

Summary of Benefits

Wesco Aircraft Hardware Corp
Effective January 1, 2018
HMO Benefit Plan

Wesco Aircraft Custom Trio HMO Facility Deductible 25-20%/200

This Summary of Benefits shows the amount you will pay for covered services under this Blue Shield of California benefit plan. It is only a summary and it is part of the contract for health care coverage, called the Evidence of Coverage (EOC).¹ Please read both documents carefully for details.

Provider Network:

Trio ACO HMO Network

This benefit plan uses a specific network of health care providers, called the Trio ACO HMO provider network. Medical groups, independent practice associations (IPAs), and physicians in this network are called participating providers. You must select a primary care physician from this network to provide your primary care and help you access services, but there are some exceptions. Please review your Evidence of Coverage for details about how to access care under this plan. You can find participating providers in this network at blueshieldca.com.

Calendar Year Deductibles (CYD)²

A calendar year deductible (CYD) is the amount a member pays each calendar year before Blue Shield pays for covered services under the benefit plan. Blue Shield pays for some covered services before the calendar year deductible is met, as noted in the Benefits chart below.

		When using a participating provider³
Calendar year medical deductible	<i>Individual coverage</i>	\$200
	<i>Family coverage</i>	\$200: individual \$400: family

Calendar Year Out-of-Pocket Maximum⁴

An out-of-pocket maximum is the most a member will pay for covered services each calendar year. Any exceptions are listed in the EOC.

	When using a participating provider³
<i>Individual coverage</i>	\$3,000
<i>Family coverage</i>	\$3,000: individual \$6,000: family

No Lifetime Benefit Maximum

Under this benefit plan there is no dollar limit on the total amount Blue Shield will pay for covered services in a member's lifetime.

Benefits⁵

Your payment

	When using a participating provider ³	CYD ⁶ applies
Preventive Health Services⁷	\$0	
Physician services		
Primary care office visit	\$25/visit	
Trio+ specialist care office visit	\$40/visit	
Other specialist care office visit	\$25/visit	
Physician home visit	\$50/visit	
Physician or surgeon services in an outpatient facility	\$0	
Physician or surgeon services in an inpatient facility	\$0	
Other professional services		
Other practitioner office visit <i>Includes nurses, nurse practitioners, and therapists.</i>	\$25/visit	
Teladoc consultation	\$5/consult	
Family planning		
• Counseling, consulting, and education	\$0	
• Injectable contraceptive; diaphragm fitting, intrauterine device (IUD), implantable contraceptive, and related procedure.	\$0	
• Tubal ligation	\$0	
• Vasectomy	\$0	
• Infertility services	50%	
Podiatric services	\$25/visit	
Pregnancy and maternity care⁷		
Physician office visits: prenatal and postnatal	\$0	
Physician services for pregnancy termination	\$0	
Emergency services and urgent care		
Emergency room services <i>If admitted to the hospital, this payment for emergency room services does not apply. Instead, you pay the participating provider payment under Inpatient facility services/ Hospital services and stay.</i>	\$100/visit	
Emergency room physician services	\$0	

Benefits⁵

Your payment

	When using a participating provider³	CYD⁶ applies
Urgent care physician services <i>Inside your primary care physician's service area, services must be provided or referred by your primary care physician or medical group/IPA. Services outside your primary care physician's service area are also covered. Services inside your primary care physician's service area not provided or referred by your primary care physician or medical group/IPA are not covered.</i>	\$25/visit	
Ambulance services	\$100/transport	
Outpatient facility services		
Ambulatory surgery center	20%	✓
Outpatient department of a hospital: surgery	20%	✓
Outpatient department of a hospital: treatment of illness or injury, radiation therapy, chemotherapy, and necessary supplies	\$0	
Inpatient facility services		
Hospital services and stay	20%	✓
Transplant services <i>This payment is for all covered transplants except tissue and kidney. For tissue and kidney transplant services, the payment for Inpatient facility services/ Hospital services and stay applies.</i>		
• Special transplant facility inpatient services	20%	✓
• Physician inpatient services	\$0	
Diagnostic x-ray, imaging, pathology, and laboratory services		
<i>This payment is for covered services that are diagnostic, non-preventive health services, and diagnostic radiological procedures, such as CT scans, MRIs, MRAs, and PET scans. For the payments for covered services that are considered Preventive Health Services, see Preventive Health Services.</i>		
Laboratory services		
<i>Includes diagnostic Papanicolaou (Pap) test.</i>		
• Laboratory center	\$0	
• Outpatient department of a hospital	\$0	
• California Prenatal Screening Program	\$0	
X-ray and imaging services		
<i>Includes diagnostic mammography.</i>		
• Outpatient radiology center	\$0	
• Outpatient department of a hospital	\$0	

