**PLAN DESIGN & BENEFITS**
MEDICAL PLAN PROVIDED BY AETNA LIFE INSURANCE COMPANY

### PLAN FEATURES

<table>
<thead>
<tr>
<th></th>
<th>IN-NETWORK DESIGNATED PROVIDERS</th>
<th>OUT OF NETWORK/ NON DESIGNATED PROVIDERS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Deductible</strong> (per calendar year)</td>
<td>$1,000 Individual</td>
<td>$2,500 Individual</td>
</tr>
<tr>
<td></td>
<td>$2,000 Family</td>
<td>$5,000 Family</td>
</tr>
</tbody>
</table>

All covered expenses accumulate separately toward the preferred or non-preferred 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 do not apply towards the Deductible. The family Deductible is a cumulative Deductible for all family members. The family Deductible can be met by a combination of family members; however no single individual within the family will be subject to more than the individual Deductible amount.

<table>
<thead>
<tr>
<th><strong>Member Coinsurance</strong></th>
<th>10%</th>
<th>30%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applies to all expenses unless otherwise stated.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Payment Limit</strong> (per calendar year)</th>
<th>$3,600 Individual</th>
<th>$7,000 Individual</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$7,200 Family</td>
<td>$14,000 Family</td>
</tr>
</tbody>
</table>

All covered expenses accumulate separately toward the preferred or non-preferred 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.

<table>
<thead>
<tr>
<th><strong>Lifetime Maximum</strong></th>
<th>Unlimited except where otherwise indicated.</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th><strong>Payment for Non-Preferred Care</strong></th>
<th>Not Applicable</th>
<th>Professional: 105% of Medicare</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Facility: 140% of Medicare</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Primary Care Physician Selection</strong></th>
<th>Not Applicable</th>
<th>Not Applicable</th>
</tr>
</thead>
</table>

**Certification Requirements** -
Certification for certain types of Non-Preferred 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.

<table>
<thead>
<tr>
<th><strong>Referral Requirement</strong></th>
<th>None</th>
<th>None</th>
</tr>
</thead>
</table>

**Network Designations** - In order to be covered at the preferred in-network benefit level; you must use a designated provider for care. If you receive care from a non-designated provider your care may be paid at the out-of-network benefit level or may not be covered at all.

### PREVENTIVE CARE

<table>
<thead>
<tr>
<th><strong>Routine Adult Physical Exams/ Immunizations</strong></th>
<th>Covered 100%; deductible waived</th>
<th>30%; after deductible</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 exam every 12 months for members age 22 to age 65; 1 exam every 12 months for adults age 65 and older.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Routine Well Child Exams/Immunizations</strong></th>
<th>Covered 100%; deductible waived</th>
<th>30%; deductible waived</th>
</tr>
</thead>
<tbody>
<tr>
<td>7 exams in the first 12 months of life, 3 exams in the second 12 months of life, 3 exams in the third 12 months of life, 1 exam per year thereafter to age 22.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Routine Gynecological Care Exams</strong></th>
<th>Covered 100%; deductible waived</th>
<th>30%; deductible waived</th>
</tr>
</thead>
<tbody>
<tr>
<td>Includes routine tests and related lab fees.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**PLAN DESIGN & BENEFITS**  
**MEDICAL PLAN PROVIDED BY AETNA LIFE INSURANCE COMPANY**

<table>
<thead>
<tr>
<th>Routine Mammograms</th>
<th>Covered 100%; deductible waived</th>
<th>30%; after deductible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women’s Health</td>
<td>Covered 100%; deductible waived</td>
<td>30%; after deductible</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Routine Digital Rectal Exam</th>
<th>Covered 100%; deductible waived</th>
<th>30%; after deductible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prostate-specific Antigen Test</td>
<td>Covered 100%; deductible waived</td>
<td>30%; after deductible</td>
</tr>
<tr>
<td>Colorectal Cancer Screening</td>
<td>Covered 100%; deductible waived</td>
<td>Covered under Routine Adult Exams</td>
</tr>
</tbody>
</table>

Recommended: For all members age 50 and over.

