

Schedule of Benefits

Complete PPO Plus HSA 4000 Enhanced FlexRxSM

For Individuals and Small Group Employers

This plan is a Health Savings Account (HSA) compatible high deductible health plan (HDHP). An HSA is a tax exempt fund that you and/or your employer can establish to pay for medical expenses associated with a qualified HDHP or you can use to save for your future health needs. By choosing an HSA-compatible plan, you are able to set up and contribute to an HSA and use the funds to pay for qualified medical expenses without federal tax liability or penalty. Check with your employer to find out whether they have an administrator to manage HSAs for their employees. Or contact our preferred HSA administrator, Benefit Strategies, at 603-232-8037 to learn how you may establish and fund an HSA. Once you set up an HSA, you should contact your HSA administrator to find out how to get the most from your account.



This health plan meets Minimum Creditable Coverage standards and will satisfy the individual mandate that you have health insurance. Please see the last page for additional information.

Schedule of Benefits

This Schedule of Benefits is a general description of your coverage as a member of Mass General Brigham Health Plan. For more information about your benefits, log into Member.MassGeneralBrighamHealthPlan.org to see your plan documents and get personalized information about your plan or call Customer Service at 866-414-5533 (TTY 711).

There are two levels of coverage associated with this Plan: In-Network coverage and Out-of-Network coverage. In-Network coverage applies when you use a Preferred (In-Network) Provider to obtain Covered Services. To access the Complete PPO Plus Provider Directory, visit MassGeneralBrighamHealthPlan.org or call Customer Service.

Out-of-Network coverage applies when you use a Non-Preferred (Out-of-Network) Provider that is not contracted with the Complete PPO Plus network to obtain Covered Services. When using Out-of-Network Providers, the Plan pays only a percentage of the cost of the care you receive up to the Allowed Amount for the service. (Please see your Member Handbook for information on how the Allowed Amount is determined by Mass General Brigham Health Plan.) If an Out-of-Network Provider charges any amount in excess of the Allowed Amount, you are responsible for the excess amount.

All covered services must be medically necessary and some may require Prior Authorization. For a full list of medical and surgical services that require a Prior Authorization, please go to MassGeneralBrighamHealthPlan.org, or call Customer Service. Please visit this site often as services can be added and updated to the list at any time. Your Member Handbook may also include additional coverage and/or exclusions not listed on the Schedule of Benefits.

DEDUCTIBLE AND OUT-OF-POCKET MAXIMUM

	In Network	Out of Network
Deductible per benefit period	Medical/Dental/Vision/Behavioral Health/Prescription Drug (Combined): \$4,000 Individual /\$8,000 Family	Medical/Behavioral Health (Combined): \$8,000 Individual /\$16,000 Family

With family coverage, the individual deductible does not apply. The entire family deductible must be met before benefits are payable for anyone in the family. Deductible doesn't apply to preventive services.

Out-of-Pocket Maximum per benefit period	Medical/Dental/Vision/Behavioral Health/Prescription Drug (Combined): \$8,000 Individual /\$16,000 Family	Medical/Behavioral Health (Combined): \$16,000 Individual /\$32,000 Family
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With family coverage, the family out-of-pocket maximum is satisfied by combining the deductibles, coinsurance, and copayment amounts paid by covered family members. A covered member will not exceed the Individual maximum out-of-pocket amount.

The Deductible, Coinsurance and Copayments for Medical, Dental, Vision, Behavioral Health, and Prescription Drugs apply to the annual Out-of-Pocket Maximum. This Schedule of Benefits and the Member Handbook comprise the Evidence of Coverage for members covered on this health plan.

OUT OF NETWORK PENALTY

Penalty	\$500
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The Penalty is the amount that a Member may be responsible for paying for certain Out-of-Network services when Prior Authorization has not been received before obtaining the services. The Penalty charge is in addition to any Member Cost-sharing amounts. (Does not count towards the deductible or out-of-pocket maximum.)

