

**SAN DIEGO
ELECTRICAL
HEALTH &
WELFARE TRUST**

PLAN DOCUMENT

Revised & Restated

April 1, 2017

SECTION I.	ELIGIBILITY FOR BARGAINING EMPLOYEES UNDER PLAN A.	1
	ARTICLE I. ELIGIBILITY RULES.	1
	ARTICLE II. CONTINUED ELIGIBILITY.	1
	ARTICLE III. INITIAL ELIGIBILITY.	2
	ARTICLE IV. TERMINATION.	3
	ARTICLE V. RE-QUALIFICATION.	4
	ARTICLE VI. RESERVE ACCOUNT.	4
	ARTICLE VII. DIRECT PAYMENTS.	5
	ARTICLE VIII. DISABILITY.	6
	ARTICLE IX. ARMED FORCES.	7
	ARTICLE X. DEPENDENTS OF DECEASED EMPLOYEES.	8
SECTION II.	ELIGIBILITY FOR BARGAINING EMPLOYEES UNDER PLAN B.	8
	ARTICLE I. ELIGIBILITY RULES.	8
	ARTICLE II. CONTINUED ELIGIBILITY.	8
	ARTICLE III. INITIAL ELIGIBILITY.	9
	ARTICLE IV. TERMINATION.	10
	ARTICLE V. REQUALIFICATION.	11
	ARTICLE VI. RESERVE ACCOUNT.	11
	ARTICLE VII. DIRECT PAYMENTS.	12
	ARTICLE VIII. DISABILITY.	12
	ARTICLE IX. ARMED FORCES.	14
	ARTICLE X. DEPENDENTS OF DECEASED EMPLOYEES.	14
	ARTICLE XI. PLAN B MEDICAL BENEFITS	14
SECTION III.	ELIGIBILITY FOR NON-BARGAINING EMPLOYEES UNDER PLAN A.	15
	ARTICLE I. COVERED EMPLOYEES.	15
	ARTICLE II. CONTRIBUTIONS.	16
	ARTICLE III. ELIGIBILITY.	16
	ARTICLE IV. RESERVE ACCOUNT.	17
	ARTICLE V. TERMINATION.	17
	ARTICLE VI. PLAN B MEDICAL BENEFITS	18
	ARTICLE VII. DEPENDENTS OF DECEASED EMPLOYEES.	18
SECTION IV.	RULES OF ELIGIBILITY FOR RETIREES UNDER PLAN C.	18
SECTION V.	RULES FOR CONTINUATION COVERAGE FOLLOWING TERMINATION UNDER COBRA.	21
	ARTICLE I: ELIGIBILITY FOR CONTINUATION COVERAGE.	21
	ARTICLE II. ELECTION OF CONTINUATION COVERAGE.	22
	ARTICLE III. BENEFITS PROVIDED.	22
	ARTICLE IV. COST OF COVERAGE.	22
	ARTICLE V. DUE DATES FOR PAYMENT.	23
	ARTICLE VI. LENGTH OF CONTINUATION COVERAGE.	24
	ARTICLE VII. NOTICE OF IMPORTANT EVENTS.	24
	ARTICLE VIII. TERMINATION OF COVERAGE.	25
	ARTICLE IX. NO CONVERSION OPTION.	26
	ARTICLE X. ARMED FORCES.	26
DEFINITIONS.		26
COVERAGE AFTER TERMINATION FROM TRUST MEDICAL PLAN.		32

PREFERRED PROVIDER ORGANIZATIONS (PPO).....	32
INDEPENDENT MEDICAL REVIEWS.	33
SCHEDULE OF BENEFITS FOR PLAN A.	33
DESCRIPTION OF BENEFITS.....	40
SECTION I. BASIC LIFE INSURANCE BENEFITS.....	40
SECTION II. SUPPLEMENTAL LIFE INSURANCE BENEFITS.	40
SECTION III. ACCIDENTAL DEATH AND DISMEMBERMENT BENEFIT.....	41
SECTION IV. TRUST MEDICAL BENEFITS.	43
SECTION V. ELIGIBLE EXPENSES.....	43
SECTION VI. PREGNANCY.	46
SECTION VII. ROUTINE PHYSICAL EXAMINATION BENEFIT.....	47
SECTION VIII. WELL CHILD CARE.....	48
SECTION IX. ACCIDENT EXPENSE BENEFIT.....	49
SECTION X. HOME HEALTH CARE.	49
SECTION XI. HOSPICE CARE.	50
SECTION XII. WOMEN'S PREVENTIVE HEALTH CARE SERVICES.....	51
SECTION XIII. AFFORDABLE CARE ACT COMPLIANCE AMENDMENT.	52
SECTION XIII. EXCEPTIONS AND LIMITATIONS.	53
SECTION XIV. MENTAL HEALTH/SUBSTANCE ABUSE PROGRAM.....	57
SECTION XV. MEMBERS' ASSISTANCE PROGRAM.	57
SECTION XVI. PREPAID BENEFIT PLANS.....	58
SECTION XVII. DELTA DENTAL BENEFITS.	58
SECTION XVIII. VISION BENEFITS.	63
SECTION XIX. GLOBAL ONE VENTURES OUT-PATIENT SURGERY.....	65
SECTION XX. HEAL IN-HOME PHYSICIAN SERVICES.	66
GENERAL PROVISIONS.	66
CLAIM AND APPEAL RULES.....	75
INTERNAL REVIEW PROCESS.....	76
APPEALS PROCESS.....	78
EXTERNAL REVIEW PROCESS.....	81

**SAN DIEGO ELECTRICAL HEALTH AND WELFARE TRUST
REVISED AND RESTATED PLAN DOCUMENT**

EFFECTIVE April 1, 2017

BE IT RESOLVED AS FOLLOWS:

The following Rules and Regulations shall be construed as the Revised and Restated **Plan** of the San Diego Electrical Health and Welfare Trust effective April 1, 2017.

ELIGIBILITY

Each person's eligibility for coverage will be determined by the following Rules of Eligibility established by the **Board of Trustees**.

The medical benefits described in this **Plan** are both self--funded and insured, as they are financed through contributions from **Contributing Employers**. There is no vested right to receive benefits under this **Plan**. There is no liability of the **Board of Trustees** or any individual or entity to provide these benefits in excess of the available assets of the **Trust**. In addition, the **Board of Trustees** reserves the right to modify, amend or rescind altogether any benefit or benefits or the terms of eligibility of any class of participants as the financial condition of the **Trust** and their fiduciary responsibility as the **Trustees** may require.

SECTION I. ELIGIBILITY FOR BARGAINING EMPLOYEES UNDER PLAN A

ARTICLE I. ELIGIBILITY RULES

Employees of **Contributing Employers**, and their eligible **Dependents**, who work within the jurisdiction of and under the terms of the collective bargaining agreements creating the San Diego Electrical Health and Welfare Trust, and are presently covered in **Plan A**, will remain covered in accordance with Article II. All other **Employees**, and their eligible **Dependents**, will become covered in accordance with the terms outlined in Article III.