<table>
<thead>
<tr>
<th>Routine Eye Exams</th>
<th>Covered 100%; deductible waived</th>
<th>30%; after deductible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Routine Hearing Screening</td>
<td>Covered 100%; deductible waived</td>
<td>30%; after deductible</td>
</tr>
</tbody>
</table>

**PHYSICIAN SERVICES**  
**IN-NETWORK DESIGNATED PROVIDERS**

| Office Visits to non-Specialist 1 routine exam per 24 months. | $20 office visit copay; deductible waived | 30%; after deductible |

Includes services of an internist, general physician, family practitioner or pediatrician.

<table>
<thead>
<tr>
<th>Specialist Office Visits 1 routine exam per 24 months.</th>
<th>$40 office visit copay; deductible waived</th>
<th>30%; after deductible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audiometric Hearing Exam 1 routine exam per 24 months.</td>
<td>$40 copay; deductible waived</td>
<td>30%; after deductible</td>
</tr>
<tr>
<td>Pre-Natal Maternity</td>
<td>Covered 100%; deductible waived</td>
<td>Covered according to standard claim practice.</td>
</tr>
<tr>
<td>Walk-in Clinics</td>
<td>$20 office visit copay; deductible waived</td>
<td>30%; after deductible</td>
</tr>
</tbody>
</table>

Walk-in Clinics are network, free-standing health care facilities. They are an alternative to a physician’s office visit for treatment of unscheduled, non-emergency illnesses and injuries and the administration of certain immunizations. It is not an alternative for emergency room services or the ongoing care provided by a physician. Neither an emergency room, nor the outpatient department of a hospital, shall be considered a Walk-in Clinic.

<table>
<thead>
<tr>
<th>Allergy Testing</th>
<th>Member cost sharing is based on the type of service performed and the place of service where it is rendered</th>
<th>Member cost sharing is based on the type of service performed and the place of service where it is rendered</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allergy Injections</td>
<td>Member cost sharing is based on the type of service performed and the place of service where it is rendered</td>
<td>Member cost sharing is based on the type of service performed and the place of service where it is rendered</td>
</tr>
</tbody>
</table>

**DIAGNOSTIC PROCEDURES**  
**IN-NETWORK DESIGNATED PROVIDERS**

<table>
<thead>
<tr>
<th>Diagnostic X-ray 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.</th>
<th>10%; after deductible</th>
<th>30%; after deductible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diagnostic Laboratory 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.</td>
<td>10%; after deductible</td>
<td>30%; after deductible</td>
</tr>
</tbody>
</table>
## PLAN DESIGN & BENEFITS
**MEDICAL PLAN PROVIDED BY AETNA LIFE INSURANCE COMPANY**

### Diagnostic Outpatient Complex Imaging
- In-network: 10%; after deductible
- Out-of-network: 30%; after deductible

### EMERGENCY MEDICAL CARE
- **In-network designated providers**
  - Urgent Care Provider: $40 copay; deductible waived
  - Non-Urgent Use of Urgent Care Provider: 50%; after deductible
- **Out-of-network/non-designated providers**
  - Copay waived if admitted

### Diagnostic Outpatient Complex Imaging
- In-network: 10%; after deductible
- Out-of-network: 30%; after deductible

### Emergency Room
- In-network: $50 copay; deductible waived
- Out-of-network: Same as in-network care

### Non-Emergency Care in an Emergency Room
- In-network: Not Covered
- Out-of-network: Not Covered

### Emergency Use of Ambulance
- In-network: Covered 100%; after deductible
- Out-of-network: Same as in-network care

### Non-Emergency Use of Ambulance
- In-network: Not Covered
- Out-of-network: Not Covered

### Hospital Care
- **In-network designated providers**
  - Inpatient Coverage (includes delivery and postpartum care): 10%; after deductible
  - Outpatient Hospital Expenses: 10%; after deductible
  - Outpatient Surgery: 10%; after deductible
  - Outpatient Surgery - Freestanding Facility: 10%; after deductible
- **Out-of-network/non-designated providers**
  - Inpatient: 30%; after deductible
  - Outpatient: 30%; after deductible
  - Inpatient Maternity Coverage: 10%; after deductible

