

The medical services listed on these pages are medical benefits for the ADVANTAGE PLAN POS. This POS Medical Plan is a summation of benefits. Detailed description of benefits, co-payments, deductibles & procedures are found in your Summary Plan Description, Summary of Benefit Coverage, or Uniform Glossary. A listing of participating providers can be found in NetCare's Provider Directory. Copies of these documents may be obtained by calling NetCare at 671-472-3610 or www.netcarelifeandhealth.com

BENEFIT DESCRIPTION	WHAT YOU PAY AT PARTICIPATING PROVIDERS																		
DEDUCTIBLE (Subject to UCR)	NONE																		
PHYSICIAN & OUTPATIENT BENEFITS																			
1. Primary Care Office Visit at PCP	\$10 co-pay																		
2. Specialist Care Office Visit & Non-PCP Office Visit	\$25 co-pay																		
3. Second Surgical Opinion	\$25 co-pay																		
4. Home Health Care	\$25 co-pay																		
5. Hospice (\$50 per day/180 days Lifetime) Pre-certification required	\$25 co-pay																		
6. Injections (Does not include Specialty and Orthopedic Injections)	\$25 co-pay																		
7. Outpatient Laboratory Services	\$10 co-pay																		
8. Outpatient X-ray Services	\$10 co-pay per x-ray																		
9. Outpatient Surgery (Pre-certification required)	\$100 co-pay																		
10. Private Duty Nursing	\$25 co-pay																		
URGENT CARE																			
1. Clinic Setting	\$25 co-pay																		
2. Hospital Setting	\$100 co-pay																		
HOSPITALIZATION (Inpatient Services) All inpatient admissions require a NetCare approved referral within 48 hours of admission.																			
1. Room & board for semi-private room, intensive care, coronary care & surgery; All other inpatient hospital services including laboratory, x-ray, operating room, anesthesia, medication & physician's services	<ul style="list-style-type: none"> • Centers of Care - No charge for covered inpatient charges • GMHA & GRMC - \$100 per day for the first 5 inpatient days • Other Hospitals - 20% of covered inpatient charges 																		
2. Skilled Nursing Facility - Limited to 60 days per contract period																			
3. Inpatient Mental Health & Chemical/Substance Treatment																			
EMERGENCY & NON-EMERGENCY SERVICES																			
1. On or Off-island Emergency services	20% of covered charges																		
2. Non-emergency services rendered in a hospital emergency room	\$100 co-pay plus 20% of covered charges																		
3. Ambulance Service (limited to ground transportation)	\$100 co-pay																		
ROUTINE ANNUAL EXAMS & IMMUNIZATIONS - Preventive guidelines established by U.S. Preventive Services Task Force, Grades A or B Preventive Care for Adults, Child & Baby																			
1. Routine Annual Physical Exam - Limited to one exam per contract period	No Charge																		
2. Routine Annual Gynecological Exam - Limited to one exam per contract period	No Charge																		
3. Routine Annual Mammograms - Age 40+	No Charge																		
4. Routine Annual Eye Exam - Limited to one exam per contract period	No Charge																		
5. Routine Annual Immunizations - Per CDC Guidelines	No Charge																		
6. Routine Annual Health Screening	No Charge																		
