



GLOBAL HEALTH 500

Schedule of Benefits

COMPREHENSIVE MEDICAL COVERAGE

EFFECTIVE DATE: JANUARY 1, 2021

Intended For GuideStone Participant Use Only



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

The term Maximum Out-of-Pocket limit means the amount a Covered Person or Family must pay for International, In-Network U.S., and Out-of-Network U.S. Eligible Expenses in a calendar year before the plan pays 100%.

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 50% 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 | 80% of the Maximum Reimbursable Charge | 80% | 50% of the Maximum Reimbursable Charge | | | | | | | | |
| <p>Calendar Year Deductible</p> <table border="1"> <tr> <td>Individual</td> <td>\$500 per person</td> <td>\$500 per person</td> <td>\$1,000 per person</td> </tr> <tr> <td>Family Maximum</td> <td>\$1,000 per family</td> <td>\$1,000 per family</td> <td>\$2,000 per family</td> </tr> </table> <p>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.</p> <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> | | | | Individual | \$500 per person | \$500 per person | \$1,000 per person | Family Maximum | \$1,000 per family | \$1,000 per family | \$2,000 per family |
| Individual | \$500 per person | \$500 per person | \$1,000 per person | | | | | | | | |
| Family Maximum | \$1,000 per family | \$1,000 per family | \$2,000 per family | | | | | | | | |
| <p>Maximum Out-of-Pocket limit</p> <table border="1"> <tr> <td>Individual</td> <td>\$5,000 per person</td> <td>\$5,000 per person</td> <td>\$21,000 per person*</td> </tr> <tr> <td>Family Maximum</td> <td>\$6,000 per family</td> <td>\$6,000 per family</td> <td>\$22,000 per family*</td> </tr> </table> <p>Maximum Out-of-Pocket limit – Family Maximum Calculation; Family members meet only their individual Maximum Out-of-Pocket limit and then their claims will be covered at 100%; if the family Maximum Out-of-Pocket limit has been met prior to their Individual Maximum Out-of-Pocket limit being met, their claims will be paid at 100%.</p> <p>*Co-insurance and Deductible Out-of-Pocket limit. This amount excludes Co-payments.</p> | | | | Individual | \$5,000 per person | \$5,000 per person | \$21,000 per person* | Family Maximum | \$6,000 per family | \$6,000 per family | \$22,000 per family* |
| Individual | \$5,000 per person | \$5,000 per person | \$21,000 per person* | | | | | | | | |
| Family Maximum | \$6,000 per family | \$6,000 per family | \$22,000 per family* | | | | | | | | |



| BENEFIT HIGHLIGHTS | INTERNATIONAL | IN-NETWORK U.S. | OUT-OF-NETWORK U.S. |
|--|--|--|--|
| <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> <p>Second Opinion Consultations (provided on a voluntary basis)</p> <p>Allergy Treatment/Injections/Serum</p> <p>Specialist Office Visit</p> | <p>80% after plan Deductible</p> <p>80% after plan Deductible</p> <p>80% after plan Deductible</p> <p>80% after plan Deductible</p> <p>80% after plan Deductible</p> | <p>\$25 per visit Co-pay</p> <p>80% after plan Deductible</p> <p>\$25 per visit Co-pay</p> <p>\$25 per visit Co-pay</p> <p>\$45 per visit Co-pay</p> | <p>50% after plan Deductible</p> <p>50% after plan Deductible</p> <p>50% after plan Deductible</p> <p>50% after plan Deductible</p> <p>50% after plan Deductible</p> |
| <p>Adult Preventive Care Routine Preventive Care for adults ages 18 and over (including immunizations)</p> | 100% not subject to plan Deductible | 100% not subject to plan Deductible | NOT COVERED |
| <p>Child Preventive Care Routine Preventive Care for children through age 17 (including immunizations and developmental screenings)</p> | 100% not subject to plan Deductible | 100% not subject to plan Deductible | NOT COVERED |