OUTPATIENT MEDICAL CARE

<i>Preventive Services</i>	In Network	Out of Network
Annual Physical Exams ¹	No Member Cost-Sharing	Subject to OON deductible, then 20% coinsurance
Annual Gynecological Exams ¹	No Member Cost-Sharing	Subject to OON deductible, then 20% coinsurance
Family Planning Services	No Member Cost-Sharing	Subject to OON deductible, then 20% coinsurance
Immunizations & Vaccinations	No Member Cost-Sharing	Subject to OON deductible, then 20% coinsurance
Preventive Laboratory Tests	No Member Cost-Sharing	Subject to OON deductible, then 20% coinsurance
Screening Colonoscopy	No Member Cost-Sharing	Subject to OON deductible, then 20% coinsurance
Screening Mammography	No Member Cost-Sharing	Subject to OON deductible, then 20% coinsurance
Well Child Visits	No Member Cost-Sharing	Subject to OON deductible, then 20% coinsurance

¹Services for specific conditions during an annual exam may be subject to cost sharing.

Other Primary & Specialty Care Office Visits

	In Network	Out of Network
Office Visits for Other Primary Care	Subject to IN deductible, then \$40 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Telemedicine (Virtual Visits) - PCP	Subject to IN deductible, then \$40 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Telemedicine (Virtual Visits) - On Demand	Subject to IN deductible, then \$60 copayment/Visit	
Office Visits for Other Specialty Care	Subject to IN deductible, then \$60 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Telemedicine (Virtual Visits) - Specialist	Subject to IN deductible, then \$60 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Acupuncture (Covered up to 20 visits per benefit period)	Subject to IN deductible, then \$60 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Allergy Shots	No charge after IN deductible	Subject to OON deductible, then 20% coinsurance
Cardiac Rehabilitation Service	Subject to IN deductible, then \$60 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Chiropractic Care	Subject to IN deductible, then \$40 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Routine Adult Eye Exam (1 visit(s) per member age 19 and over, every 12 months)	Subject to IN deductible, then \$60 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Routine Foot Care (covered for diabetes and some circulatory diseases)	Subject to IN deductible, then \$60 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Hearing Exams	Subject to IN deductible, then \$60 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Infertility Services	Subject to IN deductible, then \$60 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Physical Therapy/Occupational Therapy (Covered up to 60 combined visits for rehabilitation and habilitation each per benefit period) ²	Subject to IN deductible, then \$60 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Speech Therapy	Subject to IN deductible, then \$60 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Routine Prenatal and Postnatal Care	No charge after IN deductible	Subject to OON deductible, then 20% coinsurance

²No benefit limit when covered services are furnished to treat autism spectrum disorders.

Other Outpatient Services

	In Network	Out of Network
Diagnostic, Imaging and X-ray	Subject to IN deductible, then \$55 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Laboratory	Subject to IN deductible, then \$55 copayment/Visit	Subject to OON deductible, then 20% coinsurance
High-tech Radiology (MRI, CT, PET Scan, Nuclear Cardiac Imaging)	Non-Hospital and other designated sites: Subject to IN deductible, then 10% coinsurance Hospital-based: Subject to IN deductible, then 30% coinsurance	Subject to OON deductible, then 50% coinsurance
Outpatient Surgery—Facility Fee	Non-Hospital and other designated sites: Subject to IN deductible, then 10% coinsurance Hospital-based: Subject to IN deductible, then 30% coinsurance	Subject to OON deductible, then 50% coinsurance
Outpatient Surgery—Professional Fee	Subject to IN deductible, then 10% coinsurance	Subject to OON deductible, then 30% coinsurance

INPATIENT MEDICAL CARE

	In Network	Out of Network
Inpatient Medical Services (including Maternity) - Facility Fee	Subject to IN deductible, then 30% coinsurance	Subject to OON deductible, then 50% coinsurance
Inpatient Medical Services - Professional Fee	Subject to IN deductible, then 30% coinsurance	Subject to OON deductible, then 50% coinsurance
Inpatient Care in a Skilled Nursing Facility - Facility Fee (Covered up to 100 days per benefit period)	Subject to IN deductible, then 30% coinsurance	Subject to OON deductible, then 50% coinsurance
Inpatient Care in a Skilled Nursing Facility - Professional Fee	Subject to IN deductible, then 30% coinsurance	Subject to OON deductible, then 50% coinsurance
Inpatient Care in a Rehabilitation Facility - Facility Fee (Covered up to 60 days per benefit period)	Subject to IN deductible, then 30% coinsurance	Subject to OON deductible, then 50% coinsurance
Inpatient Care in a Rehabilitation Facility - Professional Fee	Subject to IN deductible, then 30% coinsurance	Subject to OON deductible, then 50% coinsurance
Routine Nursery and Newborn Care	No Member Cost-Sharing	Subject to OON deductible, then 20% coinsurance

