



GLOBAL HEALTH 3500

Schedule of Benefits

COMPREHENSIVE MEDICAL COVERAGE

EFFECTIVE DATE: JANUARY 1, 2025



IMPORTANT INFORMATION

Please be aware that the coverage made available hereunder may be prohibited or unadvisable in certain countries. The Company may be able to provide some general information or assistance in this regard, but the Company is not in a position to provide legal advice to employers or employees in such countries.

The benefits provided under the Plan are provided by the Company and are paid from the general assets of the Company. Cigna Health and Life Insurance Company (CIGNA) provides claim administration services only to the Plan.

The Company reserves the right at any time and for any reason to terminate, suspend, withdraw, amend or modify the plan or any of its provisions. If any material changes are made in the future, you will be notified.

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Contact Information: www.cignaenvoy.com or International access code + 1 + 800.441.2668 or (302) 797-3100



Comprehensive Medical Coverage

The Schedule

For You and Your Dependents

To receive Comprehensive Medical Coverage, you and your Dependents may be required to pay a portion of the Covered Expenses for services and supplies. That portion is the Deductible, Co-payment and Co-insurance.

Co-insurance

The term Co-insurance means the percentage of charges for Covered Expenses that a covered person is required to pay under the Plan.

Co-payments/Deductibles

Co-payments are expenses to be paid by you or your Dependent for the services received. Deductibles are also expenses to be paid by you or your Dependent. Deductible amounts are separate from and not reduced by Co-payments. Co-payments and Deductibles are in addition to any Co-insurance. Once the Deductible maximum in The Schedule has been reached, you and your family need not satisfy any further medical Deductible for the rest of that year.

Maximum Out-of-Pocket limit

Family members meet only their individual Out-of-Pocket maximum and then their claims will be covered without additional member cost share; if the family Out-of-Pocket limit has been met prior to their individual Out-of-Pocket limit being met, their claims will be paid with no additional member cost share. This is considered an embedded Maximum Out-of-Pocket limit. The maximum Out-of-Pocket will include Deductible payments, Co-pay payments, pharmacy Co-pays, pharmacy Co-insurance payments, Pre-Admission Certification and Continued Stay Review penalties.

Maximum Reimbursable Charge

Unless otherwise noted, services are paid based on the Maximum Reimbursable Charge. For this plan, the Maximum Reimbursable Charge is calculated at the 80th percentile of all charges made by providers of such service or supply in the geographic area.

Multiple Surgical Reduction

Multiple surgeries performed during one operating session result in payment reduction of 60% to the surgery of lesser charge. The most expensive procedure is paid as any other surgery.



Assistant Surgeon and Co-Surgeon Charges

Assistant Surgeon

The maximum amount payable will be limited to charges made by an assistant surgeon that do not exceed 20 percent of the surgeon’s allowable charge. (For purposes of this limitation, allowable charge means the amount payable to the surgeon prior to any reductions due to Co-insurance or Deductible amounts.)

Co-Surgeon

The maximum amount payable will be limited to charges made by co-surgeons that do not exceed 20 percent of the surgeon’s allowable charge plus 20 percent. (For purposes of this limitation, allowable charge means the amount payable to the surgeons prior to any reductions due to Co-insurance or Deductible amounts.)

BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
Lifetime Maximum	Unlimited	Unlimited	Unlimited
Emergency Evacuation or Repatriation Benefits	100% not subject to plan Deductible	100% not subject to plan Deductible	100% not subject to plan Deductible
Co-insurance Level	100% of the Maximum Reimbursable Charge	80% of the Maximum Reimbursable Charge	60% of the Maximum Reimbursable Charge
Calendar Year Deductible			
Individual	\$0 per person	\$3,500 per person	\$6,000 per person
Family Maximum	\$0 per family	\$7,000 per family	\$12,000 per family
Family members meet only their individual Deductible and then their claims will be covered under the plan Co-insurance; if the family Deductible has been met prior to their individual Deductible being met, their claims will be paid at the plan Co-insurance level.			