### Mental Health Services
- **In-network designated providers**
  - Inpatient: 10%; after deductible
  - Outpatient: $40 copay; deductible waived
- **Out-of-network/non-designated providers**
  - Inpatient: 30%; after deductible
  - Residential Treatment Facility: 10%; after deductible
  - Outpatient: $40 copay; deductible waived

### Alcohol/Drug Abuse Services
- **In-network designated providers**
  - Inpatient: 10%; after deductible
  - Residential Treatment Facility: 10%; after deductible
  - Outpatient: $40 copay; deductible waived
- **Out-of-network/non-designated providers**
  - Inpatient: 30%; after deductible
  - Residential Treatment Facility: 30%; after deductible
  - Outpatient: 30%; after deductible

### Other Services
- **In-network designated providers**
  - Convalescent Facility: 10%; after deductible
- **Out-of-network/non-designated providers**
  - Convalescent Facility: 10%; after deductible

### Home Health Care
- In-network: 10%; after deductible
- Out-of-network: 30%; after deductible
### Hospice Care - Inpatient
10%; after deductible 30%; after deductible
The member cost sharing applies to all covered benefits incurred during a member's inpatient stay.

### Hospice Care - Outpatient
10%; after deductible 30%; after deductible
The member cost sharing applies to all covered benefits incurred during a member's outpatient visit.

### Private Duty Nursing – Outpatient
10%; after deductible 30%; after deductible
Limited to 30 eight hour shifts per calendar year. Each period of private duty nursing of up to 8 hours will be deemed to be one private duty nursing shift.

### Outpatient Physical Therapy
$40 copay; deductible waived 30%; after deductible

### Outpatient Speech and Occupational Therapy
$40 copay; deductible waived 30%; after deductible
Limited to 12 visits per calendar year combined.

### Spinal Manipulation Therapy
$40 copay; deductible waived 30%; after deductible

### Autism Behavioral Therapy
Covered same as any other Outpatient Mental Health benefit

### Autism Applied Behavior Analysis
Covered same as any other Outpatient Mental Health benefit with no age or visit limitations.

### Autism Physical Therapy
$40 copay; deductible waived 30%; after deductible

### Autism Occupational Therapy
$40 copay; deductible waived 30%; after deductible

### Autism Speech Therapy
$40 copay; deductible waived 30%; after deductible

### Durable Medical Equipment
10%; after deductible 30%; after deductible

### Diabetic Supplies -- (if not covered under Pharmacy benefit)
Covered same as any other medical expense.

### Generic FDA-approved Women's Contraceptives
Covered 100%; deductible waived 30%; after deductible

### Contraceptive drugs and devices not obtainable at a pharmacy
Covered 100%; deductible waived 30%; after deductible

### Hearing Aids
$1,000 per 36 months 10%; after deductible 30%; after deductible

### Transplants
10%; after deductible 30%; after deductible
Preferred coverage is provided at an IOE contracted facility only. Non-Preferred coverage is provided at a Non-IOE facility.

### Bariatric Surgery
10%; after deductible 30%; after deductible
The member cost sharing applies to all covered benefits incurred during a member's inpatient stay.

### "Other" Health Care -- 20% member coinsurance after the preferred (per calendar year) deductible for services that are neither "preferred" nor "non-preferred".

## FAMILY PLANNING

<table>
<thead>
<tr>
<th>IN-NETWORK DESIGNATED PROVIDERS</th>
<th>OUT OF NETWORK/NON DESIGNATED PROVIDERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infertility Treatment</td>
<td>Member cost sharing is based on the type of service performed and the place of service where it is rendered</td>
</tr>
<tr>
<td>Diagnosis and treatment of the underlying medical condition.</td>
<td></td>
</tr>
<tr>
<td>Comprehensive Infertility Services</td>
<td>Not Covered</td>
</tr>
<tr>
<td>Coverage includes Artificial Insemination (limited to six courses of treatment per member's lifetime) and Ovulation Induction (limited to six courses of treatment per member's lifetime). Lifetime maximum applies to all procedures covered by any of our plans except where prohibited by law.</td>
<td>Not Covered</td>
</tr>
</tbody>
</table>
Advanced Reproductive Technology (ART) | Not Covered | Not Covered
Valsartan | Member cost sharing is based on the type of service performed and the place of service where it is rendered | Member cost sharing is based on the type of service performed and the place of service where it is rendered
Tubal Ligation | Covered 100%; deductible waived | 30%; after deductible

