



PLAN COMPARISON: Summary of Benefits & Coverage



Rates effective as of January 1, 2026
PPO in-network and out-of-network benefits

HSA \$3,500 Deductible

HSA \$5,000 Deductible

HSA \$8,300 Deductible

Network Options:

PHCS PPO or First Health PPO

*This plan is underwritten by Benefit Re, Inc NAIC #17459 and not by any network.

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PLAN	HSA \$3,500		HSA \$5,000		HSA \$8,300	
	INN	OON	INN	OON	INN	OON
Payment for Services						
In-network Provider: The provider network is shown on your I.D. card. For help in locating in-network providers, click here .						
Maximum Annual Benefit	Unlimited		Unlimited		Unlimited	
Deductible (The amount the Covered Person pays each benefit year for Covered Services before the Coinsurance is payable.) • Individual • Family	\$3,500 \$7,000	\$7,000 \$14,000	\$5,000 \$10,000	\$10,000 \$20,000	\$8,300 \$16,600	\$16,600 \$33,200
Coinsurance (The percentage amount the Covered Person must pay for most Covered Services after the Deductible has been met.)	20%	50%	20%	50%	20%	50%
Out-of-Pocket Limit (includes Deductible, Coinsurance, & Copayments) • Individual • Family	\$8,500/ \$17,000	\$17,000/ \$34,000	\$8,500/ \$17,000	\$17,000/ \$34,000	\$8,500/ \$17,000	\$17,000/ \$34,000
Copays: Please note that after your deductible has been met, you will still be responsible for paying copayments for your medical services.						
Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)						
<ul style="list-style-type: none"> Annual Lab/X-Ray Tests Annual Pap Smear/Mammogram Cancer Screenings Colonoscopies 	<ul style="list-style-type: none"> Diabetic Supply Immunizations Other Preventative Screenings Precision Rx (Prescriptions) 	<ul style="list-style-type: none"> Telemedicine Urgent Care and Office Visits Well Baby Care Wellness Visits 				
Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)						
<ul style="list-style-type: none"> Acupuncture Children's Dental Check-Up Children's Glasses 	<ul style="list-style-type: none"> Children's Eye Exam Dialysis Biofeedback 	<ul style="list-style-type: none"> Substance Abuse Services Organ Transplant Services 				
Services may require preauthorization. Failure to obtain preauthorization will result in denial of benefits.						
Precertification Precertification is required for all in-hospital admissions, imaging (CT/PET/MRI/MRA), home health, skilled nursing, hospice, DME (over \$500), chemotherapy/radiation, sleep studies, prosthetics/orthotics, therapies (chiropractic, cardiac, PT/OT/ST), and outpatient surgery. Please refer to the plan document for a complete list of all services that require precertification under your plan.						
This illustration describes the plan in an easily understood manner and is presented as a matter of general information only.						
The contents are not to be accepted or construed as a substitute for the provisions of the plan document or summary plan description, which contains more exact terms and detailed provisions of the plan, and it is not to be considered a policy of insurance.						