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.								
<p>Co-payments/ Deductibles</p> <p>Co-payments are expenses to be paid by you or your Dependent for the services received. Deductibles are also expenses to be paid by you or your Dependent. Deductible amounts are separate from and not reduced by Co-payments. Co-payments and Deductibles are in addition to any Co-insurance. Once the Deductible maximum in The Schedule has been reached, you and your family need not satisfy any further medical Deductible for the rest of that year.</p>											
<p>Maximum Out-of-Pocket limit</p> <table border="1"> <tr> <td>Individual</td> <td>\$3,500 per person</td> <td>\$6,350 per person</td> <td>\$22,000 per person</td> </tr> <tr> <td>Family Maximum</td> <td>\$7,000 per family</td> <td>\$12,700 per family</td> <td>\$42,000 per family</td> </tr> </table> <p>Family members meet only their individual Out-of-Pocket maximum and then their claims will be covered without additional member cost share; if the family Out-of-Pocket limit has been met prior to their individual Out-of-Pocket limit being met, their claims will be paid with no additional member cost share. This is considered an embedded Maximum Out-of-Pocket limit. The maximum Out-of-Pocket will include Deductible payments, Co-pay payments, pharmacy Co-pays, pharmacy Co-insurance payments, Pre-Admission Certification and Continued Stay Review penalties.</p>				Individual	\$3,500 per person	\$6,350 per person	\$22,000 per person	Family Maximum	\$7,000 per family	\$12,700 per family	\$42,000 per family
Individual	\$3,500 per person	\$6,350 per person	\$22,000 per person								
Family Maximum	\$7,000 per family	\$12,700 per family	\$42,000 per family								
<p>Combined Medical/Pharmacy Maximum Out-of-Pocket limit</p> <p>Combined Medical/Pharmacy Maximum Out-of-Pocket limit includes retail and mail order drugs</p>	Yes	Yes	Yes								
<p>Physician's Services</p> <p>Physician's Office Visit</p> <p>Surgery Performed In the Physician's Office</p>	100%	\$25 per visit Co-pay \$45 per visit Co-pay	60% after plan Deductible 60% after plan Deductible								



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
Second Opinion Consultations (provided on a voluntary basis)	100%	\$25 per visit Co-pay	60% after plan Deductible
Allergy Treatment/Injections/Serum	100%	\$25 per visit Co-pay	60% after plan Deductible
Specialist Office Visit	100%	\$45 per visit Co-pay	60% after plan Deductible
Adult Preventive Care Routine Preventive Care for adults ages 18 and over (including immunizations)	100%	100% not subject to plan Deductible	NOT COVERED
Child Preventive Care Routine Preventive Care for children through age 17 (including immunizations and developmental screenings)	100%	100% not subject to plan Deductible	NOT COVERED
Advanced Radiological Imaging (i.e. MRIs, MRAs, CAT Scans and PET Scans)			
Inpatient Facility	100% after plan Deductible	80% after plan Deductible	60% after plan Deductible
Outpatient Facility	100% after plan Deductible	80% after plan Deductible	60% after plan Deductible



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
Annual Routine Mammograms, PSA, Pap Smear and Colorectal Cancer Screenings	100%	100% not subject to plan Deductible	NOT COVERED
Autism Therapy (covered under medical) Speech Therapy 50 days per calendar year for Dependent child under age 6 Physical Therapy 50 days per calendar year for Dependent child through age 16 Occupational Therapy 50 days per calendar year for Dependent child through age 16	100% after plan Deductible	80% after plan Deductible	60% after plan Deductible
Bereavement Counseling Services Provided as part of Hospice Care Inpatient Outpatient Services Provided by Mental Health Professional	100% after plan Deductible 100% Covered under Mental Health benefit	80% after plan Deductible 80% after plan Deductible Covered under Mental Health benefit	60% after plan Deductible 60% after plan Deductible Covered under Mental Health benefit



