

# Your benefits

## HDHP with HSA Plan Summary

The HDHP with HSA plan is designed to empower you to take control of your health, as well as the dollars you spend on your healthcare. This plan gives you benefits with a high deductible (your upfront out-of-pocket cost) and healthcare dollars to spend your way.

Your HDHP with HSA plan									
<p><b>First</b> – Use your HSA to pay for covered services:</p> <p><b>Health Savings Account</b> With the HDHP with Health Savings Account (HSA), you can <b>contribute pre-tax dollars to your HSA</b>. Others may also contribute dollars to your account. You can use these dollars to help meet your annual deductible responsibility. Unused dollars can be saved or invested and accumulate through retirement.</p>	<p><b>Contributions to your HSA*</b></p> <p><b>The 2022 annual contribution maximum set by the US Treasury and IRS:</b> \$3,650 individual coverage \$7,300 family coverage (dependent coverage)</p> <p><b>Henrico's 2022 contribution to your HSA**</b> \$1,200 individual coverage \$2,400 family coverage (dependent coverage)</p> <p>* These limits apply to all combined contributions from a source including dollars you contribute to your HSA and dollars your employer contributes to your HSA. Rollover funds are not subject to these limits. ** The county's HSA contribution is available to full-time and eligible part-time employees only.</p>								
<p><b>Plus</b> – To help you stay healthy, use:</p> <p><b>Preventive care<sup>1</sup></b> 100% coverage</p>	<p><b>Preventive care</b> No out-of-pocket costs for you as long as you receive your preventive care from an in-network provider. If you choose to go to an out-of-network provider, your deductible or traditional health coverage benefits will apply.</p>								
<p><b>Then</b> – <b>your deductible</b> The deductible is the annual amount you pay – using your HSA or out-of-pocket – before you reach the traditional health coverage portion of the plan.</p>	<p><b>Annual deductible responsibility*</b> \$3,000 individual coverage \$6,000 family coverage (\$3000 individual level)</p> <p>Your benefit period runs on a calendar year from January 1 through December 31. *The deductible includes both medical services and prescription drugs.</p>								
<p><b>If needed</b> – <b>traditional health coverage</b> Similar to a PPO or HMO, after you meet your deductible, you pay coinsurance (a percentage of the provider's charges) or a copay when you visit an in-network provider. You'll pay more if you visit an out-of-network provider. Your traditional health coverage begins:</p> <ol style="list-style-type: none"> <li>Once a family member reaches the individual level deductible (within the annual deductible), that family member's future expenses will be eligible for traditional health coverage.</li> <li>The remaining family members must satisfy the remainder of the annual deductible before traditional health coverage begins.</li> </ol>	<p><b>traditional health coverage for medical services</b> After your deductible, the plan pays:</p> <table border="0"> <tr> <td>100% for in-network providers</td> <td>70% for out-of-network providers</td> </tr> </table> <p><b>traditional health coverage for prescription drugs</b> After your deductible, your copay responsibility is:</p> <table border="0"> <tr> <td>In-network pharmacies:</td> <td></td> </tr> <tr> <td>Retail: \$10/\$30/\$55 for 30 day supply</td> <td>same as in-network pharmacies</td> </tr> <tr> <td>Mail order: \$10/\$60/\$165 for 90-day supply</td> <td>n/a</td> </tr> </table>	100% for in-network providers	70% for out-of-network providers	In-network pharmacies:		Retail: \$10/\$30/\$55 for 30 day supply	same as in-network pharmacies	Mail order: \$10/\$60/\$165 for 90-day supply	n/a
100% for in-network providers	70% for out-of-network providers								
In-network pharmacies:									
Retail: \$10/\$30/\$55 for 30 day supply	same as in-network pharmacies								
Mail order: \$10/\$60/\$165 for 90-day supply	n/a								
<p><b>Additional protection:</b> For your protection, the total amount you spend out of your pocket is limited. Once you spend that amount, the <b>plan pays 100% of the cost for covered services</b> for the remainder of the plan year with the exception of: routine vision care, the cost of care received when the benefit limits have been reached, the cost of services and supplies not covered under your benefits, and balance-billed amounts by out of network providers.</p>	<p><b>Annual out-of-pocket maximum</b></p> <table border="0"> <tr> <td>In-network providers</td> <td>Out-of-network providers</td> </tr> <tr> <td>\$4,000 individual coverage</td> <td>\$6,000 individual coverage</td> </tr> <tr> <td>\$8,000 family coverage</td> <td>\$12,000 family coverage</td> </tr> </table> <p>Your annual out-of-pocket maximum consists of your annual deductible and your copay/coinsurance amounts.</p>	In-network providers	Out-of-network providers	\$4,000 individual coverage	\$6,000 individual coverage	\$8,000 family coverage	\$12,000 family coverage		
In-network providers	Out-of-network providers								
\$4,000 individual coverage	\$6,000 individual coverage								
\$8,000 family coverage	\$12,000 family coverage								

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal healthcare reform laws. As we receive additional guidance and clarification on the new healthcare reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this summary of benefits.

# Your benefits *(continued)*

## HDHP with HSA Plan Summary

### Summary of exclusions or limitations

Other covered services may have limitations or other restrictions.<sup>2</sup> With Anthem's HDHP with HSA plan, the following services are limited:

Annual routine vision exam \$15; not subject to deductible.  
Skilled nursing facility services limited to 100 days per benefit period.  
Home healthcare services limited to 100 visits per benefit period.  
Physical and occupational therapy services limited to a combined 30 visits per benefit period.<sup>3</sup>  
Speech therapy services limited to 30 visits per benefit period.<sup>3</sup>  
Spinal manipulations and other manual medical intervention visits limited to 30 visits per benefit period.  
Early intervention services unlimited per member per calendar year from birth through age two.  
Applied Behavioral Analysis for the treatment of Autism Spectrum Disorder is unlimited per member per benefit period.  
Wigs limited to one wig per member per year.

1 Preventive care services that meet the requirements of federal and state law, including certain screenings, immunizations and physician visits.

2 Additional limitations and exclusions may apply. For a complete list of exclusions and limitations, please refer to your Evidence of Coverage. Other covered services may require pre-approval.

3 Speech, physical and occupational therapies are unlimited for Early Intervention and Autism Spectrum Disorder.

Please note: This summary is intended to be a brief outline of coverage and is not intended to be a legal contract. The entire provisions of benefits and exclusions are contained in the Group Contract, Evidence of Coverage and Schedule of Benefits. In the event of a conflict between the Group Contract and this description, the terms of the Group Contract will prevail. This summary is for a full year in the HDHP plan. If you join the plan mid-year or have a qualified change of status, your actual benefit levels may vary. The information included does not constitute legal, tax, or benefit plan design advice. Anthem strongly encourages consultation with a tax advisor before establishing a Health Savings Account. A Health Savings Account will be established between the individual account holder and the HSA custodian or trustee. Anthem is responsible for the administration of the health plan, and the custodian is responsible for the administration of the HSA.