Benefits⁵

Your payment

	When using a participating provider³	CYD⁶ applies
<p>Other outpatient diagnostic testing</p> <p><i>Testing to diagnose illness or injury such as vestibular function tests, EKG, ECG, cardiac monitoring, non-invasive vascular studies, sleep medicine testing, muscle and range of motion tests, EEG, and EMG.</i></p> <ul style="list-style-type: none"> • Office location \$0 • Outpatient department of a hospital \$0 		
<p>Radiological and nuclear imaging services</p> <ul style="list-style-type: none"> • Outpatient radiology center \$0 • Outpatient department of a hospital \$150/test 		
<p>Rehabilitation and habilitative services</p> <p><i>Includes physical therapy, occupational therapy, respiratory therapy, and speech therapy services.</i></p>		
Office location	\$25/visit	
Outpatient department of a hospital	\$25/visit	
<p>Durable medical equipment (DME)</p>		
DME	\$50/item	
Breast pump	\$0	
Orthotic equipment and devices	\$0	
Prosthetic equipment and devices	\$0	
<p>Home health services</p> <p><i>Up to 100 visits per member, per calendar year, by a home health care agency. All visits count towards the limit, including visits during any applicable deductible period, except hemophilia and home infusion nursing visits.</i></p>		
Home health agency services	\$25/visit	
<p><i>Includes home visits by a nurse, home health aide, medical social worker, physical therapist, speech therapist, or occupational therapist.</i></p>		
Home visits by an infusion nurse	\$25/visit	
Home health medical supplies	\$0	
Home infusion agency services	\$0	
Hemophilia home infusion services	\$0	
<p><i>Includes blood factor products.</i></p>		

Benefits⁵

Your payment

	When using a participating provider ³	CYD ⁶ applies
Skilled nursing facility (SNF) services		
<i>Up to 100 days per member, per benefit period, except when provided as part of a hospice program. All days count towards the limit, including days during any applicable deductible period and days in different SNFs during the calendar year.</i>		
Freestanding SNF	20%	✓
Hospital-based SNF	20%	✓
Hospice program services		
<i>Includes pre-hospice consultation, routine home care, 24-hour continuous home care, short-term inpatient care for pain and symptom management, and inpatient respite care.</i>		
	\$0	
Other services and supplies		
Diabetes care services		
• Devices, equipment, and supplies	\$50/item	
• Self-management training	\$25/visit	
Dialysis services	\$0	
PKU product formulas and special food products	\$0	
Allergy serum	50%	

Mental Health and Substance Use Disorder Benefits

Your payment

	When using a MHSA participating provider ³	CYD ⁶ applies
<i>Mental health and substance use disorder benefits are provided through Blue Shield's mental health services administrator (MHSA).</i>		
Outpatient services		
Office visit, including physician office visit	\$25/visit	
Other outpatient services, including intensive outpatient care, behavioral health treatment for pervasive developmental disorder or autism in an office setting, home, or other non-institutional facility setting, and office-based opioid treatment	\$0	
Partial hospitalization program	\$0	
Psychological testing	\$0	
Inpatient services		
Physician inpatient services	\$0	
Hospital services	20%	✓
Residential care	20%	✓

1 Evidence of Coverage (EOC):

The Evidence of Coverage (EOC) describes the benefits, limitations, and exclusions that apply to coverage under this benefit plan. Please review the EOC for more details of coverage outlined in this Summary of Benefits. You can request a copy of the EOC at any time.