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
Chiropractic Care Services Office Visit Calendar Year Maximum: 20 days	100%	\$45 per visit Co-pay	60% after plan Deductible
Dental Care Limited to charges made for a continuous course of dental treatment started within 6 months of an injury to sound, natural teeth			
Physician's Office Visit	100%	\$45 per visit Co-pay	60% after plan Deductible
Inpatient Facility	100%	80% after plan Deductible	60% after plan Deductible
Outpatient Facility	100%	80% after plan Deductible	60% after plan Deductible
Physician's Services	100%	80% after plan Deductible	60% after plan Deductible
Durable Medical Equipment	100%	80% after plan Deductible	60% after plan Deductible



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
Emergency and Urgent Care Services			
Physician's Office Visit	100%	\$25 per visit Co-pay	60% after plan Deductible unless for Emergency Services, then in-network benefits apply
Hospital Emergency Room	100%	\$100 per visit Co-pay, then 80%, not subject to plan Deductible	\$100 per visit Co-pay, then 80%, not subject to plan Deductible
Outpatient Professional services (radiology, pathology and ER Physician)	100%	80% after plan Deductible	60% after plan Deductible unless for Emergency Services, then in-network benefits apply



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
Urgent Care Facility	100%	\$45 per visit Co-pay	60% after plan Deductible unless for Emergency Services, then in-network benefits apply
X-ray and/or Lab performed at the Emergency Room/Urgent Care Facility (billed by the facility as part of the ER/UC visit)	100%	80% not subject to plan Deductible	60% not subject to plan Deductible unless for Emergency Services, then in-network benefits apply
Independent X-ray and/or Lab Facility in conjunction with an ER visit	100%	80% not subject to plan Deductible	60% not subject to plan Deductible unless for Emergency Services, then in-network benefits apply
Advanced Radiological Imaging (i.e. MRIs, MRAs, CAT Scans, PET Scans, etc.)	100%	80% not subject to plan Deductible	60% not subject to plan Deductible unless for Emergency Services, then in-network benefits apply
Ambulance		80% not subject to plan Deductible	60% after plan Deductible unless for Emergency Services, then in-network benefits apply
External Prosthetic Appliances	100%	80% after plan Deductible	60% after plan Deductible
Family Planning Services Men's Family Planning Services Office Visits and Counseling	100% after plan Deductible	\$25 per visit copay	60% after plan deductible
Lab and Radiology Tests	100% after plan Deductible	80% after plan deductible	60% after plan deductible



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
Surgical Sterilization Procedures for Vasectomy (excludes reversals)			
Physician's Office Visit	100% after plan Deductible	\$25 per visit copay	60% after plan deductible
Inpatient Facility	100% after plan Deductible	80% after plan deductible	60% after plan deductible
Outpatient Facility	100% after plan Deductible	80% after plan deductible	60% after plan deductible
Physician's Services	100% after plan Deductible	80% after plan deductible	60% after plan deductible
Women's Family Planning Services			
Office Visits and Counseling	100% after plan Deductible	100% not subject to plan deductible	100% not subject to plan deductible
Lab and Radiology Tests	100% after plan Deductible	100% not subject to plan deductible	100% not subject to plan deductible
Surgical Sterilization Procedures for Tubal Ligation (excludes reversals)			
Physician's Office Visit	100% after plan Deductible	100% not subject to plan deductible	100% not subject to plan deductible
Inpatient Facility	100% after plan Deductible	100% not subject to plan deductible	100% not subject to plan deductible
Outpatient Facility	100% after plan Deductible	100% not subject to plan deductible	100% not subject to plan deductible
Physician's Services	100% after plan Deductible	100% not subject to plan deductible	100% not subject to plan deductible



