

## Definitions

- **Plan Year Deductible** is the amount for which the member is responsible for *certain* services before the coverage will begin. Effective 6/1/12, the MNHG will have a Plan Year Deductible on all active employee plans. The deductible amount will be \$250 per member, not to exceed \$750 per family. Once an individual family member has paid \$250 for the deductible, there is no additional deductible charge for that family member for the remainder of that plan year. Once a family of two has paid \$500 (\$250 each) there is no more deductible for the plan year. Once a family of 3 or more has paid a total of \$750, regardless of how much any one individual has contributed to the deductible, there will be no more deductible taken for the entire family for the remainder of the plan year. Each plan year runs from June 1 through May 31.

The deductible applies to Inpatient admissions; Outpatient surgery; Emergency Room (waived if admitted); MRI, PET, CT and other diagnostic tests and procedures; Durable Medical Equipment (DME); and prosthetics. It does not apply to Office Visits or Pharmacy.

Certain services are subject to both the deductible and a co-pay. Co-pays do not count towards the deductible.

- **Co-pay** is a *fixed dollar amount* that the member pays at the time of service for certain services identified by The Plan as taking a co-pay. For certain services both a co-pay and the deductible may apply if the member has not already met the deductible. An example of this is *Inpatient Admission* to which the deductible applies (if it has not already been met) *and* which takes a \$500 co-pay.
- **Coinsurance** is the *percentage* of charges for a service for which the member is responsible. For example, the Durable Medical Equipment (DME) and prosthetics benefits require the member to pay 20% of the equipment charges negotiated by the health plan. The plan pays the remaining 80%.

- **Out Of Pocket (OOP) Maximum:** is the maximum amount that a member has to pay out-of-pocket in a plan year for certain services identified by The Plan.

For MNHG the Out-of-Pocket (OOP) Maximum is \$2,000 for an Individual, not to exceed \$4,000 for a Family. The following member payments count towards the OOP maximum: (1) Plan Year Deductible, (2) co-pays except for prescription drug co-pays, and (3) member's coinsurance. Only prescription drug co-pays do not accumulate towards the OOP Maximum. The maximum out-of-pocket liability for a Family will be \$4,000 regardless of the expenditures per individual family member.

For the PPO and POS plans, there will also be an Out-of-Network Out of Pocket Max. of \$3,000 per member with no limit per family.