BEHAVIORAL HEALTH - OUTPATIENT

	In Network	Out of Network
Mental Health Care or Substance Use Care	Subject to IN deductible, then \$40 copayment/Visit	Subject to OON deductible, then 20% coinsurance
Telemedicine (Virtual Visits) - Mental Health Care or Substance Use Care	Subject to IN deductible, then \$40 copayment/Visit	Subject to OON deductible, then 20% coinsurance

BEHAVIORAL HEALTH - INPATIENT

	In Network	Out of Network
Mental Health Care - Facility Fee	Subject to IN deductible, then 30% coinsurance	Subject to OON deductible, then 50% coinsurance
Mental Health Care - Professional Fee	Subject to IN deductible, then 30% coinsurance	Subject to OON deductible, then 50% coinsurance
Substance Use Detoxification or Rehabilitation - Facility Fee	Subject to IN deductible, then 30% coinsurance	Subject to OON deductible, then 50% coinsurance
Substance Use Detoxification or Rehabilitation - Professional Fee	Subject to IN deductible, then 30% coinsurance	Subject to OON deductible, then 50% coinsurance

URGENT CARE

Care for an illness, injury, or condition serious enough that a person would seek immediate care, but not so severe as to require Emergency room care.

	In Network	Out of Network
Urgent Care	Subject to IN deductible, then \$60 copayment/Visit	Subject to OON deductible, then 20% coinsurance

EMERGENCY CARE

If you require emergency medical care, go to the nearest emergency room or call 911. You or a family member should notify your PCP within 48 hours of an emergency visit.

Care you receive in an emergency room, in or out of the Service Area	Subject to IN deductible, then 30% coinsurance
Ambulance Services (emergency transport only)	No charge after IN deductible
Emergency Dental Care (within 72 hours of accident or injury)	Subject to IN deductible, then 30% coinsurance

PEDIATRIC DENTAL and VISION CARE BENEFITS³

Dental

Preventive and Diagnostic (oral exams, X-rays, cleanings)	No charge after IN deductible
Basic Restorative (fillings, root canal, treatment)	Subject to IN deductible, then 25% coinsurance
Major Restorative (dentures, crowns)	Subject to IN deductible, then 50% coinsurance
Orthodontic Services (medically necessary)	Subject to IN deductible, then 50% coinsurance

Vision

Routine Eye Exams (1 every 12 months)	No charge after IN deductible
Frames and Lenses (provider designated frames and lenses)	No charge after IN deductible

³This policy does include coverage of pediatric dental and vision services for children up to age 19 as required under the Federal Patient Protection and Affordable Care Act. Please see the sections later in this Schedule of Benefits for additional coverage information.

PRESCRIPTION DRUGS (6-Tier)

30-day Retail: With a valid prescription and purchased at a participating pharmacy for up to a 30-day supply

Tier 1 - Low-Cost Generic: Subject to IN deductible, then \$10 copayment/Prescription
Tier 2 - Other generic and some brand name: Subject to IN deductible, then \$30 copayment/Prescription
Tier 3 - High costing generic and preferred brand name: Subject to IN deductible, then \$175 copayment/Prescription
Tier 4 - Higher cost generics and non-preferred brand name: Subject to IN deductible, then \$300 copayment/Prescription
Tier 5 - Generic specialty and preferred specialty: Subject to IN deductible, then \$350 copayment/Prescription
Tier 6 - Non-preferred Specialty: Subject to IN deductible, then \$500 copayment/Prescription

Access90 With a valid prescription for a 90-day supply of a maintenance medication and purchased through the mail or at a participating retail pharmacy