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
<p>Hearing Benefit</p> <p>Exam Frequency: One Exam per 12 month period</p> <p>Ages 4-6, then at ages 8, 10, 12 and 15</p> <p>Hearing Aids</p>	<p>100% after plan Deductible</p> <p>100% Available for dependents through age 18. Hearing aids are covered, one per ear every 3 years.</p>	<p>100% not subject to plan Deductible</p> <p>80% after plan Deductible</p> <p>Available for dependents through age 18. Hearing aids are covered, one per ear every 3 years.</p>	<p>NOT COVERED</p> <p>NOT COVERED</p>
<p>Home Health Care</p> <p>Calendar Year Maximum: 120 visits (includes outpatient private nursing when approved as medically necessary)</p>	<p>100%</p>	<p>80% after plan Deductible</p>	<p>60% after plan Deductible</p>
<p>Hospice</p> <p>Inpatient Services</p> <p>Outpatient Services</p>	<p>100%</p> <p>100%</p>	<p>80% after plan Deductible</p> <p>80% after plan Deductible</p>	<p>60% after plan Deductible</p> <p>60% after plan Deductible</p>
<p>Inpatient Hospital - Facility Services</p> <p>Semi-Private Room and Board</p> <p>Private Room</p>	<p>100%</p> <p>Limited to the semi-private room rate</p> <p>Limited to the semi-private room rate (Private Room covered outside the United States only if no semi-private room equivalent is available)</p>	<p>80% after plan Deductible</p> <p>Limited to the semi-private room rate</p> <p>Limited to the semi-private room rate</p>	<p>60% after plan Deductible</p> <p>Limited to the semi-private room rate</p> <p>Limited to the semi-private room rate</p>



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
Special Care Units (ICU/CCU)	Limited to the ICU/CCU daily room rate	Limited to the ICU/CCU daily room rate	Limited to the ICU/CCU daily room rate
Inpatient Hospital Physician's Visits/Consultations	100%	80% after plan Deductible	60% after plan Deductible
Inpatient Hospital Professional Services Surgeon Radiologist Pathologist Anesthesiologist	100%	80% after plan Deductible	60% after plan Deductible
Inpatient Services at Other Health Care Facilities Includes Skilled Nursing Facility, Rehabilitation Hospital and Sub-Acute Facilities Calendar Year Maximum (combined for all facilities listed above): 120 days	100%	80% after plan Deductible	60% after plan Deductible
Laboratory and Radiology Services (includes pre-admission testing)			
Physician's Office	100%	100% not subject to plan Deductible	60% after plan Deductible
Outpatient Hospital Facility	100%	80% after plan Deductible	60% after plan Deductible



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
Independent X-ray and/or Lab Facility	100%	80% after plan Deductible	60% after plan Deductible
Lead Poisoning Screening Tests For Children under age 6	100%	100% not subject to plan Deductible	NOT COVERED



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
Maternity Care Services			
Initial Visit to Confirm Pregnancy	100%	\$25 Co-pay	60% after plan Deductible
All subsequent Prenatal Visits, Postnatal Visits and Physician's Delivery Charges (i.e. global maternity fee)	100%	80% after plan Deductible	60% after plan Deductible
Physician's Office Visits in addition to the Global maternity fee when performed by an OB or Specialist	100%	\$25 per visit Co-pay	60% after plan Deductible
Delivery - Facility (Inpatient Hospital, Birthing Center)	100%	80% after plan Deductible	60% after plan Deductible
Mental Health and Substance Abuse			
Inpatient Facility	100%	80% after plan Deductible	60% after plan Deductible
Outpatient (Includes Individual, Group and Intensive Outpatient) Physician's Office Visit	100%	100%	60% after plan Deductible
Outpatient Facility	100%	80% after plan Deductible	60% after plan Deductible