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



| BENEFIT HIGHLIGHTS | INTERNATIONAL | IN-NETWORK U.S. | OUT-OF-NETWORK U.S. |
|--|---|---|---|
| Chiropractic Care Services Office Visit Calendar Year Maximum: 20 days | 80% after plan Deductible | \$45 per visit Co-pay | 50% 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 Inpatient Facility Physician's Services | 80% after plan Deductible 80% after plan Deductible 80% after plan Deductible | \$45 per visit Co-pay 80% after plan Deductible 80% after plan Deductible | 50% after plan Deductible 50% after plan Deductible 50% after plan Deductible |
| Durable Medical Equipment | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |



| BENEFIT HIGHLIGHTS | INTERNATIONAL | IN-NETWORK U.S. | OUT-OF-NETWORK U.S. |
|---|------------------------------------|--|--|
| Emergency and Urgent Care Services | | | |
| Physician's Office Visit | 80% after plan Deductible | \$25 per visit Co-pay | 50% after plan Deductible unless for Emergency Services, then in-network benefits apply |
| Hospital Emergency Room | 80% after plan Deductible | \$100 per visit Co-pay, then 80%, not subject to plan Deductible | 50% after plan Deductible unless for Emergency Services, then in-network benefits apply |
| Outpatient Professional services (radiology, pathology and ER Physician) | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible unless for Emergency Services, then in-network benefits apply |
| Urgent Care Facility | 80% after plan Deductible | \$45 per visit Co-pay | 50% 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) | 80% not subject to plan Deductible | 80% not subject to plan Deductible | 50% 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 | 80% not subject to plan Deductible | 80% not subject to plan Deductible | 50% 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.) | 80% not subject to plan Deductible | 80% not subject to plan Deductible | 50% not subject to plan Deductible unless for Emergency Services, then in-network benefits apply |
| Ambulance | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible unless for Emergency Services, then in-network benefits apply |



| BENEFIT HIGHLIGHTS | INTERNATIONAL | IN-NETWORK U.S. | OUT-OF-NETWORK U.S. |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| External Prosthetic Appliances | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |
| Family Planning Services | | | |
| Men's Family Planning Services | | | |
| Office Visits and Counseling | 80% after plan deductible | \$25 per visit copay | 50% after plan deductible |
| Lab and Radiology Tests | 80% after plan deductible | 80% after plan deductible | 50% after plan deductible |
| Surgical Sterilization Procedures for Vasectomy (excludes reversals) | | | |
| Physician's Office Visit | 80% after plan deductible | \$25 per visit copay | 50% after plan deductible |
| Inpatient Facility | 80% after plan deductible | 80% after plan deductible | 50% after plan deductible |
| Outpatient Facility | 80% after plan deductible | 80% after plan deductible | 50% after plan deductible |
| Physician's Services | 80% after plan deductible | 80% after plan deductible | 50% after plan deductible |
| Women's Family Planning Services | | | |
| Office Visits and Counseling | 100% not subject to plan deductible | 100% not subject to plan deductible | 100% not subject to plan deductible |
| Lab and Radiology Tests | 100% not subject to 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% not subject to plan deductible | 100% not subject to plan deductible | 100% not subject to plan deductible |
| Inpatient Facility | 100% not subject to plan deductible | 100% not subject to plan deductible | 100% not subject to plan deductible |
| Outpatient Facility | 100% not subject to plan deductible | 100% not subject to plan deductible | 100% not subject to plan deductible |
| Physician's Services | 100% not subject to 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 Ages 4-6, then at ages 8, 10, 12 and 15</p> <p>Hearing Aids</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>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 Healthcare</p> <p>Calendar Year Maximum: 120 visits (includes outpatient private nursing when approved as medically necessary)</p> | <p>80% after plan Deductible</p> | <p>80% after plan Deductible</p> | <p>50% after plan Deductible</p> |
| <p>Hospice</p> <p>Inpatient Services</p> <p>Outpatient Services</p> | <p>80% after plan Deductible</p> <p>80% after plan Deductible</p> | <p>80% after plan Deductible</p> <p>80% after plan Deductible</p> | <p>50% after plan Deductible</p> <p>50% after plan Deductible</p> |
| <p>Inpatient Hospital - Facility Services</p> <p>Semi-Private Room and Board</p> <p>Private Room</p> <p>Special Care Units (ICU/CCU)</p> | <p>80% after plan Deductible</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>Limited to the ICU/CCU daily room rate</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>Limited to the ICU/CCU daily room rate</p> | <p>50% after plan Deductible</p> <p>Limited to the semi-private room rate</p> <p>Limited to the semi-private room rate</p> <p>Limited to the ICU/CCU daily room rate</p> |