90-day Mail:

Tier 1 - Low-Cost Generic: Subject to IN deductible, then \$20 copayment/Prescription
Tier 2 - Other generic and some brand name: Subject to IN deductible, then \$60 copayment/Prescription
Tier 3 - High costing generic and preferred brand name: Subject to IN deductible, then \$350 copayment/Prescription
Tier 4 - Higher cost generics and non-preferred brand name: Subject to IN deductible, then \$900 copayment/Prescription

90-day Retail:

Tier 1 - Low-Cost Generic: Subject to IN deductible, then \$30 copayment/Prescription
Tier 2 - Other generic and some brand name: Subject to IN deductible, then \$90 copayment/Prescription
Tier 3 - High costing generic and preferred brand name: Subject to IN deductible, then \$525 copayment/Prescription
Tier 4 - Higher cost generics and non-preferred brand name: Subject to IN deductible, then \$900 copayment/Prescription

OVER-THE-COUNTER DRUGS

For a complete list of over-the-counter drugs, visit MassGeneralBrighamHealthPlan.org or call Customer Service at 866-414-5533 (TTY 711).

Select over-the-counter medicines and products with a valid prescription and purchased at a participating pharmacy.

\$0-Subject to IN deductible, then \$175 copayment/Prescription (depending on drug prescribed)

ADDITIONAL SERVICES

	In Network	Out of Network
Diabetic Supplies	No charge after IN deductible	Subject to OON deductible, then 20% coinsurance
Disposable Medical Supplies	No charge after IN deductible	Subject to OON deductible, then 20% coinsurance
Durable Medical Equipment	Subject to IN deductible, then 30% coinsurance	Subject to OON deductible, then 50% coinsurance
Early Intervention (from birth up to age three)	No charge after IN deductible	No charge after OON deductible
Fitness Program Reimbursement	Up to \$150/Individual, \$300/Family per calendar year (see MassGeneralBrighamHealthPlan.org for qualifications)	
Hearing Aids (age 21 and under) (Covered up to \$2,000 for each affected ear every 36 months)	No charge after IN deductible	Subject to OON deductible, then 20% coinsurance
Home Health Care	No charge after IN deductible	Subject to OON deductible, then 20% coinsurance
Hospice Care	No charge after IN deductible	Subject to OON deductible, then 20% coinsurance
Oxygen Supplies and Therapy	No charge after IN deductible	Subject to OON deductible, then 20% coinsurance
Weight Loss Program Benefit	Coverage for up to six months of membership fees per calendar year in a qualified weight-loss program for either a covered Subscriber or one covered Dependent (see MassGeneralBrighamHealthPlan.org for qualifications)	
Wigs (when medically necessary for hair loss due to cancer treatment or other conditions)	Subject to IN deductible, then 30% coinsurance	Subject to OON deductible, then 50% coinsurance

ABOUT YOUR MASS GENERAL BRIGHAM HEALTH PLAN MEMBERSHIP

For questions or concerns about your coverage, call Customer Service at 866-414-5533 (TTY 711). Representatives are available Monday through Friday, 8:00 a.m.–6:00 p.m. (Thursday 8:00 a.m.– 8:00 p.m.)

Benefit Period

If you have non-group coverage, your benefit period resets on January 1. If you are enrolled through employer sponsored group coverage, your benefit period resets on your employer’s anniversary date.

Copayments, Coinsurance, or Deductibles Required for Certain Services

Before coverage begins for certain services, you pay a deductible each benefit period. Your plan deductible is an amount you pay for certain services each year before Mass General Brigham Health Plan starts to pay for those certain covered services.

Your Health Savings Account (HSA) Compatible plan uses an Aggregate Deductible and Embedded Out-of- Pocket Maximum.

If you have individual coverage, you only need to satisfy the individual deductible and out-of-pocket maximum amounts. Family amounts do not apply to you. If you have family coverage, the individual deductible does not apply. Your entire family deductible must be met before benefits are payable for anyone in the family (unless otherwise noted). With family coverage, the family out-of-pocket maximum is satisfied by combining the deductibles, coinsurance, and copayment amounts paid by covered family members. A covered member will not exceed the Individual out-of-pocket maximum before the plan starts to pay 100% for covered services.