7. Routine Annual Outpatient Laboratory & Outpatient X-ray	No Charge																		
PRESCRIPTION DRUGS (www.optumrx.com)																			
Out of pocket maximum \$3,000 Individual/\$9,000 Family	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; padding: 2px 5px;">Retail/Pharmacy</th> <th style="text-align: left; padding: 2px 5px;">Mail Order</th> <th style="text-align: left; padding: 2px 5px;">Out of Network</th> </tr> </thead> <tbody> <tr> <td style="padding: 2px 5px;">1. Generic drugs</td> <td style="padding: 2px 5px;">\$ 5 per unit</td> <td style="padding: 2px 5px;">\$ 0 (90 days) Not Covered</td> </tr> <tr> <td style="padding: 2px 5px;">2. Brand drugs</td> <td style="padding: 2px 5px;">\$ 15 per unit</td> <td style="padding: 2px 5px;">\$ 0 (90 days) Not Covered</td> </tr> <tr> <td style="padding: 2px 5px;">3. Non-formulary drugs</td> <td style="padding: 2px 5px;">30% of covered charges</td> <td style="padding: 2px 5px;">\$150 (90 days) Not Covered</td> </tr> <tr> <td style="padding: 2px 5px;">4. Injectables (includes specialty injectable drugs)</td> <td style="padding: 2px 5px;">30% of covered charges</td> <td style="padding: 2px 5px;">30% + shipping Not Covered</td> </tr> <tr> <td style="padding: 2px 5px;">5. Specialty (excludes injectable drugs)</td> <td style="padding: 2px 5px;">20% of covered charges, up to \$250 out of pocket max</td> <td style="padding: 2px 5px;">Not Covered</td> </tr> </tbody> </table>	Retail/Pharmacy	Mail Order	Out of Network	1. Generic drugs	\$ 5 per unit	\$ 0 (90 days) Not Covered	2. Brand drugs	\$ 15 per unit	\$ 0 (90 days) Not Covered	3. Non-formulary drugs	30% of covered charges	\$150 (90 days) Not Covered	4. Injectables (includes specialty injectable drugs)	30% of covered charges	30% + shipping Not Covered	5. Specialty (excludes injectable drugs)	20% of covered charges, up to \$250 out of pocket max	Not Covered
Retail/Pharmacy	Mail Order	Out of Network																	
1. Generic drugs	\$ 5 per unit	\$ 0 (90 days) Not Covered																	
2. Brand drugs	\$ 15 per unit	\$ 0 (90 days) Not Covered																	
3. Non-formulary drugs	30% of covered charges	\$150 (90 days) Not Covered																	
4. Injectables (includes specialty injectable drugs)	30% of covered charges	30% + shipping Not Covered																	
5. Specialty (excludes injectable drugs)	20% of covered charges, up to \$250 out of pocket max	Not Covered																	
ALLERGY																			
	\$25 co-pay																		
AUTISM SPECTRUM DISORDER																			
	20% of covered charges																		
BLOOD, BLOOD PRODUCTS & DERIVATIVES																			
Limited to \$50,000 per Contract Period	20% of covered charges																		
CARDIAC CARE																			
Specialist Office Visit	\$25 co-pay																		
Cardiac Surgery (Pre-certification required) (Cardiac Implant is limited to cardiac pacemaker and cardiac stent)	<ul style="list-style-type: none"> • Centers of Care - No charge for covered inpatient charges. • GMHA & GRMC - \$100 per day for the first 5 inpatient days. • Other Hospitals - 20% of covered inpatient charges. 																		
CHEMICAL DEPENDENCY/SUBSTANCE ABUSE (OUTPATIENT)																			
	\$25 co-pay																		
CHEMOTHERAPY, RADIATION THERAPY & NUCLEAR MEDICINE																			
Pre-certification required	\$100 co-pay per procedure																		