| BENEFIT HIGHLIGHTS | INTERNATIONAL | IN-NETWORK U.S. | OUT-OF-NETWORK U.S. |
|---|---|---|---|
| Inpatient Hospital Physician's Visits/Consultations | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |
| Inpatient Hospital Professional Services Surgeon Radiologist Pathologist Anesthesiologist | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |
| Inpatient Services at Other Healthcare Facilities Includes Skilled Nursing Facility, Rehabilitation Hospital and Sub-Acute Facilities Calendar Year Maximum (combined for all facilities listed above): 120 days | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |
| Laboratory and Radiology Services (includes pre-admission testing) Physician's Office Outpatient Hospital Facility Independent X-ray and/or Lab Facility | 80% after plan Deductible 80% after plan Deductible 80% after plan Deductible | 100% not subject to plan Deductible 80% after plan Deductible 80% after plan Deductible | 50% after plan Deductible 50% after plan Deductible 50% after plan Deductible |
| Lead Poisoning Screening Tests For Children under age 6 | 100% not subject to plan Deductible | 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 | 80% after plan Deductible | \$25 Co-pay | 50% after plan Deductible |
| All subsequent Prenatal Visits, Postnatal Visits and Physician's Delivery Charges (i.e. global maternity fee) | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |
| Physician's Office Visits in addition to the Global maternity fee when performed by an OB or Specialist | 80% after plan Deductible | \$25 per visit Co-pay | 50% after plan Deductible |
| Delivery - Facility (Inpatient Hospital, Birthing Center) (refer to pre-admission certification procedures) | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |
| Mental Health and Substance Abuse | | | |
| Inpatient Facility | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |
| Outpatient (Includes Individual, Group and Intensive Outpatient) | | | |
| Physician's Office Visit | 80% after plan Deductible | \$25 per visit Co-pay | 50% after plan Deductible |
| Outpatient Facility | 80% after plan Deductible | 80% after plan Deductible | 50% 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 | 80% after plan Deductible | \$25 per visit Co-pay | 50% after plan Deductible |
| Inpatient Facility | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |
| Outpatient Facility | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |
| Physician's Services | 80% after plan Deductible | 80% after plan Deductible | 50% 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 | 80% after plan Deductible | \$45 per visit Co-pay | 50% after plan Deductible |
| Inpatient Facility | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |
| Outpatient Facility | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |
| Physician's Services | 80% after plan Deductible | 80% after plan Deductible | 50% 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>80% after plan Deductible</p> <p>80% after plan Deductible</p> <p>80% after plan Deductible</p> | <p>\$25 per visit Co-pay</p> <p>80% after plan Deductible</p> <p>80% after plan Deductible</p> | <p>50% after plan Deductible</p> <p>50% after plan Deductible</p> <p>50% after plan Deductible</p> |
| <p>Outpatient Facility Services</p> <p>Operating Room, Recovery Room, Procedures Room, Treatment Room and Observation Room</p> | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |
| <p>Outpatient Professional Services</p> <p>Surgeon Radiologist Pathologist Anesthesiologist</p> | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |
| <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> | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |



| BENEFIT HIGHLIGHTS | INTERNATIONAL | IN-NETWORK U.S. | OUT-OF-NETWORK U.S. |
|---|---|---|---|
| Prescription Drug Benefit | 80% not subject to plan Deductible | Refer to the Prescription Drug Coverage Schedule for Participating Pharmacy | Refer to the Prescription Drug Coverage Schedule for Participating Pharmacy |
| Routine Foot Disorders | Not covered except for services associated with foot care for diabetes and peripheral vascular disease. | | |
| TMJ TMJ Treatment Benefit Lifetime Maximum: None | 80% after plan Deductible | 80% after plan Deductible | 50% after plan Deductible |
| Travel Immunizations For Employees and Dependents | 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> <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> | | | |
| Vision Care Benefit One examination per calendar year Eyewear | 80% after plan Deductible NOT COVERED | \$25 per visit Co-pay NOT COVERED | 50% after plan Deductible NOT COVERED |
| Wigs Maximum: One per lifetime for individuals undergoing cancer treatment | 80% after plan Deductible | 80% after plan Deductible | 80% after plan Deductible |



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