In the event a **Bargaining Employee** dies after accruing 260 hours within a twelve month period or less, and prior to the date their coverage would otherwise have taken effect, coverage for the **Bargaining Employee** only shall be deemed to have commenced as of the **Bargaining Employee's** last day of work.

Further, if the **Bargaining Employee** is age 70 or older as of the effective date of their initial coverage as a **Plan A** participant, he will not be eligible for any life insurance benefits provided by or available through the **Plan**.

ARTICLE II. CONTINUED ELIGIBILITY

The employment records of all **Bargaining Employees** will be reviewed on a monthly basis to determine whether a **Bargaining Employee** is eligible for continued coverage by satisfying their minimum hourly requirement for the appropriate cost of coverage based on the type of coverages, in effect at the time, as elected by the **Bargaining Employee**. Each **Bargaining Employee** will remain covered through the third month following that month in which the minimum hourly requirement is satisfied by virtue of any combination of hours worked for **Contributing Employers** and/or existing in their Reserve Account (see Article VI.). However, any **Bargaining Employee** who becomes employed by a **Non-Contributing Employer**, along with their **Dependents**, will not be permitted to remain covered as of the end of the day in which such employment commenced. In

such an event, all hours existing in their Reserve Account as of the last day of said month shall be frozen in accordance with Article VI and the only basis for continuing coverage for the Employee and Dependent(s) will be in accordance with the Rules for Continuation Coverage Following Termination under COBRA.

The minimum hourly requirement for **Trust Medical Benefits** with basic life insurance, dental and vision benefits is 145 hours per month. The hourly requirement for coverages consisting of supplemental life insurance benefits or Kaiser medical benefits may differ, depending upon the combination of benefits elected by the **Bargaining Employee**, and the **Bargaining Employee** will be charged or credited accordingly. However, when hours to be reported on behalf of a **Bargaining Employee** under a collective bargaining agreement are subject to a Health & Welfare contribution rate that is lower than the rate for a journeyman the corresponding hours will be pro-rated to an equivalent number of hours which, if reported at the full contribution rate, would generate the same gross amount of contributions received. This reduced number of hours will be credited to the Reserve Account of the **Bargaining Employee**.

ARTICLE III. INITIAL ELIGIBILITY

New **Bargaining Employees** are defined as those who are not presently eligible for coverage under **Plan A** in accordance with Article I. A New **Bargaining Employee** will become eligible on the first day of the second month following the month in which a minimum of 260 hours have been reported in their name by **Contributing Employers** during any twelve consecutive calendar months, or less. However, hours reported by a **Contributing Employer** which had already been credited toward a month of coverage may not be included in satisfying the minimum hours requirement for Requalification under this Article.

The coverage of a newborn dependent **Child** shall take effect on the date of birth, adoption or placement for adoption of such **Child** provided that the **Child** is enrolled within 31 days of birth and adoption or placement for adoption. If the **Child** is enrolled past the 31 day period, then coverage will be effective the first day of the month after the **Child** is enrolled. Coverage for routine nursing care or well-baby care, immunizations, examinations or tests not connected with injury, illness, congenital defects or birth abnormalities shall be payable in accordance with the Schedule of Benefits or under **Eligible Expenses** until the **Child** attains the age of 26.

Newly organized **Employers** and **Employees**:

Employers - **Bargaining Employees** of newly organized **Contributing Employers** who have provided evidence of existing health coverage with such **Employer** as of the date of execution of a Collective Bargaining Agreement with IBEW Local 569, may elect to become covered under this **Plan** effective the first day of the month following termination of the newly signatory **Contributing Employer's** existing group health insurance policy. In addition, newly organized employees who have group health insurance coverage under their prior employer in effect on the date their work in **Covered Employment** commences, shall also be eligible for immediate coverage under this **Plan**. To be eligible for such coverage the following requirements must be satisfied:

- (a) **Employees** of newly organized **Contributing Employers** must have worked at least 125 hours per month for each of the three months prior to the **Employer's** execution of the Collective Bargaining Agreement ; and
- (b) Newly organized employees must present proof of prior group health insurance coverage by their former employer as of the month prior to their first month of coverage under this **Plan** to the Trust Office.

- (c) Newly organized **Employees** may elect to become covered under **this Plan** as follows: (1) Immediate coverage for the month in which their prior group insurance coverage terminates and they go to work for a **Contributing Employer**; (2) Coverage commences with the first month following the month they first work for a **Contributing Employer**; or (3) Coverage will commence in accordance with the applicable Rules of Eligibility after satisfying the minimum hours requirement for Initial Coverage. Pursuant to the coverage afforded by this provision, the **Covered Employee** and their eligible **Dependent(s)** will participate in **Plan A** Trust Medical Benefits (PPO) or Kaiser (HMO). Following the initial three months of participation in **Plan A**, the **Employee** may be afforded the same initial benefit options available to all newly covered Participants provided the **Employee** worked at least 260 hours in their first two months of participation in the **Plan**.
- (d) In the event a **Covered Employee** subject to this provision terminates employment, whether voluntary or involuntary, prior to establishing eligibility in the **Plan** (before the end of the initial three months of participation), all benefits under this **Plan** will immediately terminate. However, if the **Employee** immediately signs the out-of-work book at IBEW Local 569 and returns to work for a signatory **Employer**, without having worked at the trade for a non-signatory employer, the **Employee's** initial three month period will be reinstated retroactive to the date of their latest termination from coverage. The **Contributing Employer** and the **Covered Employee** shall be required to provide the Trust Office with immediate written notification of an **Employee's** termination of employment during the initial three month period. In the event of a termination of employment within the initial three months of participation in the **Plan**, the **Employee's** Reserve Account shall also be forfeited.

Employees - Bargaining Employees organized by Local 569 who have provided evidence of existing group health coverage as of the date they become a member of IBEW Local 569 may elect to become covered under **this Plan** as follows: (1) Immediate coverage for the month in which their prior group health insurance coverage terminates and they go to work for a **Contributing Employer**; (2) Coverage commences with the first month following the month they first work for a **Contributing Employer**; or (3) Coverage will commence in accordance with the applicable Rules of Eligibility after satisfying the minimum hours requirement for Initial Coverage. Under no circumstances will any newly organized **Bargaining Employee** be granted more than one opportunity for immediate coverage under these Rules of Eligibility.

Each **Bargaining Employee** eligible for the initial three months of immediate coverage will receive a credit to their Reserve Account equal to three months of the then current cost of coverage for Trust Medical Benefits. Upon the Employee satisfying the minimum eligibility requirement under the Rules of Eligibility for **Bargaining Employees Under Plan A** all hours reported each month in excess of the Employee's monthly cost of coverage, which would otherwise accumulate in their Reserve Account, will be applied to offset the initial allocation of Reserve Account hours. Once the advanced Reserve Account hours have been recovered, all excess hours will be retained in the Employee's Reserve Account to be applicable to future coverage.

