

## APPENDIX C

### SCHEDULE OF BENEFITS FOR THE LOW COST MEDICAL PLAN OF BENEFITS

The schedule on the following pages highlights key features of the Low Cost Medical Plan of Benefits for Covered Individuals. These benefits are described in greater detail in the Plan Document.

- The amounts charged for Covered Medical Expenses provided by Network providers are subject to the PPO allowed contractual amounts. A Covered Individual will not be balance billed for amounts over the allowed contractual amount.
- The amounts charged for Covered Medical Expenses provided by Out-of-Network providers are subject to the Reasonable and Customary Allowance (R&C Allowance). R&C Allowances are determined by the Trustees (or their designee) in their sole discretion, and are amended from time to time. Out-of-Network charges are paid at 285% of the Medicare Physician Fee Schedule National Payment Amount Schedule. A Covered Individual is responsible to pay for amounts over the R&C Allowance.

#### COMPREHENSIVE MEDICAL BENEFITS

	PPO Provider	Out-of-Network Provider
<b>Coinsurance</b>	70% paid by Plan	50% paid by Plan
<b>Deductible per Calendar Year</b>	\$600 per individual / \$1,800 per family	
<b>Out-of-Pocket Maximum per Calendar Year</b> (includes deductible)	\$4,600 per individual / \$9,200 per family	
	After a covered individual satisfies the Deductible and Out-of-Pocket Maximum, the Plan will pay 100% of most eligible covered services for the remainder of the Calendar Year.	

#### MEDICAL BENEFITS

Contracted Network Provider: BlueCross BlueShield of Illinois (BCBS)

	BCBS PPO Provider	Out-of-Network Provider
<ul style="list-style-type: none"> <li><b>Acupuncture</b></li> </ul>	70% paid by Plan	50% paid by Plan
	Maximum visit limit per Employee: 45 visits per Calendar Year Maximum visit limit per spouse: 15 visits per Calendar Year Combined with chiropractic and naprapathy visits No coverage for Dependent children	
<ul style="list-style-type: none"> <li><b>Ambulance Service</b></li> </ul>	70% paid by Plan subject to the PPO deductible	
<ul style="list-style-type: none"> <li><b>Anesthesia or Sedation</b></li> </ul>	70% paid by Plan	50% paid by Plan
<ul style="list-style-type: none"> <li><b>Bariatric Surgery</b> (only for the diagnosis and treatment of morbid obesity)</li> </ul>	70% paid by Plan	50% paid by Plan
	Prior to surgery, a Covered Individual is required to contact the Fund Office to enroll in and successfully complete ComPsych's Bariatric Support Service Program (BSSP). Participation in the BSSP is mandatory for coverage.	