Defined terms are in the EOC. Refer to the EOC for an explanation of the terms used in this Summary of Benefits.

2 Calendar Year Deductible (CYD):

Calendar Year Deductible explained. A deductible is the amount you pay each calendar year before Blue Shield pays for Covered Services under the benefit plan.

If this benefit plan has any Calendar Year Deductible(s), Covered Services subject to that Deductible are identified with a check mark (✓) in the Benefits chart above.

Covered Services not subject to the Calendar Year medical Deductible. Some Covered Services received from Participating Providers are paid by Blue Shield before you meet any Calendar Year medical Deductible. These Covered Services do not have a check mark (✓) next to them in the "CYD applies" column in the Benefits chart above.

Essential health benefits count towards the Calendar Year Deductible.

Family coverage has an individual Deductible within the family Deductible. This means that the Deductible will be met for an individual who meets the individual Deductible prior to the family meeting the family Deductible within a Calendar Year.

3 Using Participating Providers:

Participating Providers have a contract to provide health care services to Members. When you receive Covered Services from a Participating Provider, you are only responsible for the Copayment or Coinsurance, once any Calendar Year Deductible has been met.

Your payment for services from "Other Providers." You will pay the Copayment or Coinsurance applicable to Participating Providers for Covered Services received from Other Providers. However, Other Providers do not have a contract to provide health care services to Members and so are not Participating Providers. Therefore, you will also pay all charges above the Allowable Amount. This out-of-pocket expense can be significant.

4 Calendar Year Out-of-Pocket Maximum (OOPM):

Your payment after you reach the calendar year OOPM. You will continue to be responsible for Copayments or Coinsurance for the following Covered Services after the Calendar Year Out-of-Pocket Maximum is met:

- benefit maximum: charges for services after any benefit limit is reached

Essential health benefits count towards the OOPM.

Any Deductibles count towards the OOPM. Any amounts you pay that count towards the medical Calendar Year Deductible also count towards the Calendar Year Out-of-Pocket Maximum.

Family coverage has an individual OOPM within the family OOPM. This means that the OOPM will be met for an individual who meets the individual OOPM prior to the family meeting the family OOPM within a Calendar Year.

Notes

5 Separate Member Payments When Multiple Covered Services are Received:

Each time you receive multiple Covered Services, you might have separate payments (Copayment or Coinsurance) for each service. When this happens, you may be responsible for multiple Copayments or Coinsurance. For example, you may owe an office visit Copayment in addition to an allergy serum Copayment when you visit the doctor for an allergy shot.

6 Calendar Year Deductible (CYD):

Calendar Year Deductible explained. A Calendar Year Deductible is the amount you pay each Calendar Year before Blue Shield pays for Covered Services under the benefit plan.

If this benefit plan has any Calendar Year Deductible(s), Covered Services subject to that Deductible are identified with a check mark (✓) in the Benefits chart above.

Covered Services not subject to the Calendar Year medical Deductible. Some Covered Services received from Participating Providers are paid by Blue Shield before you meet any Calendar Year medical Deductible. These Covered Services do not have a check mark (✓) next to them in the "CYD applies" column in the Benefits chart above.

Essential health benefits count towards the Calendar Year Deductible.

Family coverage has an individual Deductible within the family Deductible. This means that the Deductible will be met for an individual who meets the individual Deductible prior to the family meeting the family Deductible within a Calendar Year.

7 Preventive Health Services:

If you only receive Preventive Health Services during a physician office visit, there is no Copayment or Coinsurance for the visit. If you receive both Preventive Health Services and other Covered Services during the physician office visit, you may have a Copayment or Coinsurance for the visit.

Benefit Plans may be modified to ensure compliance with State and Federal requirements.