ARTICLE IV. TERMINATION

A review of the hours reported for each **Bargaining Employee** will be made on a monthly basis. Eligibility for the **Bargaining Employee**, and their **Covered Dependents**, will terminate if the **Bargaining Employee** has not accumulated a minimum of 145 hours during the corresponding work month described in Article II. or, if applicable, the minimum hourly requirement commensurate with the appropriate cost of the **Employee's** coverage. Notwithstanding the provisions of Article II., or any other Articles of these Rules of Eligibility, an **Employee** otherwise eligible for coverage

shall be immediately terminated as a **Covered Employee** if that person is no longer employed by, or available for full-time work for, a **Contributing Employer**, except this condition shall not apply to any **Employee** who cannot work due to a **Disability** or retirement. A person shall be presumed to be unavailable for full-time work for a **Contributing Employer** if that person is employed full-time performing work at the trade for a **Non-Contributing Employer**.

The coverage of the **Covered Person** shall terminate the earlier of the following dates: (1) on the date the **Covered Person** ceases to be eligible for coverage; (2) on the date the **Covered Person**, if a **Dependent**, ceases to be a **Covered Dependent**; (3) upon the **Covered Person** failing to make any necessary **Direct Payment** by the due date; (4) upon the death of the **Covered Employee**; (5) upon the **Covered Employee's** entering of the **Armed Forces**; (6) upon termination of the **Plan**; or (7) if it is determined that coverage became effective due to a fraudulent or intentional misrepresentation of material facts or information that would otherwise have prevented the **Covered Person** from becoming covered under the **Plan**.

In the event a retired **Covered Employee**, or their **Dependent Spouse**, has remained covered through the use of post-retirement hours and becomes entitled to Medicare, their individual coverage in the **Plan** will terminate effective with the first day of the month their Medicare coverage becomes effective. If the retired **Employee's** Medicare entitlement precedes that of their **Spouse**, this will constitute a qualifying event for their **Spouse** in accordance with the Rules for Continuation Coverage Following Termination under COBRA.

However, when a retired **Covered Employee's** primary residence falls outside any geographic area where current **Plan C** Kaiser coverage is generally available, if the retired **Covered Employee** qualified for subsidized **Plan C** deductions at the time their pension benefit commenced then they will be entitled to receive the same amount of monthly subsidy afforded to a Medicare eligible **Plan C** participant receiving the same amount of pension benefit upon submission of a receipt confirming their payment of a Medicare supplemental premium.

ARTICLE V. RE-QUALIFICATION

An **Employee** whose eligibility has been terminated may only re-qualify for coverage as a New Employee in accordance with Article III. However, a retired **Employee** who engages in permitted post-retirement employment may not use those hours to qualify for **Plan A** coverage or to reinstate **Plan A** coverage that had been terminated prior to or at any time after the effective date of their monthly benefit from the San Diego Electrical Pension Trust. All contributions received for such post-retirement employment shall be recognized as **Plan C** contributions and may only be utilized if the **Retiree** and/or their **Spouse** become covered under **Plan C** in accordance with the Rules of Eligibility For **Retirees Under Plan C**.

In the event a former **Covered Employee** has retired, but performs post-retirement employment as permitted by the San Diego Electrical Pension Plan Document, if their **Plan A** coverage has not been continuous since the date of their retirement they will not be permitted to re-qualify for **Plan A** coverage so long as they continue receiving monthly payments from the San Diego Electrical Pension Plan.

ARTICLE VI. RESERVE ACCOUNT

Once a **Bargaining Employee** has established their initial eligibility for coverage under Article I., they may accumulate hours in their Reserve Account by virtue of the amount of hours reported by **Contributing Employers** on a monthly basis to the extent that their reported hours in a given month exceed their cost of coverage for the corresponding month of coverage up to a maximum

of 1,000 hours. Any accrued Reserve Account hours in excess of the maximum will revert to the **Trust**.

In accordance with Article IV. a charge against each **Bargaining Employee's** Reserve Account will be made, if necessary, to satisfy the cost of coverage for the appropriate month of coverage. In the event the combined total of hours reported by **Contributing Employers** and/or existing in the Reserve Account is insufficient to cover the cost of coverage, then all such hours may be credited against said cost of coverage and the balance may be paid in the form of a Direct Payment as provided in Article VII. If the **Bargaining Employee** fails to remit the Direct Payment on a timely basis, then all such hours shall revert to their Reserve Account to be used only upon satisfaction of Initial Eligibility in accordance with Article III.

Notwithstanding the provisions of this Article, a **Bargaining Employee's** Reserve Account shall be frozen if the person is no longer employed by or available for full-time work for a **Contributing Employer**, except this condition shall not apply to any **Bargaining Employee** who cannot work due to a **Disability** or retirement. A person shall be presumed unavailable for full-time work by a **Contributing Employer** if that person is either self-employed, employed part-time or full-time at any occupation for wages or profit for other than a **Contributing Employer** is not enrolled and eligible for work on the "out-of-work" book of the **Union**. In the event a **Bargaining Employee's** Reserve Account is frozen in accordance with Articles III. and IV., and they do not re-qualify for coverage in accordance with Article V. of these Rules within 12 calendar months from the first day of the month in which their Reserve Account hours were frozen, all such hours shall be forfeited.

ARTICLE VII. DIRECT PAYMENTS

Direct Payments shall be made in such amounts and manner as prescribed by the **Trustees**. Each **Bargaining Employee**, upon being terminated from coverage in accordance with Article IV., shall be permitted to remit Direct Payments as a means of maintaining coverage for themselves and their **Covered Dependents** for each month they failed to satisfy the applicable cost of coverage provided, however, that the **Employee** worked at least 1 hour for a **Contributing Employer** in the corresponding work month.

In the event the **Employee** fails to work at least 1 hour for a **Contributing Employer** in the corresponding work month the only means of maintaining coverage for themselves and their **Covered Dependents** will be through the use of any Reserve Account hours and/or pursuant to the Rules for Continuation of Coverage Following Termination under COBRA. However, commencing with the first calendar month following the last month for which the **Employee** last worked at least one hour, in the further event the **Employee** completes twelve consecutive calendar months without receiving credit for at least 50 hours of **Covered Employment** the twelve corresponding Direct Payments will be recognized as being the first twelve payments under COBRA.

All Reserve Account hours will first be credited in determining the continued eligibility prior to acceptance of a Direct Payment. In the event a **Bargaining Employee** fails to make the required Direct Payment, eligibility will be terminated, all applicable Reserve Account hours will revert back to the **Employee's** Reserve Account, and the **Bargaining Employee** may only re-qualify their eligibility as a New **Bargaining Employee** in accordance with Article III. All Direct Payments are due to be received by the Trust Office by the 15th day of the month for which coverage has been terminated, and in no event later than 30 days after the first day of said month.