BENEFIT DESCRIPTION	WHAT YOU PAY AT PARTICIPATING PROVIDERS
DEDUCTIBLE (Subject to UCR)	NONE
CHIROPRACTIC - Limited to \$2,000 per Contract Period	\$10 co-pay
CHRONIC ORTHOPEDIC DEFORMITY & CONDITIONS Pre-certification required Limited to \$50,000 per Contract Period for all related services	20% of covered charges
CONGENITAL DISEASES - Limited to \$15,000 per Contract Period. Pre-certification required.	
1. Primary Care Office Visit at PCP	\$10 co-pay
2. Specialist Care Office Visit & Non-PCP Office Visit	\$25 co-pay
3. Hospitalization (Hospitalization & Inpatient Benefits apply)	\$100 co-pay per day for the first 5 inpatient days
COVID-19 TESTING VACCINATION Limited to guidelines established by CDC and FDA	No Charge
DIAGNOSTIC TESTING MRI, Mammogram, CT Scan, EKG, Ultrasound, Cardiac Stress Test, Cardiac Catherization, Coronary Angiography, Bone Scan, Biopsy and any other diagnostic procedure. Limited to one test per anatomical region per contract period. Pre-certification required. Approval based on medical review.	\$100 co-pay per procedure
DURABLE MEDICAL EQUIPMENT (DME) Includes standard hospital bed, standard wheelchair, crutches, portable commode, oxygen concentrator, bili-lite, nebulizer, wigs after chemotherapy. Limited to rental only. Pre-certification required.	\$100 co-pay
FITNESS BENEFIT & REWARD Plan pays up to \$20/month (up to \$200 per Contract Period) for attendance 8 times/month & completion of NetCare's online Health Risk Assessment.	Plan pays up to \$200 Cash Reward
MATERNITY CARE All inpatient admissions require a NetCare approved referral within 48 hours of admission.	
1. Pre-natal / Post-natal Care Visit (Includes one routine ultrasound)	No Charge
2. Delivery: Hospital Facility (a separate copayment will apply for newborn child)	\$100 co-pay for the first 5 inpatient days
3. Delivery: Birthing Center (Limited to Guam) (a separate copayment will apply for newborn child)	\$100 co-pay
4. Delivery: Centers of Care	No Charge
5. Delivery: Professional Fee	No Charge
6. Circumcision: Within 30 days of date of birth (Pre-certification required)	\$50 co-pay
7. Breastfeeding Equipment (limited to rental only)	No Charge
MENTAL HEALTH TREATMENT (OUTPATIENT) First 20 visits All visits thereafter	\$25 co-pay \$50 co-pay plus 20% of covered charges
OCCUPATIONAL THERAPY Maximum of 10 visits per Contract Period. Pre-certification required.	\$25 co-pay
PHYSICAL THERAPY Maximum of 20 visits per Contract Period. Pre-certification required.	\$25 co-pay
RECONSTRUCTIVE BREAST SURGERY Limited to the following in accordance with the Women's Health & Cancer Rights Act of 1998. Pre-certification required.	
1. Primary Care Office Visit at PCP	\$10 co-pay
2. Specialist Care Office Visit & Non-PCP Office Visit	\$25 co-pay
3. Hospitalization (Hospitalization & Inpatient Benefits apply) •Reconstruction of the breast on which a Mastectomy was performed due to cancer •Surgery and reconstruction of other breast to produce symmetrical appearance •Prostheses and treatment of physical complication, including Lymphedemas & wigs	\$100 co-pay per day for the first 5 inpatient days
SPEECH THERAPY (OUTPATIENT) Limited to 20 visits per Contract Period. Pre-certification required.	\$25 co-pay
STERILIZATION PROCEDURES Outpatient Tubal Ligation or Vasectomy at PCP or Surgicenter Pre-certification required	No Charge
TELEHEALTH/ TELEMEDICINE Limited to Guam, CNMI, Philippine & UHC provider networks	Primary Office Visit - \$10 co-pay Specialist Office Visit - \$25 co-pay
WELLNESS PROGRAMS - Guidelines established by USPSTF Member co-insurance may be reimbursed upon a program completion.	20% of covered charges
WELLNESS MASSAGE THERAPY Limited to Guam; One (1) 60 min visit per month; Age 18 years and above.	\$10 co-pay
GROUP TERM LIFE INSURANCE (optional group benefit)	Plan pays \$5,000 Basic + \$5,000 AD&D
ANNUAL PLAN MAXIMUM LIFETIME MAXIMUM	Unlimited
ANNUAL OUT-OF-POCKET MAXIMUM 1. Per Individual Per Contract Period 2. Per Family Per Contract Period	\$2,000.00 \$6,000.00