As a reminder, under HSA-compatible plans, all covered services except covered preventive services apply toward satisfaction of the deductible.

Preventive Care Services

Mass General Brigham Health Plan covers eligible preventive services for adults, women (including pregnant women) and children, which includes coverage for annual physical exams, immunizations, well child visits and annual gynecological exams. For a complete list of eligible preventive care services, please visit MassGeneralBrighamHealthPlan.org or call Customer Service.

Urgent Care

If you need urgent care, you can obtain In-Network coverage by seeking services from an In-Network Urgent Care Facility. To find an In-Network Urgent Care Facility near you, access the online Provider Directory at MassGeneralBrighamHealthPlan.org or call Customer Service. Examples of conditions requiring urgent care include, but are not limited to, fever, sore throat or an earache.

Emergency Care

In an emergency, go to the nearest emergency facility, or call 911. Please refer to this Schedule of Benefits for your cost sharing amounts. If you need follow-up care after you are treated in an emergency room, you must get care from an In-Network Provider for coverage to be provided at the In-Network coverage level. If you are admitted to the hospital from an emergency visit, you or the attending physician must call the Plan at 866-414-5533 within 24 hours. This telephone number can also be found on your Member ID card.

Utilization Review Program

The Utilization Review standards Mass General Brigham Health Plan uses were created to assure our members consistently receive high quality, appropriate medical care. To determine coverage, specific criteria are used to make Utilization Review decisions. These criteria are developed by physicians and meet the standards of national accreditation organizations. As new treatments and technologies become available, we update our Utilization Review standards annually.

To make utilization decisions the health plan conducts prospective, concurrent, and retrospective reviews of the health care services our members use.

Initial Determination (Prospective Review or Prior Authorization)

Prior Authorization determines in advance if a procedure or treatment either you or your doctor is requesting is both medically appropriate and medically necessary. Members are required to obtain Prior Authorization from Mass General Brigham Health Plan for certain services. Before you receive services from an Out-of-Network Provider, please refer to our website, MassGeneralBrighamHealthPlan.org, or contact Customer Service at 866-414-5533 for a list of Out-of-Network services that require Prior Authorization.

Concurrent Review

During the course of treatment, such as hospitalization, concurrent review monitors the progress of treatment and determines for how long it will be deemed medically necessary.

Retrospective Review

After care has been provided, we review treatment outcomes to ensure that the health care services provided to you met certain quality standards.

Care Management

When members have a severe or chronic illness or condition, they may qualify for Care Management. Care managers work one-on-one with members and their providers to find the most appropriate and cost-effective ways to manage a condition. Together, a treatment plan that best meets the member's needs is developed with the goal of promoting patient education, self-care, and providing access to the right kinds of health care services and options.

To learn more about Utilization Review or Care Management at Mass General Brigham Health Plan, please refer to your Member Handbook or call Customer Service.

Benefit Exclusions

Services or supplies that Mass General Brigham Health Plan does not cover include: Benefits from other sources; Diet foods; Educational testing and evaluations; Massage therapy; Personal comfort items; Reversal of Voluntary Sterilization.

Additional benefit exclusions apply, for a complete list please refer to your plan's Benefit Handbook.

Pediatric Dental Care Benefits

Members up to age 19 (through the end of the month the member turns 19 years of age) are eligible for the coverage below, when provided by an in-network Dental Provider. You must always verify the participation status of a Dental Provider prior to seeking services.

How to find a Dental Care Provider:

To find a participating provider, go to MassGeneralBrighamHealthPlan.org or call Delta Dental Customer Services at 855-264-7898 (TTY 711).