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PLAN	HSA \$3,500		HSA \$5,000		HSA \$8,300	
NETWORK	INN	OON	INN	OON	INN	OON
Covered Services - Illness or Injury						
Physician Office Services <ul style="list-style-type: none"> Primary Care Physician Specialist Office Visit <ul style="list-style-type: none"> No referral needed Urgent Care Visit Chiropractic Care(24 visits per calendar year) 	Suggested Copay: \$40 20% After Deductible Suggested Copay: \$75 20% After Deductible Suggested Copay: \$90 20% After Deductible Suggested Copay: \$75 20% After Deductible	OON Deductible & Coinsurance	Suggested Copay: \$40 20% After Deductible Suggested Copay: \$75 20% After Deductible Suggested Copay: \$90 20% After Deductible Suggested Copay: \$75 20% After Deductible	OON Deductible & Coinsurance	Suggested Copay: \$40 20% After Deductible Suggested Copay: \$75 20% After Deductible Suggested Copay: \$90 20% After Deductible Suggested Copay: \$75 20% After Deductible	OON Deductible & Coinsurance
Telemedicine Through OurLiveDoc ONLY Primary and Urgent Care, Behavioral Health Call: 940-LIVE-DOC (940-548-3362) to get started	\$0 Copay After Deductible Unlimited Visits	Not Covered	\$0 Copay After Deductible Unlimited Visits	Not Covered	\$0 Copay After Deductible Unlimited Visits	Not Covered
Emergency (Precertification is required within 48 hours of admission, if admitted)						
Emergency Services Please note that for a true medical emergency, any provider may be used. Emergency Ambulance Services <ul style="list-style-type: none"> Ground/Air Ambulance 	Suggested Copay: \$1000 20% After Deductible	OON Deductible & Coinsurance	Suggested Copay: \$1000 20% After Deductible	OON Deductible & Coinsurance	Suggested Copay: \$1000 20% After Deductible	OON Deductible & Coinsurance
Labs	\$25 Copay After Deductible	OON Deductible & Coinsurance	\$25 Copay After Deductible	OON Deductible & Coinsurance	\$25 Copay After Deductible	OON Deductible & Coinsurance
X-rays	\$100 Copay After Deductible	OON Deductible & Coinsurance	\$100 Copay After Deductible	OON Deductible & Coinsurance	\$100 Copay After Deductible	OON Deductible & Coinsurance
Diagnostic Testing/Imaging (Precertification Required)	20% After Deductible	OON Deductible & Coinsurance	20% After Deductible	OON Deductible & Coinsurance	20% After Deductible	OON Deductible & Coinsurance
Outpatient Facility Services (Precertification Required) <ul style="list-style-type: none"> Infusions/Injections Outpatient Surgical Facility Services Outpatient Chemotherapy and Radiotherapy Dialysis (limited to acute temporary dialysis) 	20% After Deductible	OON Deductible & Coinsurance OON Deductible & Coinsurance Not Covered Not Covered	20% After Deductible	OON Deductible & Coinsurance OON Deductible & Coinsurance Not Covered Not Covered	20% After Deductible	OON Deductible & Coinsurance OON Deductible & Coinsurance Not Covered Not Covered
Inpatient Hospital Services (Precertification Required) <ul style="list-style-type: none"> Inpatient Hospital Care Facility Inpatient Hospital Surgical Services Inpatient Skilled Nursing Facility (30 days per calendar year maximum) Inpatient Rehab Facility (30 days per calendar year maximum) 	20% After Deductible	OON Deductible & Coinsurance	20% After Deductible	OON Deductible & Coinsurance	20% After Deductible	OON Deductible & Coinsurance