Chiropractic Benefits

Additional coverage for your HMO and POS Plans

Blue Shield Chiropractic Care coverage lets you self refer to a network of more than 4,000 licensed chiropractors. Benefits are provided through a contract with American Specialty Health Plans of California, Inc. (ASH Plans).

How the Program Works

You can visit any participating chiropractors in California from the ASH Plans network *without* a referral from your HMO or POS Personal Physician. Simply call a participating provider to schedule an initial exam.

At the time of your first visit, you'll present your Blue Shield identification card and pay only your copayment. Because participating chiropractors bill ASH Plans directly, you'll never have to file claim forms.

If you need further treatment, the participating chiropractor will submit a proposed treatment plan to ASH Plans and obtain the necessary authorization from ASH Plans to continue treatment up to the calendar year maximum of 30 Visits.

What's Covered

The plan covers medically necessary chiropractic services including:

- Initial and subsequent examinations
- Office visits and adjustments (subject to annual limits)
- Adjunctive therapies
- X-rays (chiropractic only)

Benefit Plan Design

Calendar year Maximum	30 Visits
Calendar year Deductible	None
Calendar year Chiropractic Appliances Benefit ^{1, 2}	\$50
Covered Services	Member Copayment
Chiropractic Services	\$10
Out-of-network Coverage	None

¹ Chiropractic appliances are covered up to a maximum of \$50 in a calendar year as authorized by ASH Plans.

² As authorized by ASH plans, this allowance is applied toward the purchase of items determined necessary, such as supports, collars, pillows, heel lifts, ice packs, cushions, orthotics, rib belts and home traction units.

Friendly Customer Service

Helpful ASH Plans Member Services representatives are available at (800) 678-9133 Monday through Friday from 6 a.m. to 5 p.m. to answer questions, assist with problems, or help locate a participating chiropractor.

This document is only a summary for informational purposes. It is not a contract. Please refer to the *Evidence of Coverage* and the Group Health Service Agreement for the exact terms and conditions of coverage.

Wesco Aircraft Hardware Corp

Enhanced Rx \$10/35/60 - \$20/70/120 with \$0 Pharmacy Deductible

Outpatient Prescription Drug Coverage
(For groups of 101 and above)

Blue Shield of California

THIS DRUG COVERAGE SUMMARY IS ADDED TO BE COMBINED WITH THE HMO OR POS PLANS UNIFORM HEALTH PLAN BENEFITS AND COVERAGE MATRIX. THE EVIDENCE OF COVERAGE AND PLAN CONTRACT SHOULD BE CONSULTED FOR A DETAILED DESCRIPTION OF COVERAGE BENEFITS AND LIMITATIONS.

Highlight: \$0 Calendar Year Pharmacy Deductible
\$10 Tier 1 / \$35 Tier 2 / \$60 Tier 3 drug - Retail Pharmacy
\$20 Tier 1 / \$70 Tier 2 / \$120 Tier 3 drug - Mail Service

Covered Services **Member Copayment**

DEDUCTIBLES (Prescription drug coverage benefits are not subject to the medical plan deductible)

Calendar Year Pharmacy Deductible

PRESCRIPTION DRUG COVERAGE ^{1, 2, 3, 4}

Retail Prescriptions (up to a 30-day supply)

- Contraceptive drugs and devices ⁶
- Tier 1 drugs
- Tier 2 drugs
- Tier 3 drugs
- Tier 4 drugs (excluding Specialty drugs)

Mail Service Prescriptions (up to a 90-day supply)

- Contraceptive drugs and devices ⁶
- Tier 1 drugs
- Tier 2 drugs
- Tier 3 drugs
- Tier 4 drugs (excluding Specialty drugs)

Specialty Pharmacies (up to a 30-day supply) ⁷

- Tier 4 - Specialty drugs ⁸

None
Participating Pharmacy ⁵

\$0 per prescription
\$10 per prescription
\$35 per prescription
\$60 per prescription
20%
(up to \$200 copayment maximum per prescription)