Preventive and Diagnostic (oral exams, X-rays, cleanings)	
Topical fluoride treatment (1 per 90 days)	No charge after IN deductible
Periodic oral exams (2 per benefit period)	No charge after IN deductible
Routine cleanings (2 per benefit period)	No charge after IN deductible
Bitewing x-rays (2 per benefit period)	No charge after IN deductible
Panoramic x-rays (1 every 3 years)	No charge after IN deductible
Sealants (1 every 3 years)	No charge after IN deductible
Space maintainers	No charge after IN deductible
Basic Restorative (fillings, root canal treatment)	
Fillings (1 per 12 months)	Subject to IN deductible, then 25% coinsurance
Simple tooth extractions (1 per tooth)	Subject to IN deductible, then 25% coinsurance
Surgical extractions	Subject to IN deductible, then 25% coinsurance
General Anesthesia or Minor treatment for pain relief	Subject to IN deductible, then 25% coinsurance
Root canals (1 per permanent tooth)	Subject to IN deductible, then 25% coinsurance
Periodontal services (limits vary)	Subject to IN deductible, then 25% coinsurance
Endodontic services (limits vary)	Subject to IN deductible, then 25% coinsurance
Repair of crowns (limits vary)	Subject to IN deductible, then 25% coinsurance
Palliative treatment of dental pain (limits vary)	Subject to IN deductible, then 25% coinsurance
Adjustment of dentures (limits vary)	Subject to IN deductible, then 25% coinsurance
Major Restorative (dentures, crowns)	
Dentures (1 per 84 months)	Subject to IN deductible, then 50% coinsurance
Crowns (1 per 60 months)	Subject to IN deductible, then 50% coinsurance
Orthodontic Services - All Orthodontic Treatment Requires Preauthorization	
Only medically necessary orthodontic treatment is covered	Subject to IN deductible, then 50% coinsurance

Pediatric Vision Care Benefits

Members up to age 19 (through the end of the month the member turns 19 years of age) are eligible for the coverage below, when provided by an in-network vision provider.

How to find a Vision Care Provider:

To find a participating provider, go to MassGeneralBrighamHealthPlan.org or call EyeMed Customer Services at 844-201-3993 (TTY 711).

Frequency	
Examinations	Once every 12 months
Frames	Once every 12 months
Lenses or Contact Lenses	Once every 12 months
Exams	
Routine Eye Exam, with dilation as necessary	No charge after IN deductible
Frames	
Collection (provider designated frames)	No charge after IN deductible
Lenses	
<i>Standard Plastic Lenses</i>	
Single Vision	No charge after IN deductible
Conventional (Lined) Bifocal	No charge after IN deductible
Conventional (Lined) Trifocal	No charge after IN deductible
Lenticular	No charge after IN deductible
Standard Progressive Lens	No charge after IN deductible
<i>Additional Lens Options</i>	
UV Treatment	No charge after IN deductible
Tint (Solid and Gradient)	No charge after IN deductible
Standard Plastic Scratch Coating	No charge after IN deductible
Photochromatic/ Transitions Lens	No charge after IN deductible
Contact Lenses	
Contact lenses (provider designated lenses)	No charge after IN deductible
Extended Wear Disposables	Up to 6-month supply of monthly or 2-week disposable, single vision spherical or toric contact lenses
Daily Wear/ Disposables	Up to 3-month supply of daily disposable, single vision spherical contact lenses
Conventional	1 pair from selection of provider designated contact lenses

MASSACHUSETTS REQUIREMENT TO PURCHASE HEALTH INSURANCE:

As of January 1, 2009, the Massachusetts Health Care Reform Law requires that Massachusetts residents, eighteen (18) years of age and older, must have health coverage that meets the Minimum Creditable Coverage standards set by the Commonwealth Health Insurance Connector, unless waived from the health insurance requirement based on affordability or individual hardship. For more information call the Connector at 1-877-MA-ENROLL or visit the Connector website (www.mahealthconnector.org).

This health plan meets Minimum Creditable Coverage standards that are effective January 1, 2025 as part of the Massachusetts Health Care Reform Law. If you purchase this plan, you will satisfy the statutory requirement that you have health insurance meeting these standards.

This disclosure is for minimum creditable coverage standards that are effective January 1, 2025. Because these standards may change, review your health plan material each year to determine whether your plan meets the latest standards.

If you have questions about this notice, you may contact the Division of Insurance by calling 617-521-7794 or visiting its website at mass.gov/doi.



This plan is underwritten by Mass General Brigham Health Plan, Inc.