's employer offers its employees a medical plan for the first time). If it is found that a spouse who is eligible for coverage under his or her own employer's group medical plan as a full-time employee has not enrolled for his or her own employer's group medical plan as required by this provision, benefits for the spouse may be terminated. Coverage may not be retroactively rescinded except as permitted by law, for example, in cases of fraud or intentional misrepresentation. Notice that coverage will be retroactively rescinded must be provided 30 days before proceeding with the termination process.</p>						
<p>Motor Vehicle Exclusion (Michigan Residents Only) BENEFITS ARE NOT PAYABLE UNDER THIS PLAN FOR INJURIES RECEIVED IN AN ACCIDENT INVOLVING A MOTOR VEHICLE AS DEFINED IN THE PLAN. It is your responsibility to obtain proper motor vehicle insurance that will give you and your family medical benefits. If you fail to maintain your motor vehicle insurance, you will not have any medical expense coverage for auto-related injuries. This exclusion shall not apply to a covered person who is a Michigan resident involved in an accident outside the state of Michigan for which Michigan no-fault coverage is not legally available. However, this exclusion shall apply if a covered person is injured while in his or her own uninsured motor vehicle for which a Michigan no-fault policy is legally required and would have provided coverage, had such a policy been in effect.</p> <p>Coordination with Other Coverage for Injuries Arising out of Automobile Accidents (Non-Michigan Residents Only) In the event that a covered person is injured in an accident involving an automobile, this Plan shall be the primary Plan for purposes of paying benefits and the covered person's automobile insurance shall pay as secondary.</p>						

Benefit Description	Premier Plan Prescription Drug Benefit Description
Prescription Drugs Retail Prescription Drug Co-payments	\$0-/for prescription of Claritin available over-the-counter or Prilosec OTC, 25% of the purchase price (\$0- minimum or \$60 maximum) for all generic and brand-name prescription drugs
Mail-Order Prescription Drug Co-payments (90-Day Supply)	\$0-/for prescription of Claritin available over-the-counter or Prilosec OTC, 25% of the purchase price (\$0- minimum or \$120 maximum) for all generic and brand-name prescription drugs
<p>Special Notes about Prescription Drug Coverage:</p> <ol style="list-style-type: none"> 1. The pharmacy will dispense generic drugs unless the prescribing physician requests "Dispense as Written" (DAW) or a generic equivalent is not available. If the covered person refuses an available generic equivalent and the prescribing physician has not requested DAW, the covered person must pay the applicable co-payment plus the difference in price between the brand-name drug and its generic equivalent. 2. Over-the-counter forms of Claritin and Prilosec will be covered under the Plan and shall be subject to the co-payments shown above. A physician's prescription for these products is required. 3. A covered person may purchase a 31- to 90-day supply of a drug that is classified by the PBM as a "Maintenance Medication" at a retail pharmacy; however, when such a quantity of a Maintenance Medication is purchased, the maximum co-payment charged at a retail pharmacy shall be increased from \$60 to \$180. 4. Prescription drugs for the treatment of infertility are eligible for coverage under the Plan, subject to the co-payments stated above. However, the Plan will only cover one 60-day supply per covered person, lifetime. 5. All generic contraceptives and all brand contraceptives that do not have a generic equivalent are covered at 100% with no co-payment. All brand contraceptives that do have a generic equivalent are covered at the co-payments stated above. 	

Benefit Description	Standard Plan Prescription Drug Benefit Description
Prescription Drugs Retail Prescription Drug Co-payments Mail-Order Prescription Drug Co-payments (90-Day Supply)	\$-0-/for prescription of Claritin available over-the-counter or Prilosec OTC, 35% of the purchase price (\$-0- minimum or \$60 maximum) for all generic and brand-name prescription drugs \$-0-/for prescription of Claritin available over-the-counter or Prilosec OTC, 35% of the purchase price (\$-0- minimum or \$120 maximum) for all generic and brand-name prescription drugs
Special Notes about Prescription Drug Coverage: 1. The pharmacy will dispense generic drugs unless the prescribing physician requests "Dispense as Written" (DAW) or a generic equivalent is not available. If the covered person refuses an available generic equivalent and the prescribing physician has not requested DAW, the covered person must pay the applicable co-payment plus the difference in price between the brand-name drug and its generic equivalent. 2. Over-the-counter forms of Claritin and Prilosec will be covered under the Plan and shall be subject to the co-payments shown above. A physician's prescription for these products is required. 3. A covered person may purchase a 31- to 90-day supply of a drug that is classified by the PBM as a "Maintenance Medication" at a retail pharmacy; however, when such a quantity of a Maintenance Medication is purchased, the maximum co-payment charged at a retail pharmacy shall be increased from \$60 to \$180. 4. Prescription drugs for the treatment of infertility are eligible for coverage under the Plan, subject to the co-payments stated above. However, the Plan will only cover one 60-day supply per covered person, lifetime. 5. All generic contraceptives and all brand contraceptives that do not have a generic equivalent are covered at 100% with no co-payment. All brand contraceptives that do have a generic equivalent are covered at the co-payments stated above.	