\$0 per prescription
\$20 per prescription
\$70 per prescription
\$120 per prescription
20%
(up to \$400 copayment maximum per prescription)

20%
(up to \$200 copayment maximum per prescription)

1 Amounts paid through copayments and any applicable pharmacy deductible accrues to the member's medical calendar year out-of-pocket maximum. Please refer to the *Evidence of Coverage* and Plan Contract for exact terms and conditions of coverage. Please note that if you switch from another plan, your prescription drug deductible credit, if applicable, from the previous plan during the calendar year will not carry forward to your new plan.

2 Drugs obtained at a non-participating pharmacy are not covered, unless Medically Necessary for a covered emergency.

3 Select drugs require prior authorization by Blue Shield for medical necessity, or when effective, lower cost alternatives are available.

4 If the member requests a brand drug when a generic drug equivalent is available, the member is responsible for paying the Tier 1 drug copayment plus the difference in cost to Blue Shield between the brand drug and its generic drug equivalent.

5 When the Participating Pharmacy's contracted rate is less than the Member's Copayment or Coinsurance, the Member only pays the contracted rate.

6 Contraceptive drugs and devices covered under the outpatient prescription drug benefits will not be subject to the applicable calendar year pharmacy deductible when obtained from a participating pharmacy. If a brand contraceptive is requested when a generic equivalent is available, the member will be responsible for paying the difference between the cost to Blue Shield for the brand contraceptive and its generic drug equivalent. In addition, select contraceptives may need prior authorization to be covered without a copayment.

7 Network Specialty Pharmacies dispense Specialty drugs which require coordination of care, close monitoring, or extensive patient training that generally cannot be met by a retail pharmacy. Network Specialty Pharmacies also dispense Specialty drugs requiring special handling or manufacturing processes, restriction to certain Physicians or pharmacies, or reporting of certain clinical events to the FDA. Specialty drugs are generally high cost.

8 Specialty Drugs are available from a Network Specialty Pharmacy. A Network Specialty Pharmacy provides specialty drugs by mail or upon member request, at an associated retail store for pickup. Oral anticancer medications are not subject to the calendar year pharmacy deductible.

Note: This plan's prescription drug coverage is on average equivalent to or better than the standard benefit set by the Federal government for Medicare Part D (also called creditable coverage). Because this plan's prescription drug coverage is creditable, you do not have to enroll in a Medicare prescription drug plan while you maintain this coverage. However, you should be aware that if you have a subsequent break in this coverage of 83 days or more anytime after you were first eligible to enroll in a Medicare prescription drug plan, you would be subject to a late enrollment penalty in addition to your Part D premium.

Important Prescription Drug Information

You can find details about your drug coverage three ways:

1. Check your *Evidence of Coverage*.
2. Go to <https://www.blueshieldca.com/bsca/pharmacy/home.sp> and log onto My Health Plan from the home page.
3. Call Member Services at the number listed on your Blue Shield member ID card.

At Blue Shield of California, we're dedicated to providing you with valuable resources for managing your drug coverage. Go online to the *Pharmacy* section of <https://www.blueshieldca.com/bsca/pharmacy/home.sp> and select the *Drug Database and Formulary* to access a variety of useful drug information that can affect your out-of-pocket expenses, such as:

- Look up non-formulary drugs with formulary or generic equivalents;
- Look up drugs that require step therapy or prior authorization;
- Find specifics about your prescription copayments;
- Find local network pharmacies to fill your prescriptions•.

TIPS!

Using the convenient mail service pharmacy can save you time and money. If you take a consistent dose of a covered maintenance drug for a chronic condition, such as diabetes or high blood pressure, you can receive up to a 90-day supply through the mail service pharmacy with a reduced copayment. Call the mail service pharmacy at (866) 346-7200. Members using TTY equipment can call TTY/TDD 866-346-7197.

Plan designs may be modified to ensure compliance with state and Federal requirements.