CENTERS OF CARE shall be defined as a Participating Provider that is a Hospital or Ambulatory Surgical Center located outside of the Service Area. The Hospital or Ambulatory Surgical Center shall be a Participating Provider at the time services are rendered to the Covered Person and shall be specifically designated by name as a Center of Care in the more recent of NetCare's most current brochure or NetCare's most current updated Provider Directory.

COVERED CHARGES for Participating Providers are charges determined by NetCare to be the maximum amount that it will pay for a covered service to a health care provider. Any applicable co-payment will apply to the Eligible Charge. Covered Charges or Eligible Charges shall be defined as the reimbursement amounts agreed between the Company and the Participating Provider.

COVID-19 - NetCare will pay covered benefits for COVID related services to include medically necessary testing, treatment and services based on guidelines established by CDC and FDA approved prescription drugs. Coverage shall include but not limited to inpatient services, prescription drugs, physician office visit, diagnostic procedures and laboratory testing. A precertification or prior authorization of services is not required. Coverage does not include services for screening or clearance for school, employment or travel purposes. Vaccination - NetCare will cover FDA approved COVID related vaccinations using guidelines established by CDC. No copayment or deductible will apply for administration fees associated with the vaccination. Contact NetCare at 671-472-3610 for coverage details.

NON-GRANDFATHERED STATUS DISCLOSURE - This group health plan believes this plan is a non-grandfathered health plan under the Patient Protection and Affordable Care Act. Being a non-grandfathered health plan means that your policy includes certain consumer protections. Questions may be directed at NetCare at 671-472-3610 or EBSA at www.dol.gov/ebsa or DHHS at www.healthreform.gov.

PHILIPPINE CARE - All covered benefits/services rendered at NetCare's Philippine Centers of Care are 100% of covered charges, subject to pre-certification requirements, approved referrals and plan benefit limits.

PRIMARY CARE PROVIDER (PCP) - A PCP is a physician who provides primary or routine care. Each enrolled member is paneled to a PCP by election or assignment. Member out-of-pocket expense is determined by care at a PCP or non-PCP. A specialist provider may be chosen as a PCP provided the specialist allows primary or routine patient care.

PRESCRIPTION DRUGS - NetCare adopted a mandatory generic program, which means prescription drugs are limited to covered generic drugs. Additional charges will apply for non-generic prescription drugs that include copayment of the non-generic drug plus the ingredient cost difference of the non-generic and generic drug. Contraceptives, including injectable contraceptives, are covered at no charge for generic retail & generic mail order at participating providers. Brand & non-formulary contraceptives at participating providers are subject to Plan benefits. Specialty drugs are limited to retail purchase at participating providers. Preventive drug benefits are payable based on guidelines established by the U.S. Preventive Services Task Force grades A or B. Injectable drug copayment includes specialty drugs. Please refer to NetCare's current drug formulary for coverage and copayment tier.

PROVIDER NETWORK - Covered benefits and services are limited to participating providers on Guam. Charges for services rendered outside Guam and at non-participating providers are not covered by the plan.

REFERRALS - Referrals are not required for primary, specialty or covered ancillary services at participating providers on Guam. There is no coverage or payable benefits for services rendered outside Guam unless approved by NetCare.

RESIDENCY - Enrollment is limited to members who live on Guam and do not reside outside Guam for more than 90 consecutive days per Contract Period. A NetCare approved authorization is required for members receiving continuous medical care outside Guam that is not for long term medical treatment.

SERVICE AREA - The service area for this policy shall be defined as Guam.

UCR means Usual, Customary & Reasonable charges of the geographical location where service was rendered based on the current Medicare RBRVS/DRG. Charges in excess of UCR are not payable by the plan.

MEDICAL EXCLUSIONS

Medical services listed below are NOT covered by NetCare

- Airfare (unless criteria as set forth by the Plan has been met).
- Acupuncture.
- Biofeedback and other forms of self-care or self-help training.
- Blood derivatives used for experimental purposes.
- Care for military service connected disabilities to which a member is legally entitled.
- Care and services normally covered by Medicare Parts A & B for which the member is eligible and entitled to at no cost, but declined to enroll.
- Care or services rendered by immediate relatives or members of the enrollee's household, rendered as a duly licensed medical practitioner employed by a healthcare providers.
- Chronic Brain Syndrome, or custodial care charges resulting from senile deterioration.
- Cost of care or treatment related to diseases, illness, or injuries where payment is provided for under local laws or programs, federal acts, industrial insurance, automobile insurance or Worker's Compensation programs.
- Custodial care, domiciliary or convalescent care, or rest cures.
- Dental services except for surgical procedures as a result of accidental injury to natural teeth or jaw. Such services do not include include capping, bridges or retainers as benefits.
- Elective cosmetic treatment including but not limited to breast implants (unless after mastectomy due to cancer) cosmetic eye surgery (i.e. Lasik), etc.

MEDICAL EXCLUSIONS (continued)