Notwithstanding the provisions of this Article, no Direct Payment shall be allowed if the **Bargaining Employee** is no longer employed by, or available for full-time work by, a **Contributing Employer**, except this condition shall not apply to any **Bargaining Employee** who cannot work due to a **Disability**. A **Bargaining Employee** shall be presumed to be unavailable for full-time work by

a **Contributing Employer** if that **Employee** is not enrolled and eligible for work on the "out-of-work" book of the **Union** and/or is employed full-time performing work at the trade for a **Non-Contributing Employer**.

ARTICLE VIII. DISABILITY

For the purpose of maintaining eligibility in accordance with Article II, a **Bargaining Employee** who has become **Disabled** while covered by this **Plan**, and who is not eligible for coverage under **Plan C**, may receive Disability Credit for each month of proven **Disability** for up to a maximum of 12 months, subject to the following conditions:

- (a) The **Bargaining Employee** must have been continuously covered in **Plan A or Plan B** for at least the twelve (12) consecutive months prior to the onset of their **initial period of Disability** and initially sustain at least 30 consecutive days of **Disability** prior to becoming eligible to receive any Disability Credit.
- (b) In the event a **Bargaining Employee** becomes **Disabled** their Reserve Account will be frozen, except as provided in item (c) until they are no longer eligible to receive Disability Credits or they have received the maximum number of Disability Credits.
- (c) If the hours existing in the Reserve Account during the initial 30 days of **Disability** are insufficient to cover their cost of coverage, the **Bargaining Employee** must pay the balance in the form of a **Direct Payment** in order to maintain continuous coverage. This requirement will continue until the application of the first month of Disability Credit toward the cost of coverage for the first month of proven **Disability**.
- (d) Once the initial 30-day period of disability is satisfied a month of proven **Disability** shall be any calendar month during which the **Bargaining Employees** is **Disabled** for at least 20 calendar days. However, the first month of disability credit may be no earlier than the first calendar month following the month in which the 30-day period of disability commenced.
- (e) The **Bargaining Employee** shall receive Disability Credit for each month of proven **Disability** in the amount necessary to satisfy the hourly requirement of the cost of coverage which they had previously elected or may elect in a subsequent Annual Enrollment process. However, in the event the **Disability** continues longer than 12 consecutive months, or upon any termination from coverage in accordance with these Disability Rules, the **Bargaining Employee** shall be entitled to elect COBRA coverage under the Rules for Continuation Coverage Following Termination under COBRA for the remaining period of COBRA coverage.
- (f) A period of **Disability**, for the purposes of this Article, shall be continuous unless the **Bargaining Employee** is no longer **Disabled** and returns to full-time employment in any occupation for wages or profit or if a subsequent **Disability** whose onset occurs after the **Bargaining Employee** returns to full-time employment is totally unrelated to the previous **Disability** for which Disability Credit was awarded.

For the purposes of this Article the term "full-time employment" shall mean the **Bargaining Employee** has been cleared by their attending **Physician** to resume the regular duties of their job and the **Bargaining Employee** completes 5 consecutive regularly scheduled days or 40 consecutive hours of regularly scheduled work for a **Contributing Employer**.

- (g) A **Bargaining Employee** may only qualify to receive up to a maximum of twelve months of Disability Credit under **Plan A** and/or **Plan B**, regardless of the number of periods of Disability that may occur. However, the Employee may again become eligible

to qualify for a new maximum period of Disability Credit by being covered under either **Plan A** or **Plan B** for at least twelve (12) months subsequent to the last month for which Disability Credit was received.

- (h) In the event a **Bargaining Employee** who is receiving Disability Credit under this Section returns to any occupation for wages or profit for other than a **Contributing Employer** then any previously frozen Reserve Account hours in accordance with item (b) above will be immediately forfeited and their coverage will be terminated as of the first day of the month following the month in which they engaged in such employment regardless of any Disability Credit that may have been previously earned that would have applied to continued coverage for that month or thereafter.

Each month of continuous coverage maintained by Disability Credit shall be considered one month of COBRA coverage and be applicable to the maximum period of COBRA coverage to which the **Bargaining Employee** may otherwise be entitled under the Rules for Continuation Coverage Following Termination under COBRA. Further, if a **Bargaining Employee** becomes **Disabled** during a period of Continuation Coverage under COBRA then each month of Disability Credit will count as one month of COBRA coverage. In no event will a **Disabled Employee's** coverage be continued, by virtue of Disability Credits, past the maximum period of coverage permitted in accordance with the Rules for Continuation Coverage Following Termination under COBRA.

In the event the **Disability** continues longer than 12 consecutive months the subsequent termination from coverage shall be considered a qualifying event for Continuation Coverage Following Termination under COBRA. Further, if a **Covered Employee** becomes **Disabled** during a period of Continuation Coverage under COBRA then each month of Disability Credit will count as one month of COBRA coverage. In no event will a **Disabled Employee's** coverage be continued, by virtue of Disability Credits, past the maximum period of coverage permitted in accordance with the Rules for Continuation Coverage Following Termination under COBRA.

ARTICLE IX. ARMED FORCES

Coverage in the **Plan** shall be terminated for an **Employee**, and their **Covered Spouse** and/or **Dependent Child(ren)** if applicable, on the date the **Employee** voluntarily enlists or is called to full-time active duty in the **Armed Forces** of the United States of America, while any hours remaining in their Reserve Account shall be frozen during the period of such active duty. However, as noted below, if the **Employee** does not notify the **Plan** prior to actual entry into active duty then all hours existing in their Reserve Account as of the date their active duty commences will continue to be applied toward maintaining continuous coverage and may not be frozen to be applied to subsequent coverage upon their being discharged. Coverage for **Employees** who provided the **Plan** with timely notice of the commencement of their active duty, and their **Covered Dependents**, who are discharged from the **Armed Forces** will be reinstated, along with any frozen Reserve Account hours, on the date they are re-employed by a **Contributing Employer**, if they secure such re-employment within 90 days after their discharge from the **Armed Forces** or within 90 days after their discharge from a **Hospital** if they are hospitalized at the time of their discharge from the **Armed Forces**, or make proper application for employment on the **Union's** "out of work" book. It is the responsibility of any such **Employee** to advise the Trust Office immediately of their entrance into the **Armed Forces** prior to actual entry and, similarly, immediately upon their discharge. Failure to do so shall terminate all eligibility for benefits, while also resulting in the forfeiture of all Reserve Account hours and eligibility to remit Direct Payments upon induction into the **Armed Forces**. Any claim for benefits made by an **Employee** who re-establishes their eligibility under this Article shall be subject to the Coordination of Benefits provision of this **Plan**. However, the **Covered Employee** and/or any **Covered Dependent** may elect to continue their coverage for up to 24 months in accordance with USERRA. If you do not elect USERRA coverage, your **Covered Dependents** can elect COBRA coverage. USERRA and COBRA coverage shall run concurrently.

ARTICLE X. DEPENDENTS OF DECEASED EMPLOYEES

Benefits for the **Covered Spouse and/or Covered Dependent Children** of a deceased **Covered Employee** who are covered by the **Plan** as of the **Employee's** date of death will continue for the period of time during which the **Employee** would have been eligible had they not died. Such coverage shall include utilization of all Reserve Account hours which the deceased **Employee** had accumulated. There will be no provision for continuation of coverage beyond that date under the **Plan**, except as provided under Continuation Coverage Following Termination Under COBRA.