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
Nutritional Evaluation			
Calendar Year Maximum: 3 visits per person, however the three visit limit will not apply to treatment of diabetes			
Physician's Office Visit	100%	\$25 per visit Co-pay	60% after plan Deductible
Inpatient Facility	100%	80% after plan Deductible	60% after plan Deductible
Outpatient Facility	100%	80% after plan Deductible	60% after plan Deductible
Physician's Services	100%	80% after plan Deductible	60% after plan Deductible
Obesity / Bariatric Surgery			
Note:			
Coverage is provided subject to medical necessity and clinical guidelines subject to any limitations shown in the "Exclusions, Expenses Not Covered and General Limitations" section of this certificate. Contact Cigna prior to incurring such costs.			
Physician's Office Visit	100%	\$45 per visit Co-pay	60% after plan Deductible
Inpatient Facility	100%	80% after plan Deductible	60% after plan Deductible
Outpatient Facility	100%	80% after plan Deductible	60% after plan Deductible
Physician's Services	100%	80% after plan Deductible	60% after plan Deductible
Lifetime Maximum: None			



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
<p>Organ Transplant</p> <p>Includes all medically appropriate, non-experimental transplants</p> <p>Office Visit</p> <p>Inpatient Facility</p> <p>Physician's Services</p>	<p>100%</p> <p>100%</p> <p>100%</p>	<p>\$25 per visit Co-pay</p> <p>80% after plan Deductible</p> <p>80% after plan Deductible</p>	<p>60% after plan Deductible</p> <p>60% after plan Deductible</p> <p>60% after plan Deductible</p>
<p>Outpatient Facility Services</p> <p>Operating Room, Recovery Room, Procedures Room, Treatment Room and Observation Room</p>	<p>100%</p>	<p>80% after plan Deductible</p>	<p>60% after plan Deductible</p>
<p>Outpatient Professional Services</p> <p>Surgeon Radiologist Pathologist Anesthesiologist</p>	<p>100%</p>	<p>80% after plan Deductible</p>	<p>60% after plan Deductible</p>



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
<p>Outpatient Short-Term Rehabilitative Therapy</p> <p>Calendar Year Maximum: None</p> <p>Includes: Cardiac Rehab Physical Therapy Speech Therapy Occupational Therapy Pulmonary Rehab Cognitive Therapy</p>	100%	80% after plan Deductible	60% after plan Deductible
<p>Prescription Drug Benefit</p>	80%	Refer to the Prescription Drug Coverage Schedule for Participating Pharmacy	Refer to the Prescription Drug Coverage Schedule for Participating Pharmacy
<p>Routine Foot Disorders</p>	Not covered except for services associated with foot care for diabetes and peripheral vascular disease.		
<p>TMJ</p> <p>TMJ Treatment</p> <p>Benefit Lifetime Maximum: None</p>	100%	80% after plan Deductible	60% after plan Deductible
<p>Travel Immunizations For Employees and Dependents</p>	100% not subject to plan Deductible	100% not subject to plan Deductible	100% not subject to plan Deductible
<p>Treatment Resulting From Life Threatening Emergencies</p>			



BENEFIT HIGHLIGHTS	INTERNATIONAL	IN-NETWORK U.S.	OUT-OF-NETWORK U.S.
<p>Medical treatment required as a result of an emergency, such as a suicide attempt, will be considered a medical expense until the medical condition is stabilized. Once the medical condition is stabilized, whether the treatment will be characterized as either a medical expense or a mental health/substance abuse expense, will be determined by the utilization review Physician in accordance with the applicable mixed services claim guidelines.</p>			
<p>Vision Care Benefit</p> <p>One examination per calendar year</p> <p>Eyewear</p>	<p>100%</p> <p>NOT COVERED</p>	<p>\$25 per visit Co-pay</p> <p>NOT COVERED</p>	<p>\$25 per visit Co-pay</p> <p>NOT COVERED</p>
<p>Wigs</p> <p>Maximum: One per lifetime for individuals undergoing cancer treatment</p>	<p>100%</p>	<p>80% after plan Deductible</p>	<p>80% after plan Deductible</p>