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NETWORK	INN	OON	INN	OON	INN	OON
Preventive Services - Click here for a complete list.						
Preventive Care/Screening/Immunization <ul style="list-style-type: none"> Annual Adult Physical Adult Immunizations: Flu Vaccine, Pneumonia Vaccine, Tetanus/Diphtheria Mammogram Gynecological Services Routine Colonoscopy Well Child Care/Newborn Care 	\$0 Copay \$0 Deductible	OON Deductible & Coinsurance	\$0 Copay \$0 Deductible	OON Deductible & Coinsurance	\$0 Copay \$0 Deductible	OON Deductible & Coinsurance
Other Covered Services						
Therapy 35 days per benefit year maximum combined <ul style="list-style-type: none"> Physical & Occupational Therapies Speech Therapy ABA & Respiratory 	Suggested Copay: \$75 20% After Deductible	OON Deductible & Coinsurance	Suggested Copay: \$75 20% After Deductible	OON Deductible & Coinsurance	Suggested Copay: \$75 20% After Deductible	OON Deductible & Coinsurance
Pregnancy/Maternity <ul style="list-style-type: none"> Prenatal/Postnatal Office Visit Room and Board (limited to semi-private room rate) 	20% After Deductible	OON Deductible & Coinsurance	20% After Deductible	OON Deductible & Coinsurance	20% After Deductible	OON Deductible & Coinsurance
Home Health Care (Precertification Required) 60-visit limit per benefit year	20% After Deductible	OON Deductible & Coinsurance	20% After Deductible	OON Deductible & Coinsurance	20% After Deductible	OON Deductible & Coinsurance
Hospice Care (Precertification Required) 30 days per benefit year maximum <ul style="list-style-type: none"> Residential/Facility 	20% After Deductible	OON Deductible & Coinsurance	20% After Deductible	OON Deductible & Coinsurance	20% After Deductible	OON Deductible & Coinsurance
Durable Medical Equipment (DME) (Precertification Required) Limited to 12-month rental or purchase price, whichever is less.	20% After Deductible	OON Deductible & Coinsurance	20% After Deductible	OON Deductible & Coinsurance	20% After Deductible	OON Deductible & Coinsurance
Organ Transplant	20% After Deductible	Not Covered	20% After Deductible	Not Covered	20% After Deductible	Not Covered
Allergy Testing/Injections	20% After Deductible	OON Deductible & Coinsurance	20% After Deductible	OON Deductible & Coinsurance	20% After Deductible	OON Deductible & Coinsurance

PLAN		HSA \$3,500		HSA \$5,000		HSA \$8,300	
NETWORK		INN	OON	INN	OON	INN	OON
Prescription Drugs							
Retail Pharmacy Copayments 30-day supply at retail pharmacies Mail order required for maintenance medication after initial 30-day supply	Preventive Medicine Generic or Brand Name	\$0 Copay	OON Deductible & Coinsurance	\$0 Copay	OON Deductible & Coinsurance	\$0 Copay	OON Deductible & Coinsurance
	Generic Urgently Needed Care Rx	\$10 Copay After Deductible	OON Deductible & Coinsurance	\$10 Copay After Deductible	OON Deductible & Coinsurance	\$10 Copay After Deductible	OON Deductible & Coinsurance
	Generic Maintenance Rx	\$10 Copay After Deductible	OON Deductible & Coinsurance	\$10 Copay After Deductible	OON Deductible & Coinsurance	\$10 Copay After Deductible	OON Deductible & Coinsurance
	Preferred Brand Name Drugs Urgently Needed Care Rx	\$90 Copay After Deductible	OON Deductible & Coinsurance	\$90 Copay After Deductible	OON Deductible & Coinsurance	\$90 Copay After Deductible	OON Deductible & Coinsurance
	Preferred Brand Name Drugs Maintenance Rx	\$90 Copay After Deductible	OON Deductible & Coinsurance	\$90 Copay After Deductible	OON Deductible & Coinsurance	\$90 Copay After Deductible	OON Deductible & Coinsurance
	Non-Preferred Brand Name Drugs Urgently Needed Care Rx	\$110 Copay After Deductible	OON Deductible & Coinsurance	\$110 Copay After Deductible	OON Deductible & Coinsurance	\$110 Copay After Deductible	OON Deductible & Coinsurance
	Non-Preferred Brand Name Drugs Maintenance Rx	\$110 Copay After Deductible	OON Deductible & Coinsurance	\$110 Copay After Deductible	OON Deductible & Coinsurance	\$110 Copay After Deductible	OON Deductible & Coinsurance
	GLP1 Medication (For Qualifying Member, Not Covered for Weight Loss)	\$200 Copay	OON Deductible & Coinsurance	\$200 Copay	OON Deductible & Coinsurance	\$200 Copay	OON Deductible & Coinsurance
	Specialty Drugs	Patient Assistance Plans Available					
Mail Order or Retail Pharmacy Copayments 90-day supply	Preventive Medicine Generic or Brand Name	\$0 Copay					
	Generic	\$20 Copay After Deductible	OON Deductible & Coinsurance	\$20 Copay After Deductible	OON Deductible & Coinsurance	\$20 Copay After Deductible	OON Deductible & Coinsurance
	Preferred Brand Name Drugs	\$180 Copay After Deductible	OON Deductible & Coinsurance	\$180 Copay After Deductible	OON Deductible & Coinsurance	\$180 Copay After Deductible	OON Deductible & Coinsurance
	Non-Preferred Brand Name Drugs	\$220 Copay After Deductible	OON Deductible & Coinsurance	\$220 Copay After Deductible	OON Deductible & Coinsurance	\$220 Copay After Deductible	OON Deductible & Coinsurance
	GLP1 Medication (For Qualifying Members, Not Covered for Weight Loss)	\$600 Copay	OON Deductible & Coinsurance	\$600 Copay	OON Deductible & Coinsurance	\$600 Copay	OON Deductible & Coinsurance
	Specialty Drugs	Patient Assistance Plans Available					
RX Benefit Highlights							
RX Company	ProAct						
Phone	1-877-635-9545						
Website	https://secure.proactrx.com/						
Pharmacy Advantage Formulary	MM and HSA Formulary						
Telehealth and Mail Order Formulary	Telehealth and Mail Order Formulary						
Pharmacy Exclusions	Pharmacy Exclusions						
Additional Information	https://info.proactrx.com/welcome-lx-mm						