**PHARMACY**

**IN-NETWORK**

**OUT-OF-NETWORK**

**Pharmacy Plan Type**

Aetna Value Plus Open Formulary

**Retail**

(2 times retail copay for 31-90 day supply at participating pharmacies. Percentage copays will not be doubled)

$10 copay for formulary generic drugs, $40 copay for formulary brand-name drugs, and $70 copay for non-formulary brand-name and generic drugs up to a 30 day supply at participating pharmacies.

30% of submitted cost; after applicable copay

**Mail Order**

$20 copay for formulary generic drugs, $80 copay for formulary brand-name drugs, and $140 copay for non-formulary brand-name and generic drugs. Up to a 31-90 day supply from Aetna Rx Home Delivery®.

Not Covered

**Aetna Value Plus Specialty Drugs**

$10 copay for formulary generic drugs, $40 copay for formulary brand-name drugs, and $70 copay for non-formulary brand-name and generic drugs up to a 30 day supply at participating pharmacies.

Not Covered

First prescription fill at any retail drug facility. Subsequent fills must be through Aetna Specialty Pharmacy®.

**Value Plus Specialty Drug List**

**Choose Generics with Dispense as Written (DAW) override** - the member pays the applicable copay. If the physician requires brand, member would pay brand name copay. If the member requests brand-name when a generic is available, the member pays the applicable copay plus the difference between the generic price and the brand-name price.

**Plan Includes:** Diabetic supplies and Contraceptive drugs and devices obtainable from a pharmacy. A limited list of over-the-counter medications are covered when filled with a prescription.

Performance Enhancement Drugs (6 tablets per month)

Value Plus Pre-certification included

Value Plus Step Therapy included

One transition fill allowed within 90 days of member’s effective date

Formulary Generic FDA-approved Women’s Contraceptives and certain over-the-counter preventive medications covered 100% in network.

**GENERAL PROVISIONS**

**Dependents Eligibility**

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.**
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 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. 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.

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.
PLAN DESIGN & BENEFITS
MEDICAL PLAN PROVIDED BY AETNA LIFE INSURANCE COMPANY

• 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.
• Durable medical Equipment
• 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.
• Orthotics except diabetic orthotics.
• 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 or inadequacies, including therapy, supplies or counseling or prescription drugs.
• Special duty nursing.
• Therapy or rehabilitation other than those listed as covered.
• Treatment of behavioral disorders.
• 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.

Aetna receives rebates from drug manufacturers that may be taken into account in determining Aetna's Preferred Drug List. Rebates do not reduce the amount a member pays the pharmacy for covered prescriptions. Aetna Rx Home Delivery refers to Aetna Rx Home Delivery, LLC, a licensed pharmacy subsidiary of Aetna Inc., that operates through mail order. The charges that Aetna negotiates with Aetna Rx Home Delivery may be higher than the cost they pay for the drugs and the cost of the mail order pharmacy services they provide. For these purposes, the pharmacy's cost of purchasing drugs takes into account discounts, credits and other amounts that they may receive from wholesalers, manufacturers, suppliers and distributors.

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

This managed care plan may not cover all of your health care expenses. Read your contract carefully to determine which health care services are covered. To contact the plan if you are a member, call the number on your ID card; all others, call 1-888-982-3862.

Translation of the material into another language may be available. Please call Member Services at 1-888-982-3862.
Gettysburg College
Proposed Effective Date: 01-01-2016
Open Choice® (PPO) – Pennsylvania
Aetna Whole Health – Pinnacle/Wellspan

PLAN DESIGN & BENEFITS
MEDICAL PLAN PROVIDED BY AETNA LIFE INSURANCE COMPANY

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.

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