SECTION II. ELIGIBILITY FOR BARGAINING EMPLOYEES UNDER PLAN B

ARTICLE I. ELIGIBILITY RULES

Employees of **Contributing Employers**, and their eligible **Dependents**, who work within the jurisdiction, and under the terms, of the Collective Bargaining Agreements creating the San Diego Electrical Health and Welfare Trust, and are presently covered in **Plan B**, will remain covered in accordance with Article II. All other **Employees**, and their enrolled eligible **Dependents**, will become covered in accordance with the terms outlined in Article III. In the event a **Bargaining Employee** dies after accruing 260 hours within a twelve month period or less, and prior to the date their coverage would otherwise have taken effect, coverage for the **Bargaining Employee** only shall be deemed to have commenced as of the **Bargaining Employee's** last day of work.

Since June 1, 2011, certain **Non-Bargaining Employees** as described in Section III, Article I of the "ELIGIBILITY FOR NON-BARGAINING EMPLOYEES" may participate in **Plan B** Kaiser as outlined in ARTICLE XI. All other provisions pertaining to **Non-Bargaining Employees** coverage shall apply to the **Non-Bargaining Employees** described in Section III, Article I. **Non-Bargaining Employees** described in Section III, Article I, shall have the ability to add **Dependents** to their coverage. However, **Non-Bargaining Employees** with **Dependents** who are participating in **Plan B**, or are eligible to participate in **Plan B**, shall only be permitted to change to **Plan A** by making a timely election to do so as part of a scheduled annual open-enrollment period and then satisfying all initial qualifying requirements under **Plan A**.

In the event a **Bargaining Employee** dies after accruing 260 hours within a twelve month period or less, and prior to the date their coverage would otherwise have taken effect, coverage for the **Bargaining Employee** only shall be deemed to have commenced as of the **Bargaining Employee's** last day of work.

Further, if the **Non-Bargaining Employee** is age 70 or older as of the effective date of their initial coverage as a **Plan B** participant, they will not be eligible for any life insurance benefits which may be provided by or be available through the **Plan**.

ARTICLE II. CONTINUED ELIGIBILITY

The employment records of all **Bargaining Employees** will be reviewed on a monthly basis to determine whether a **Bargaining Employee** is eligible for continued coverage by satisfying their minimum hourly requirement for the appropriate cost of coverage based on the type of coverages, in effect at the time, as elected by the **Bargaining Employee**. Each **Bargaining Employee** will remain covered through the third month following that month in which the minimum hourly requirement is satisfied by virtue of any combination of hours worked for **Contributing Employers** and/or existing in their Reserve Account (see Article VI.). However, any **Bargaining Employee** who becomes employed by a **Non-Contributing Employer**, along with their **Dependents**, will not be permitted to remain covered as of day in which such employment commenced. In such an event, all hours existing in their Reserve Account as of the last day of said month shall be frozen in accordance with Article VI and the only basis for continuing coverage for the Employee and Dependent(s) will be in accordance with the Rules for Continuation Coverage Following Termination under COBRA.

The minimum hourly requirement for coverage for the **Bargaining Employee** only, and consisting of Kaiser medical benefits with MAP benefits, is 144 hours per month. The additional hourly

requirement for **Plan B Kaiser Medical** and MAP Benefits for the first **Dependent** and/or additional **Dependent(s)** to be covered are 144 and 117, respectively, recognizing that all hourly requirements are subject to change by the Board of Trustees. The requirement for dental/vision benefits available to **Plan A** participants is 45.86 hours and the **Bargaining Employee** will be charged or credited accordingly at the then current hourly requirement. However, when hours to be reported on behalf of a **Bargaining Employee** under a collective bargaining agreement are subject to a Health & Welfare contribution rate that is lower than the rate for a journeyman the corresponding hours will be pro-rated to an equivalent number of hours which, if reported at the full contribution rate, would generate the same gross amount of contributions received. This reduced number of hours will be credited to the Reserve Account of the **Bargaining Employee**.

ARTICLE III. INITIAL ELIGIBILITY

New **Bargaining Employees** are defined as those who are not presently eligible for coverage under **Plan B** in accordance with Article I. A New **Bargaining Employee** will become eligible on the first day of the second month following the month in which a minimum of 260 hours have been reported in their name by **Contributing Employers** during any twelve consecutive calendar months, or less. However, hours reported by a **Contributing Employer** which had already been credited toward a month of coverage may not be included in satisfying the minimum hours requirement for Re-qualification under this Article.

Coverage of a newborn dependent **Child** shall take effect on the date of birth, adoption or placement for adoption of such **Child** if the appropriate election of **dependent** coverage had been made by the **Bargaining Employee** or within 30 days of their birth in accordance with HIPAA and upon payment of all required additional costs of coverage; however, such coverage for routine nursing care or well-baby care, immunizations, examinations or tests not connected with injury, illness, congenital defects or birth abnormalities shall be payable in accordance with the Schedule of Benefits for **Plan B** coverage or under **Eligible Expenses** until the **Child** attains the age of 26.

Newly organized **Employers** and **Employees**:

Employers - **Bargaining Employees** of newly organized **Contributing Employers** who have provided evidence of existing health coverage with such **Employer** as of the date of execution of a Collective Bargaining Agreement with IBEW Local 569, may elect to become covered under **Plan B** effective the first day of the month following termination of the newly signatory **Contributing Employer's** existing group health insurance policy. In addition, newly organized employees who have group health insurance coverage under their prior employer in effect on the date their work in **Covered Employment** commences, shall also be eligible for immediate coverage under **Plan B**. To be eligible for such coverage the following requirements must be satisfied:

- (a) **Employees** of newly organized **Contributing Employers**, the **Employee** must have worked at least 125 hours per month for each of the three months prior to the **Employer's** execution of the Collective Bargaining Agreement ; and
- (b) Newly organized employees must present proof of prior group health insurance coverage by their former employer as of the month prior to their first month of coverage under this **Plan** to the Trust Office.
- (c) Newly organized **Employees** may elect to become covered under **this Plan** as follows:
 - (1) Immediate coverage for the month in which their prior group insurance coverage terminates and they go to work for a **Contributing Employer**;
 - (2) Coverage commences with the first month following the month they first work for a **Contributing Employer**;
 - (3) Coverage will commence in accordance with the applicable Rules of Eligibility after satisfying the minimum hours requirement for Initial Coverage. Pursuant to the coverage afforded by this provision, the **Covered Employee** and their eligible **Dependent(s)** will participate in **Plan A** Trust Medical Benefits (PPO) or Kaiser (HMO). Following the initial three months of participation in **Plan A**, the **Employee** may be afforded the same initial benefit options available to all newly covered **Participants**

provided the **Employee** worked at least 260 hours in their first two months of participation in the **Plan**.

