

2020 BENEFITS SUMMARY

Medical Plan Options

All plans administered by Wellmark Blue Cross Blue Shield and utilize worldwide network.

	Light		Basic		Choice Savings		Premier	
Preventative Care	100% in-network		100% in-network		100% in-network		100% in-network	
Office Visit	\$20 co-pay		\$30 after deductible		\$0 after deductible		\$25 co-pay	
Deductible	\$5,000 Single	\$10,000 Family	\$3,000 Single	\$6,000 Family	\$2,500 Single	\$5,000 Family	\$0 Single	\$0 Family
Co-Insurance	50% after deductible		20% after deductible		0% after deductible		10%	
Out-of-Pocket Maximum (OPM)	\$6,850 Single	\$13,700 Family	\$4,500 Single	\$9,000 Family	\$2,500 Single	\$5,000 Family	\$2,000 Single	\$4,000 Family

- 1) Use of non-network providers will reduce your benefit(s) and increase your deductible and/or out-of-pocket maximum.
- 2) Both the Basic and Choice Savings plans are high deductible plans; you pay 100% of claims, except preventive and well-baby care, until the deductible is met.
- 3) Preventive Care guidelines state a preventive exam/procedure that becomes diagnostic must apply to the deductible.
- 4) Non-tobacco discounts must be re-elected each year.
- 5) A working spouse who has other coverage available through their own employer will not be eligible to enroll in an Ruan medical plan. Refer to Working Spouse Exclusion in the Employee Benefits Guide.
- 6) Under Choice Savings, +Spouse, +Child(ren), or Family elections share the higher family deductible and out-of-pocket maximums.

Prescription Drug

All medical plans include prescription drug coverage.

	Light	Basic-Preventive	Basic-All others	Choice Savings-Preventive	Choice Savings-All others	Premier
Tier 1-Generic	\$15	\$20 or 25% <i>(whichever is greater)</i>	\$20 or 25% <i>(whichever is greater after deductible)</i>	\$15 or 25% <i>(whichever is greater)</i>	\$0 <i>(after deductible)</i>	\$10 or 25% <i>(whichever is greater)</i>
Tier 2-Select Brands	50% <i>(after deductible)</i>	\$35 or 25% <i>(whichever is greater)</i>	\$35 or 25% <i>(whichever is greater after deductible)</i>	\$35 or 25% <i>(whichever is greater)</i>	\$0 <i>(after deductible)</i>	25%
Tier 3- All Other Brands	50% <i>(after deductible)</i>	\$50 or 25% <i>(whichever is greater)</i>	\$50 or 25% <i>(whichever is greater after deductible)</i>	\$45 or 25% <i>(whichever is greater)</i>	\$0 <i>(after deductible)</i>	25%
Specialty Drugs	50% <i>(after deductible)</i>	20% <i>(after deductible)</i>		\$0 co-pay <i>(after deductible)</i>		10% co-insurance

- 1) Out-of-Network benefits equal your co-pay or 50%, whichever is greater, and is subject to Usual Customary & Reasonable charges (UCR).
- 2) Under the Basic and Choice Savings plans, the deductible is waived for preventive medication. To see if a medication is labeled as preventive visit www.wellmark.com, click Wellmark Drug List, then select "Blue Rx Complete formulary" under Drug Lists.
- 3) Under the Premier plan your Rx cost share does **not** apply to the medical plan's out-of-pocket maximum (OPM). A **separate** Rx OPM of \$2,000 single/\$4,000 family applies.
- 4) There is a mail order program available for high cost maintenance drugs. For three co-pays you receive a 90 day supply without the "whichever is greater" clause, allowing additional savings.
- 5) Some specialty drugs or self-administered injectables will require a written prescription to be filled at a retail or Caremark Specialty pharmacy to be covered.

Dental

Plans administered by Delta Dental of Iowa and offer Delta Premier or Delta PPO networks.

	Standard Dental		Premier Dental	
	Premier Network	PPO Network	Premier Network	PPO Network
Preventative Care	20% co-insurance		0% co-insurance	
Annual Deductible	\$50	\$25	\$25	\$15
Basic Care	20% <i>(after deductible)</i>	10% <i>(after deductible)</i>	20% <i>(after deductible)</i>	10% <i>(after deductible)</i>
Major Care	50% <i>(after deductible)</i>		50% <i>(after deductible)</i>	
Dental Maximum	\$1,000/year/person		\$2,000/year/person	
Orthodontia <i>(children age 19 and younger only)</i>	\$50 ortho. deductible 50% Lifetime max: \$1,000		\$50 ortho. deductible 50% Lifetime max: \$1,500	

*Out-of-Network rates are subject to Usual Customary & Reasonable charges (UCR).

Vision

Plans administered by VSP and utilize the VSP Signature network.

	Plan Allowance
Annual Exam	\$40
Glasses or Contacts <i>(one or the other, once per year)</i>	\$125

- 1) Network providers offer discounts up to a 20% on goods and services.
- 2) Members are responsible for charges over the annual plan allowances.

Note: This handout is for informational purposes only. If there are any discrepancies between this brochure and the plan document, the plan document will govern. For more information, please consult the Employee Benefits Guide, Summary Plan Description or Employee Policy Manual.

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Additional details are available at www.ruan.com/benefits or on the Hub

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