	<b>BCBS PPO Provider</b>	<b>Out-of-Network Provider</b>
<ul style="list-style-type: none"> <li>• <b>Breast Feeding Support and Equipment</b> to the extent required under the Affordable Care Act <ul style="list-style-type: none"> <li>o Lactation Support and Counseling</li> <li>o Breast Pump rental up to the purchase price and initial supplies (tubing and shields). Limited to one non-retail purchase per pregnancy.</li> <li>o Hospital-grade breast pump must be Medically Necessary.</li> </ul> </li> </ul>	100% paid by Plan Deductible does not apply	No coverage
<ul style="list-style-type: none"> <li>• <b>Chiropractic Care</b></li> </ul>	70% paid by Plan	50% paid by Plan
	Maximum visit limit per Employee: 45 visits per Calendar Year Maximum visit limit per spouse: 15 visits per Calendar Year Combined with acupuncture and naprapathy visits No coverage for Dependent children	
<ul style="list-style-type: none"> <li>• <b>Clinical Trials</b> to the extent required by the Affordable Care Act</li> </ul>	70% paid by Plan	50% paid by Plan
	See Plan Section 5.04(G)	
<ul style="list-style-type: none"> <li>• <b>Contraceptives</b> to the extent required under the Affordable Care Act and interpretive guidance for FDA approved methods for females under age 55: <ul style="list-style-type: none"> <li>o Contraceptive support and counseling</li> <li>o Diaphragms, sponges, cervical caps, female condoms &amp; spermicide</li> <li>o Vaginal rings</li> <li>o Emergency contraceptives (morning after pill only), generic only</li> <li>o Implants &amp; implantable rods</li> <li>o Oral contraceptives, generic only</li> <li>o Patch</li> <li>o Injectables</li> <li>o IUD</li> </ul> </li> </ul>	100% paid by the Plan, including Office Visits. Deductible does not apply	No coverage
<ul style="list-style-type: none"> <li>• <b>Cosmetic Surgery</b> solely to improve appearance</li> </ul>	No coverage	
<ul style="list-style-type: none"> <li>• <b>Dental Services for a Non-Occupational Injury to Teeth</b></li> </ul>	No coverage	
<ul style="list-style-type: none"> <li>• <b>Diagnostic X-Rays and Lab Tests</b></li> </ul>	70% paid by Plan	50% paid by Plan
<ul style="list-style-type: none"> <li>• <b>Diagnostic Imaging Benefit – MRI, CAT/CT and PET Scans</b></li> </ul>	70% paid by Plan	50% paid by Plan
<ul style="list-style-type: none"> <li>• <b>Durable Medical Equipment</b></li> </ul>	70% paid by Plan	50% paid by Plan
<ul style="list-style-type: none"> <li>• <b>Emergency Room</b> <ul style="list-style-type: none"> <li>o Facility</li> <li>o Physician fees</li> </ul> </li> </ul>	70% paid by Plan 70% paid by Plan	70% paid by Plan 70% paid by Plan
<ul style="list-style-type: none"> <li>• <b>Emergency Room Co-Payment</b></li> </ul>	\$300 per Emergency Room visit Waived if admitted to the Hospital as an in-patient within 72 hours or held in the observation unit for more than 24 hours Emergency Room Co-payment no longer applicable after individual meets the Calendar Year Out-of-Pocket Maximum	
<ul style="list-style-type: none"> <li>• <b>Extended Care/Skilled Nursing Facility</b></li> </ul>	70% paid by Plan	50% paid by Plan
	Maximum of 120 days per convalescent period	

	BCBS PPO Provider	Out-of-Network Provider
<ul style="list-style-type: none"> <li>• <b>Genetic Testing</b> <ul style="list-style-type: none"> <li>○ Genetic testing to the extent required under the Affordable Care Act</li> <li>○ Amniotic fluid or genomic/oncotype testing</li> <li>○ Gene expression profiling to determine a treatment plan for a cancer diagnosis</li> <li>○ Genetic testing for cystic fibrosis for both Participant and spouse (biological parents) during a period of pregnancy</li> </ul> </li> </ul>	<p>100% paid by Plan</p> <p>70% paid by Plan</p> <p>70% paid by Plan</p> <p>70% paid by Plan</p>	<p>No coverage</p> <p>50% paid by Plan</p> <p>50% paid by Plan</p> <p>50% paid by Plan</p>
• <b>Hearing Benefit</b>	No coverage, except as required by the Affordable Care Act under the Wellness and Preventive Care benefit	
• <b>Home Health Care</b>	70% paid by Plan	50% paid by Plan
	Maximum of 120 visits per year	
• <b>Hospice Care</b>	70% paid by Plan	50% paid by Plan
	Lifetime maximum of 180 days per individual	
• <b>Hospital Care</b>	70% paid by Plan	50% paid by Plan
	Confinement maximum: 180 days per Calendar Year for in-patient care	
• <b>Infertility Services</b> (Hospital, Physician, prescription drugs, treatments, etc.)	70% paid by Plan	50% paid by Plan
	Combined lifetime maximum of \$10,000 for services provided to the Employee and spouse	
• <b>Infusion Therapy</b> for the administration of an intravenous prescription drug	70% paid by Plan	50% paid by Plan
• <b>Member Assistance Program</b>	See page C-5	
• <b>Mental Health Care</b>	See page C-5	
• <b>Naprapathy</b>	70% paid by Plan	50% paid by Plan
	Maximum visit limit per Employee: 45 visits per Calendar Year Maximum visit limit per spouse: 15 visits per Calendar Year Combined with acupuncture and chiropractic visits No coverage for Dependent children	
• <b>Nutritional Counseling</b> to the extent required under the Affordable Care Act for chronic disease management	100% paid by Plan Deductible does not apply	No coverage
• <b>Oral and Maxillofacial Surgery</b>	70% paid by Plan	50% paid by Plan
• <b>Organ Transplant</b>	70% paid by Plan	50% paid by Plan
• <b>Physical, Occupational and Speech Outpatient Therapy for Restorative/ Rehabilitative Therapy</b> (up to 6 months to restore an established function)	70% paid by Plan	50% paid by Plan
• <b>Physical, Occupational and Speech Outpatient Therapy for Developmental Disabilities</b> (Habilitative or to teach; for covered individuals through age 18)	70% paid by Plan	50% paid by Plan
• <b>Physician Services</b>	70% paid by Plan	50% paid by Plan