- (d) In the event a **Covered Employee** subject to this provision terminates employment, whether voluntary or involuntary, prior to establishing eligibility in the **Plan** (before the end of the initial three months of participation), all benefits under this **Plan** will immediately terminate. However, if the **Employee** immediately signs the out-of-work book at IBEW Local 569 and returns to work for a signatory **Employer**, without having worked at the trade for a non-signatory employer, the **Employee's** initial three month period will be reinstated retroactive to the date of their latest termination from coverage. The **Contributing Employer** and the **Covered Employee** shall be required to provide the Trust Office with immediate written notification of an **Employee's** termination of employment during the initial three month period. In the event of a termination of employment within the initial three months of participation in the **Plan**, the **Employee's** Reserve Account shall also be forfeited.

Employees - Bargaining Employees organized by Local 569 who have provided evidence of existing group health coverage as of the date they become a member of IBEW Local 569 may elect to become covered under **this Plan** as follows: (1) Immediate coverage for the month in which their prior group health insurance coverage terminates and they go to work for a **Contributing Employer**; (2) Coverage commences with the first month following the month they first work for a **Contributing Employer**; or (3) Coverage will commence in accordance with the applicable Rules of Eligibility after satisfying the minimum hours requirement for Initial Coverage. Under no circumstances will any newly organized **Bargaining Employee** be granted more than one opportunity for immediate coverage under these Rules of Eligibility.

Each **Bargaining Employee** eligible for the initial three months of immediate coverage will receive a credit to their Reserve Account equal to three months of the then current cost of coverage for Trust Medical Benefits. Upon the Employee satisfying the minimum eligibility requirement under the Rules of Eligibility for **Bargaining Employees Under Plan A** all hours reported each month in excess of the **Employee's** monthly cost of coverage, which would otherwise accumulate in their Reserve Account, will be applied to offset the initial allocation of Reserve Account hours. Once the advanced Reserve Account hours have been recovered, all excess hours will be retained in the Employee's Reserve Account to be applicable to future coverage.

ARTICLE IV. TERMINATION

A review of the hours reported for each **Bargaining Employee** will be made on a monthly basis. Eligibility for the **Bargaining Employee** will terminate if the **Bargaining Employee** has not accumulated a minimum of 144 hours (or the then current hourly requirement) during the corresponding work month described in Article II. or, if applicable, the minimum hourly requirement commensurate with the appropriate cost of the **Employee's** Coverage. Eligibility for the **Bargaining Employee's Covered Spouse and/or Dependent Child(ren)** will terminate if the **Bargaining Employee** has not accumulated the required minimum number hours during the corresponding work month described in Article II. or, if applicable, the minimum hourly requirement commensurate with the appropriate cost of the **Covered Spouse and/or Dependent Child(ren)'s** Coverage. Notwithstanding the provisions of Article II., or any other Articles of these Rules of Eligibility, an **Employee** otherwise eligible for coverage shall be immediately terminated as a **Covered Employee** if that person is no longer employed by, or available for full-time work by, a **Contributing Employer**, except this condition shall not apply to any **Employee** who cannot work due to a **Disability** or retirement. A person shall be presumed to be unavailable for full-time work by a **Contributing Employer** if that person is employed full-time performing work at the trade for a **Non-Contributing Employer**.

The coverage of the **Covered Person** shall terminate on the earlier of: (1) on date the **Covered Person** ceases to be eligible for coverage; (2) on the date the **Covered Person**, if a **Dependent**, ceases to be a **Dependent**; (3) upon the **Covered Person** failing to make any necessary **Direct**

Payment by the due date; or (4) upon the death of the **Covered Employee**; or (5) upon the **Covered Employee's** entering the Armed Forces; (6) upon termination of the Plan; or (7) if it is determined that coverage became effective due to a fraudulent or intentional misrepresentation of material facts or information that would otherwise have prevented the **Covered Person** from becoming covered under the **Plan**.

In the event a retired **Covered Employee**, or their **Dependent Spouse**, has remained covered through the use of post-retirement hours and becomes entitled to Medicare, their individual coverage in the **Plan** will terminate effective with the first day of the month their Medicare coverage becomes effective. If the retired **Employee's** Medicare entitlement precedes that of their **Spouse**, this will constitute a qualifying event for their **Spouse** in accordance with the Rules for Continuation Coverage Following Termination under COBRA.

However, when a retired **Covered Employee's** primary residence falls outside any geographic area where current **Plan C** Kaiser coverage is generally available, if the retired **Covered Employee** qualified for subsidized **Plan C** deductions at the time their pension benefit commenced then they will be entitled to receive the same amount of monthly subsidy afforded to a Medicare eligible **Plan C** participant receiving the same amount of pension benefit upon submission of a receipt confirming their payment of a Medicare supplemental premium.

ARTICLE V. RE-QUALIFICATION

An **Employee** whose eligibility has been terminated may only re-qualify for coverage as a New **Employee** in accordance with Article III. However, a retired **Employee** who engages in permitted post-retirement employment may not use those hours to qualify for **Plan A** or **Plan B** coverage or to reinstate **Plan A** or **Plan B** coverage that had been terminated prior to or at any time after the effective date of their monthly benefit from the San Diego Electrical Pension Trust. All contributions received for such post-retirement employment shall be recognized as **Plan C** contributions and may only be utilized if the **Retiree** and/or their **Spouse** become covered under **Plan C** in accordance with the Rules of Eligibility For **Retirees** Under **Plan C**.

In the event a former **Covered Employee** has retired, but performs post-retirement employment as permitted by the San Diego Electrical Pension Plan Document, if their **Plan B** coverage has not been continuous since the date of their retirement they will not be permitted to re-qualify for **Plan B** coverage so long as they continue receiving monthly payments from the San Diego Electrical Pension Plan.

ARTICLE VI. RESERVE ACCOUNT

Once a **Bargaining Employee** has established their initial eligibility for coverage under Article I., they may accumulate hours in their Reserve Account by virtue of the amount of hours reported by **Contributing Employers** on a monthly basis to the extent that their reported hours in a given month exceed their cost of coverage for the corresponding month of coverage up to a maximum of 1,000 hours. Any accrued Reserve Account hours in excess of the maximum will revert to the **Trust**.

In accordance with Article IV. a charge against each **Bargaining Employee's** Reserve Account will be made, if necessary, to satisfy the cost of coverage for the appropriate month of coverage. In the event the combined total of hours reported by **Contributing Employers** and/or existing in the Reserve Account is insufficient to cover the cost of coverage, then all such hours may be credited against said cost of coverage and the balance may be paid in the form of a Direct Payment as provided in Article VII. If the **Bargaining Employee** fails to remit the Direct Payment on a timely basis, then all such hours shall revert to their Reserve Account to be used only upon satisfaction of Initial Eligibility in accordance with Article III.