Benefit Description	High Deductible Health Plan Prescription Drug Benefit Description
Prescription Drugs Drugs Purchased Before the Deductible is Satisfied Drugs Purchased After the Deductible is Satisfied <ul style="list-style-type: none"> Retail Prescription Drug Co-payments (90-Day Supply) Mail-Order Prescription Drug Co-payments (90-Day Supply) Drugs Purchased After the Maximum Out-of-Pocket is Satisfied	The covered person must pay the full cost of the prescription at the time of purchase. The amount paid to purchase an eligible prescription drug will apply toward the deductible. If an eligible prescription drug is purchased at a pharmacy within the appropriate network <u>or</u> through the Mail Service Program, the covered person may receive a discount toward the purchase price of the drug. The availability and amount of the discount will depend on the type of medication, whether the drug is brand-name or generic, and the dosage. 20% of the purchase price 20% of the purchase price Plan pays 100% of the purchase price; no co-payment applies
Special Notes about Prescription Drug Coverage: 1. The pharmacy will dispense generic drugs unless the prescribing physician requests "Dispense as Written" (DAW) or a generic equivalent is not available. If the covered person refuses an available generic equivalent and the prescribing physician has not requested DAW, the covered person must pay the applicable co-payment plus the difference in price between the brand-name drug and its generic equivalent. 2. Over-the-counter forms of Claritin and Prilosec will be covered under the Plan and shall be subject to the co-payment shown above after the in-network deductible is satisfied. A physician's prescription for these products is required. 3. Prescription drugs for the treatment of infertility are eligible for coverage under the Plan, subject to the co-payments stated above after the in-network deductible has been met. However, the Plan will only cover one 60-day supply per covered person, lifetime. 4. All generic contraceptives and all brand contraceptives that do not have a generic equivalent are covered at 100% with the deductible waived and no co-payment. All brand contraceptives that do have a generic equivalent are covered subject to the deductible and the co-payments stated above.	

Special Provisions for Injuries Arising out of Automobile Accidents (All Benefit Types and All Plan Participants)

Motor Vehicle Exclusion (Michigan Residents Only)

BENEFITS ARE NOT PAYABLE UNDER THIS PLAN FOR INJURIES RECEIVED IN AN ACCIDENT INVOLVING A MOTOR VEHICLE AS DEFINED IN THE PLAN. It is your responsibility to obtain proper motor vehicle insurance that will give you and your family medical benefits. If you fail to maintain your motor vehicle insurance, you will not have any medical expense coverage for auto-related injuries. This exclusion shall not apply to a covered person who is a Michigan resident involved in an accident outside the state of Michigan for which Michigan no-fault coverage is not legally available. However, this exclusion shall apply if a covered person is injured while in his or her own uninsured motor vehicle for which a Michigan no-fault policy is legally required and would have provided coverage, had such a policy been in effect.

Coordination with Other Coverage for Injuries Arising out of Automobile Accidents (Non-Michigan Residents Only)

In the event that a covered person is injured in an accident involving an automobile, this Plan shall be the primary plan for purposes of paying benefits and the covered person's automobile insurance shall pay as secondary.

Coverage for dental and vision benefits comes as a combined package. Covered persons cannot elect coverage for one benefit type without the other. Once elected, dental and vision coverage must be elected for a two-year period.

Benefit Description	Dental Plan
	Limits
Benefit Year	July 1 through June 30
<u>Benefit Percentage</u> Type I - Preventive Dental Services Type II - Minor Restorative Dental Services Type III - Major Restorative Dental Services Type IV - Orthodontic Services (for Dependent children under age 24 only)	100% 75% 75% 50%
Maximum Benefit Paid per Covered Person per Benefit Year for Types I, II & III Dental Services Claims for Type I Preventive Dental Services incurred by covered persons under age 18 are not subject to the Benefit Year dollar maximum.	\$1,000
Lifetime Maximum Benefit Paid per Dependent Child for Type IV Orthodontic Services	\$1,760

Benefit Description	Vision Plan
	Limits
Benefit Year	July 1 through June 30
Vision Examinations	\$15 co-payment* per exam, then 100% *Eligible charges for routine vision exams for covered persons under age 18 will be paid at 100% and no co-payment shall apply.
<u>Other Vision Services</u> Eyeglass Frames Eyeglass Lenses, Including Eyeglass Lens Add-Ons Such As Tinting, Ultraviolet Coatings, Scratch-Resistant Coatings, and Anti-Reflective Coatings Contact Lenses	100% 100% 100%
Maximum Benefit Paid per Covered Person per Benefit Year for All Eligible Other Vision Services	\$250