<ul style="list-style-type: none"> <li>• <b>Pregnancy Care</b></li> </ul>	70% paid by Plan, except to the extent required under the Affordable Care Act. Services covered under the Affordable Care Act are paid at 100% by the Plan and the Deductible does not apply.	50% paid by Plan
	<b>BCBS PPO Provider</b>	<b>Out-of-Network Provider</b>
<ul style="list-style-type: none"> <li>• <b>Prosthetics</b> <ul style="list-style-type: none"> <li>○ Artificial limbs and eyes</li> <li>○ Wigs and hairpieces for hair loss as a result of treatment for a cancer diagnosis</li> </ul> </li> </ul>	70% paid by Plan	50% paid by Plan
	No coverage	
<ul style="list-style-type: none"> <li>• <b>Reconstructive Breast Surgery</b></li> </ul>	70% paid by Plan	50% paid by Plan
<ul style="list-style-type: none"> <li>• <b>Sterilization</b> <ul style="list-style-type: none"> <li>○ Females under age 55 to the extent required under the Affordable Care Act</li> <li>○ Males</li> <li>○ Sterilization reversals (female/male)</li> </ul> </li> </ul>	100% paid by Plan, Deductible does not apply 70% paid by Plan No Coverage	No Coverage No Coverage No Coverage
<ul style="list-style-type: none"> <li>• <b>Substance Use Disorder</b></li> </ul>	See page C-5	
<ul style="list-style-type: none"> <li>• <b>Surgi-Center Facility</b> <ul style="list-style-type: none"> <li>○ Hospital Affiliated</li> <li>○ No Hospital Affiliation</li> </ul> </li> </ul>	70% paid by Plan 70% paid by Plan	50% paid by Plan No coverage
<ul style="list-style-type: none"> <li>• <b>Surgical Assistant or Assistant Surgeon</b></li> </ul>	70% paid by Plan	50% paid by Plan, limited to 20% of surgical procedure's R&C Allowance
<ul style="list-style-type: none"> <li>• <b>Surgical Consultations</b></li> </ul>	70% paid by Plan	50% paid by Plan
<ul style="list-style-type: none"> <li>• <b>Temporomandibular Joint Care (TMJ)</b> <ul style="list-style-type: none"> <li>○ Physician and therapy services</li> <li>○ Appliances, and their adjustments, for TMJ and bruxism (occlusal)</li> </ul> </li> </ul>	70% paid by Plan	50% paid by Plan
	70% paid by Plan once every 3 consecutive years. Maximum of two (2) appliances per lifetime.	
<ul style="list-style-type: none"> <li>• <b>Urgent/Immediate Care Facilities and Retail Clinics</b></li> </ul>	70% paid by Plan	50% paid by Plan
<ul style="list-style-type: none"> <li>• <b>Vision Surgery</b> (excluding cosmetic or refractive corrections)</li> </ul>	70% paid by Plan	50% paid by Plan
<ul style="list-style-type: none"> <li>• <b>Wellness and Preventive Care</b> <ul style="list-style-type: none"> <li>○ <b>Wellness and Preventive Care</b> to the extent required under the Affordable Care Act and interpretive guidance, including routine screenings, immunizations and other services (see <a href="http://www.healthcare.gov">www.healthcare.gov</a> for list of services)</li> </ul> </li> </ul>	100% paid by Plan. Deductibles and Coinsurance do not apply	No coverage
<ul style="list-style-type: none"> <li>○ <b>Comprehensive Health Evaluation and Physical Exam</b> (blood, glucose and cholesterol analysis, strength and flexibility testing, mammogram or prostate screening and more)</li> </ul>	<b>Preferred Contracted Provider: Health Dynamics</b> 100% paid by Plan for Participant and spouse once every Calendar Year. No coverage for Dependent children	