Notes:

1. Failure to obtain authorization will result in penalties. The penalty may be a 50% reduction of allowed charges or denial of claim.
2. Elective Surgery will not be covered for the first 90 days of coverage.
3. If you're facing a true emergency, such as severe injury or life-threatening symptoms, you may go to the closest emergency room with no out of network penalty or denial.
4. In the case authorization is required for an emergency admission, there is a 48-hour grace period or next business day.



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PREMIUMS BY AGE BAND						
PLAN	HSA \$3,500		HSA \$5,000		HSA \$8,300	
NETWORK	PHCS	FIRST HEALTH	PHCS	FIRST HEALTH	PHCS	FIRST HEALTH
AGES 18-29						
Employee	\$543.00	\$604.00	\$527.00	\$588.00	\$449.00	\$499.00
Employee + Spouse	\$952.00	\$1,033.00	\$920.00	\$1,002.00	\$662.76	\$712.76
Employee + Child(ren)	\$872.00	\$954.00	\$843.00	\$925.00	\$743.06	\$793.06
Family	\$1,366.00	\$1,468.00	\$1,318.00	\$1,420.00	\$921.68	\$971.68
AGES 30-44						
Employee	\$559.00	\$620.00	\$542.00	\$603.00	\$499.00	\$549.00
Employee + Spouse	\$984.00	\$1,065.00	\$951.00	\$1,032.00	\$732.78	\$782.78
Employee + Child(ren)	\$901.00	\$982.00	\$871.00	\$952.00	\$821.60	\$871.60
Family	\$1,414.00	\$1,516.00	\$1,364.00	\$1,466.00	\$1,020.06	\$1,070.06
AGES 45-54						
Employee	\$584.00	\$645.00	\$566.00	\$627.00	\$519.00	\$569.00
Employee + Spouse	\$1,029.00	\$1,110.00	\$994.00	\$1,075.00	\$809.73	\$859.73
Employee + Child(ren)	\$941.00	\$1,023.00	\$910.00	\$992.00	\$908.87	\$958.87
Family	\$1,478.00	\$1,580.00	\$1,426.00	\$1,528.00	\$1,129.38	\$1,179.38
AGES 55-64						
Employee	\$620.00	\$681.00	\$601.00	\$662.00	\$559.00	\$609.00
Employee + Spouse	\$1,106.00	\$1,187.00	\$1,067.00	\$1,149.00	\$895.68	\$945.68
Employee + Child(ren)	\$1,010.00	\$1,092.00	\$976.00	\$1,058.00	\$1,005.83	\$1,055.83
Family	\$1,596.00	\$1,698.00	\$1,539.00	\$1,641.00	\$1,250.84	\$1,300.84