Medical services listed below are NOT covered by NetCare

- Emergency treatment provided outside the service area if the need for care could have been foreseen before departing the service area.
- Executive Physical Exams/Executive Check-up (Inpatient Physical Exam).
- Experimental medical, surgical and other health-care procedures.
- Gastric Bypass, stapling or reversal, surgical correction (except as approved by the Plan).
- Hearing Aids.
- All Hip Joint Arthroplasties to include but not limited to hip arthroplasty (replacement), resurfacing arthroplasty, hip arthroscopy and related treatment and services.
- Hyperbaric Oxygen Treatment (HBO).
- Implants including but not limited to dissolvable implants, non-human artificial or mechanical organ, breast implants, penile prosthesis, cornea, intra-ocular lenses, artificial joints and limbs, etc. except for cardiac pacemakers, cardiac stents, & covered contraceptive devices.
- Infertility services and care related to conception by artificial means, including artificial insemination, in-vitro fertilization and embryo transfers, sterilization unless medically necessary, cost of care and treatment for reversal of sterilization and treatment or correction of infertility.
- Inpatient and outpatient services and care provided to dependents of a non-spouse dependent.
- Intentionally self-inflicted injury, while sane or insane unless or from a domestic violence dispute.
- Interrupted pregnancy (non-medically necessary), non-life threatening abortions unless medically necessary.
- Living expenses including meals, hotel rooms, transportation, etc.
- Long term rehabilitation including but not limited to physical therapy, speech therapy, hand therapy, and occupational therapy.
- Medical treatment and services related to End Stage Renal Disease, including Dialysis.
- Nasal reconstruction except to correct a deformity as a result of an accidental injury which occurred within 90-days of the date of surgery, or the removal or treatment of cancer of the nose.
- Non-medical treatment of obesity (except as approved by the Plan).
- Orthopedic and external prosthetic devices including but not limited to shoes, orthotics, artificial limbs, etc.
- Over-the-counter drugs or drugs for which a prescription from a licensed physician is not required under federal law, inclusive of OTC contraceptives and devices and all non FDA approved drugs.
- Personal comfort items, such as but not limited to telephone, television, guest trays, electrical power, water and disposal systems, baths and pools at their installation, hospital room installation, hospital room upgrades & surcharges.
- Physical examinations and all services related thereto when required for obtaining or continuing employment, insurance, schooling, governmental licensing or sports activities.
- Pre-existing conditions and medical conditions excluded and noted on the policy.
- Prenatal ultrasound (except as approved by the Plan). Routine ultrasounds are limited to one per pregnancy term. Subsequent ultrasounds are not covered unless medically necessary and approved by the Plan.
- Prescription drugs not included in NetCare's mandatory generic drug program, unless approved by the Plan.
- Preventive care & services rendered at participating specialist providers, except for OB/GYN related services.
- Services provided by the covered person's spouse, child, brother, sister or parents whether by blood or by law.
- Services rendered by a non-participating provider, except for emergency care & services.
- Services rendered outside Guam other than at NetCare's direct contracted providers and NetCare's Centers of Care.
- Services rendered outside Guam without a NetCare approved referral.
- Services rendered for pre-certified benefits not approved by NetCare.
- Specialty drugs purchased at pharmacies other than participating retail providers.
- State & local taxes, administrative fees and handling/shipping charges.
- Temporomandibular (jaw) joint disorders and related diseases (TMJ).
- The purchases and/or fitting of eyeglasses or contact lenses (unless Vision Care Rider is elected), radical keratotomy or lasik.
- Transsexual surgery and related services.
- Treatment & services from intentionally self-induced or self-inflicted injuries from attempted suicide.
- Treatment and services for Adoptive Cell Therapy to include but not limited to Gene Therapy, Immunotherapy, CAR T Cell Therapy TIL Therapy, TCR Therapy, NK Cell Therapy.
- Treatment & services for Massage Therapy other than for therapeutic techniques defined by AMA guidelines.
- Treatment & services for hepatitis drugs without a NetCare approved prior authorization and strict criteria satisfaction.
- Treatment and services related to Organ Transplant.
- Treatment and services related to sleeping disorders, sleep evaluation & diagnosis.
- Treatment of acne related services, including prescription drugs.
- Treatment for adult circumcision procedures, if provided solely for cosmetic or religious purposes.
- Treatment for services and supplies related to sexual dysfunction (i.e. Viagra)
- Treatment for injuries sustained in the commission of an illegal act including but not limited to drunk driving (driving while intoxicated, or with an alcohol level of .08 or greater on the Draeger Alco Test, or blood alcohol level of 100-250 MG/DL).
- Treatment of injuries or illnesses sustained as a result of war or any acts of war, declared or undeclared.
- Treatment of injuries while participating in hazardous sports, such as but not limited to off-road, skydiving, etc.
- Any portion of an expense, charge or fee that exceeds the eligible charges and the Usual, Customary and Reasonable charge.
- Benefits and services not specified as covered.