Notwithstanding the provisions of this Article, a **Bargaining Employee's** Reserve Account shall be frozen if the person is no longer employed by or available for full-time work by a **Contributing Employer**, except their condition shall not apply to any **Bargaining Employee** who cannot work

due to a **Disability** or retirement. A person shall be presumed unavailable for full-time work by a **Contributing Employer** if that person is either self-employed, employed part-time or full-time at any occupation for wages or profit for other than a **Contributing Employer** or is not enrolled and eligible for work on the "out-of-work" book of the **Union**. In the event a **Bargaining Employee's** Reserve Account is frozen in accordance with Articles III. and IV., and they do not re-qualify for coverage in accordance with Article V. of these Rules within 12 calendar months from the first day of the month in which their Reserve Account hours were frozen, all such hours shall be forfeited.

ARTICLE VII. Direct Payments

Direct Payments shall be made in such amounts and manner as prescribed by the **Trustees**. Each **Bargaining Employee**, upon being terminated from coverage in accordance with Article IV., shall be permitted to remit **Direct Payments** as a means of maintaining coverage for themselves and their **Covered Dependents** for each month they failed to satisfy the applicable cost of coverage provided, however, that the **Employee** worked at least 1 hour for a **Contributing Employer** in the corresponding work month.

In the event the **Employee** fails to work at least 1 hour for a **Contributing Employer** in the corresponding work month the only means of maintaining coverage for themselves and their **Covered Dependents** will be through the use of any Reserve Account hours and/or pursuant to the Rules for Continuation of Coverage Following Termination under COBRA. However, commencing with the first calendar month following the last month for which the **Employee** last worked at least one hour, in the further event the **Employee** completes twelve consecutive calendar months without receiving credit for at least 50 hours of **Covered Employment** the twelve corresponding Direct Payments will be recognized as being the first twelve payments under COBRA.

All Reserve Account hours will first be credited in determining the continued eligibility prior to acceptance of a **Direct Payment**. In the event a **Bargaining Employee** fails to make the required **Direct Payment**, eligibility will be terminated, all applicable Reserve Account hours will revert back to the **Employee's** Reserve Account, and the **Bargaining Employee** may only re-qualify their eligibility as a New **Bargaining Employee** in accordance with Article III. All Direct Payments are due to be received by the Trust Office by the 15th day of the month for which coverage has been terminated, and in no event later than 30 days after the first day of said month.

Notwithstanding the provisions of this Article, no **Direct Payment** shall be allowed if the **Bargaining Employee** is no longer employed by, or available for full-time work by, a **Contributing Employer**, except this condition shall not apply to any **Bargaining Employee** who cannot work due to a **Disability**. A **Bargaining Employee** shall be presumed to be unavailable for full-time work by a **Contributing Employer** if that **Employee** is not enrolled and eligible for work on the "out-of-work" book of the **Union** and/or is employed full-time performing work at the trade for a Non-**Contributing Employer**.

ARTICLE VIII. DISABILITY

For the purpose of maintaining eligibility in accordance with Article II, a **Bargaining Employee** who becomes **Disabled** while covered by **this Plan**, and who is not eligible for coverage under **Plan C**, shall receive Disability Credit for each consecutive month of proven **Disability** for up to a maximum of 12 consecutive months, subject to the following conditions:

- (a) The **Bargaining Employee** must initially sustain at least 30 consecutive days of **Disability** prior to becoming eligible to receive any Disability Credit.
- (b) In the event a **Bargaining Employee** becomes **Disabled** and has single coverage their Reserve Account will be frozen, except as provided in item (c) until they are no longer eligible to receive Disability Credits or they have received the maximum number of Disability Credits. However, if the **Bargaining Employee's Eligible Spouse** and/or **Dependent Child(ren)** are covered at the time Disability Credits shall become

applicable to their coverage any remaining Reserve Account hours may continue to be utilized for the purpose of maintaining their continuous coverage.

- (c) If the hours existing in the Reserve Account during the initial 30 days of **Disability** are insufficient to cover their full cost of coverage, the **Bargaining Employee** must pay the balance in the form of a **Direct Payment** in order to maintain continuous coverage. This requirement will continue until the application of the first month of Disability Credit toward the cost of coverage for the first month of proven **Disability**.
- (d) A month of proven **Disability** shall be any calendar month, after the initial 30-day period, during which the **Bargaining Employee** is **Disabled** for at least 20 calendar days. However, the first month of disability credit may be no earlier than the first calendar month following the month in which the 30-day period of disability commenced.
- (e) The **Bargaining Employee** shall receive Disability Credit for each month of proven **Disability** in the amount necessary to satisfy the hourly requirement of the cost of coverage for single coverage. However, in the event the **Disability** continues longer than 12 consecutive months, or upon any termination from coverage in accordance with these Disability Rules, the **Bargaining Employee** shall be entitled to elect COBRA coverage under the Rules for Continuation Coverage Following Termination under COBRA for the remaining period of COBRA coverage.
- (f) A period of **Disability**, for the purposes of this Article, shall be continuous unless the **Bargaining Employee** is no longer **Disabled** and returns to full-time employment in any occupation for wages or profit or if a subsequent **Disability** whose onset occurs after the Bargaining Employee returns to full-time employment is totally unrelated to the previous **Disability** for which Disability Credit was awarded.

For the purposes of this Article the term “full-time employment” shall mean the **Bargaining Employee** has been cleared by their attending **Physician** to resume the regular duties of their job and the **Employee** completes 5 consecutive regularly scheduled days or 40 consecutive hours of regularly scheduled work for a **Contributing Employer**.

- (g) A **Bargaining Employee** may only qualify to receive up to a maximum of twelve months of Disability Credit under **Plan A** and/or **Plan B**, regardless of the number of periods of **Disability** that may occur. However, the **Employee** may again become eligible to qualify for a new maximum period of Disability Credit by being covered under either **Plan A** or **Plan B** for at least twelve (12) months subsequent to the last month for which Disability Credit was received.
- (h) In the event a **Bargaining Employee** who is receiving Disability Credit under this Section returns to any occupation for wages or profit for other than a **Contributing Employer** then any previously frozen Reserve Account hours in accordance with item (b) above will be immediately forfeited and their coverage will be terminated as of the first day of the month following the month in which they engaged in such employment regardless of any Disability Credit that may have been previously earned that would have applied to continued coverage for that month or thereafter.

Each month of continuous coverage maintained by Disability Credit shall be considered one month of COBRA coverage and be applicable to the maximum period of COBRA coverage to which the **Bargaining Employee** may otherwise be entitled under the Rules for Continuation Coverage Following Termination under COBRA. Further, if a **Bargaining Employee** becomes **Disabled** during a period of Continuation Coverage under COBRA then each month of Disability Credit will count as one month of COBRA coverage. In no event will a **Disabled Employee's** coverage be continued, by virtue of Disability Credits, past the maximum period of coverage permitted in accordance with the Rules for Continuation Coverage Following Termination under COBRA.

In the event the **Disability** continues longer than 12 consecutive months the subsequent termination from coverage shall be considered a qualifying event for Continuation Coverage Following Termination under COBRA. Further, if a **Covered Employee** becomes **Disabled** during a period of Continuation Coverage under COBRA then each month of Disability Credit will count as one month of COBRA coverage. In no event will a **Disabled Employee's** coverage be continued, by virtue of Disability Credits, past the maximum period of coverage permitted in accordance with the Rules for Continuation Coverage Following Termination under COBRA.