<b>MEMBER ASSISTANCE PROGRAM</b>		
Contracted Network Provider: ComPsych, Guidance Resources		
	<b>ComPsych In-Network Provider</b>	<b>Out of Network Provider</b>
• <b>Member Assistance Program (MAP)</b>	100% paid by Plan for 5 short-term counseling sessions per issue	No coverage

<b>MENTAL HEALTH &amp; SUBSTANCE USE DISORDER BENEFITS</b>		
Contracted Network Provider: ComPsych, Guidance Resources		
	<b>ComPsych In-Network Provider</b>	<b>Out of Network Provider</b>
• <b>Emergency Room</b> ○ Facility ○ Physician fees	70% paid by Plan 70% paid by Plan	70% paid by Plan 70% paid by Plan
• <b>Emergency Room Co-Payment</b>	\$300 per Emergency Room visit Waived if admitted to the Hospital as an in-patient within 72 hours or held in the observation unit for more than 24 hours Emergency Room Co-payment no longer applicable after individual meets the Calendar Year Out-of-Pocket Maximum	
• <b>Hospital Care and Residential Treatment Facilities</b>	70% paid by Plan	50% Paid by Plan
	Confinement maximum: 180 days per calendar year combined for hospital and residential treatment in-patient care)	
• <b>Hospital Out-Patient Diagnostic Tests</b>	70% paid by Plan	50% paid by Plan
• <b>Out-Patient Therapy</b> (Including Partial Hospitalization)	70% paid by Plan	50% paid by Plan
• <b>Custodial or Group Homes</b>	No coverage	

<b>PRESCRIPTION BENEFITS</b>			
Contracted Network Provider: Express Scripts, Inc. (ESI) and Diplomat Specialty Pharmacy			
Prescription drug benefits are not available to an apprentice except as described in Sections 3.02(C) and 3.11(C) of the Plan Document.			
	<b>ESI Network Retail Pharmacy</b> (Lesser of 100 units or a 30-day supply)	<b>ESI by Mail</b> (Up to a 90-day supply through mail order)	<b>Diplomat Specialty Pharmacy</b> (For specialty drugs)
<b>Out-of-Pocket Maximum per Calendar Year</b>	\$2,000 per individual / \$4,000 per family		
<b>Generic Co-payment</b>	70% paid by Plan		n/a
<b>Single-Source Brand Co-payment</b> (A generic is not available)	70% paid by Plan		n/a
<b>Multi-Source Brand Co-payment</b> (A generic is available)	70% paid by Plan		n/a
<b>Specialty Medication Co-payment</b> (used to treat complex conditions such as cancer, hemophilia, immune deficiency, rheumatoid arthritis, etc. and require a higher level of care)	n/a		70% paid by Plan

**LIFE INSURANCE BENEFITS**

Contracted Provider: Self-Funded

	<b>Eligible Participant</b>	<b>Spouse</b>	<b>Child</b>
Policy amount	\$5,000	\$1,000	\$1,000

**EXCLUDED BENEFITS**

• Vision Benefits	No coverage
• Dental Benefits	No coverage
• Short Term Disability Benefits	No coverage
• Accidental Death and Dismemberment Insurance Benefits	No coverage