ARTICLE IX. ARMED FORCES

Coverage in the **Plan** shall be terminated for an **Employee**, and their **Covered Spouse** and/or **Dependent Child(ren)**, if applicable, on the date the **Employee** voluntarily enlists or is called to full-time active duty in the **Armed Forces** of the United States of America, while any hours remaining in their Reserve Account shall be frozen during the period of such active duty. However, as noted below, if the Employee does not notify the **Plan** prior to actual entry into active duty then all hours existing in their Reserve Account as of the date their active duty commences will continue to be applied toward maintaining continuous coverage for themselves and their **Covered Spouse/Child(ren)**, if applicable, and may not be frozen to be applied to subsequent coverage upon their being discharged. Coverage for **Employees** who provided the **Plan** with timely notice of the commencement of their active duty, and their **Covered Dependents**, if applicable, who are discharged from the **Armed Forces** will be reinstated, along with any remaining frozen Reserve Account hours, on the date they are re-employed by a **Contributing Employer**, if they secure such re-employment within 90 days after their discharge from the **Armed Forces** or within 90 days after their discharge from a **Hospital** if they are hospitalized at the time of their discharge from the **Armed Forces**, or make proper application for employment on the **Union's** "out of work" book. It is the responsibility of any such **Employee** to advise the Trust Office immediately of their entrance into the **Armed Forces** prior to actual entry and, similarly, immediately upon their discharge. Failure to do so shall terminate all eligibility for benefits, while also resulting in the forfeiture of all Reserve Account hours and eligibility to remit Direct Payments upon induction into the **Armed Forces**. Any claim for benefits made by an **Employee** who re-establishes their eligibility under this Article shall be subject to the Coordination of Benefits provision of **this Plan**. However, the **Covered Employee** and/or any **Covered Dependent** may elect to continue their coverage for up to 24 months in accordance with USERRA. If you do not elect USERRA coverage, your **Covered Dependents** can elect COBRA coverage. USERRA and COBRA coverage shall run concurrently.

ARTICLE X. DEPENDENTS OF DECEASED EMPLOYEES

Benefits for the **Covered Spouse and/or Dependent Child(ren)** of a deceased **Covered Employee** who are covered by the **Plan** as of the **Employee's** date of death will continue for the period of time during which the **Employee's** Reserve Account hours would have been sufficient to continue such coverage had they not died. Such coverage shall include utilization of all Reserve Account hours which the deceased **Employee** had accumulated. There will be no provision for continuation of coverage beyond that date under the **Plan**, except as provided under Continuation Coverage Following Termination Under COBRA.

ARTICLE XI. PLAN B MEDICAL BENEFITS

All **Covered Employees** working under a Collective Bargaining Agreement providing for participation in **Plan B**, and their eligible **Dependents**, who qualify for coverage will be covered under **Plan B**. Medical benefits will be provided under a separate contract with Kaiser, with the same Members' Assistance Program ("MAP") as under **Plan A**. The same dental/vision benefits available to **Plan A** participants will be optional at the then current hourly cost(s).

SECTION III. ELIGIBILITY FOR NON-BARGAINING EMPLOYEES UNDER PLAN A AND PLAN B.

ARTICLE I. COVERED EMPLOYEES

In order to be eligible for benefits under **Plan A**, a **Non-Bargaining Employee** must be specifically named or otherwise provided for in a Participation Agreement signed by a **Contributing Employer** and approved by the **Trustees**. The **Non-Bargaining Employee** must also be a full-time, permanent, salaried Employee who works an average of 20 hours or more a week in the electrical contracting business for said **Contributing Employer** or an affiliated entity as defined below.

Enrollment of any **Non-Bargaining Employee** must be made to the Trust Office by no later than the first day of the month following the date the **Contributing Employer** signs a Collective Bargaining Agreement with the **Union** or the first day of the month following the **Non-Bargaining Employee's** initial date of employment with the **Contributing Employer**. Failure to do so will result in the requirement that the **Non-Bargaining Employee**, and each of their **Eligible Dependents**, be subject to the late enrollment rules under the Health Insurance Portability and Accountability Act of 1996 (**HIPAA**).

In order for an **Employer** who is signatory to a Collective Bargaining Agreement with the **Union** to be eligible to contribute on any **Non-Bargaining Employee(s)** an office or site location for operating in the electrical construction business must be located within the geographic jurisdiction of IBEW Local 569 or in an adjoining jurisdiction. Continued participation will also be contingent upon the **Employer** working on at least one electrical contracting job within the jurisdiction of the **Union** during the immediately preceding calendar year and having hired at least one **Bargaining Employee** through the **Union** who is not financially connected to the **Employer** for a minimum of 500 hours during the twelve (12) month period commencing with the month of September of the prior calendar year through the month of August of the current calendar year. If any **Bargaining Employee** hired through the **Union** is an apprentice they must be supervised by a Journeyman for their hours to be recognized in order to satisfy the 500 hour requirement. Further, to be eligible to participate under these Eligibility Rules a **Non-Bargaining Employee's** primary residence must be within this same geographic area and they must work primarily in or through said business location. In addition, a **Non-Bargaining Employee** who resides in Los Angeles County, and works for an **Employer** who is signatory to a collective bargaining agreement with the **Union** in a separate office or site location in Los Angeles County, may participate in the **Plan** subject to the terms of the same Eligibility Rules and Participation Agreement provisions.

Participation in **Plan B** Kaiser will be permitted for only **Non-Bargaining Employees** who have never previously participated in **Plan A**. However, with respect to participation in **Plan A** or **Plan B** Kaiser, the **Non-Bargaining Employee** must satisfy Kaiser's then current requirement with respect to their residence or primary work location being within a Kaiser service area falling within the preceding paragraph outlining the geographic area for participation under these Eligibility Rules.

The payment of contributions by a **Contributing Employer** on behalf of particular **Non-Bargaining Employees** does not make any such **Employee**, or their eligible **Dependents**, eligible for benefits unless a written Participation Agreement is signed by the **Contributing Employer**, approved by the **Trustees**, and the **Contributing Employer** assumes all liability under **ERISA** with regard to such **Non-Bargaining Employee(s)** and their **Eligible Dependents**.

Effective January 1, 2016 the aforementioned minimum hiring requirement criteria became applicable to all current signatory **Employers** who are not an affiliated entity. Further, for any **Employer** who first becomes signatory with the **Union** on or after January 1, 2016 that does not employ at least one **Bargaining Employee** as of the date of execution of their Collective Bargaining Agreement the following will apply:

- (a) If the principal(s) of the signatory **Employer** was/were not a **Covered Bargaining Employee** as of the date they became a signatory **Employer**, the remittance of hours

toward establishing this **Plan B** coverage under the **Plan** may not commence until the **Employer** has hired a **Bargaining Employee** through the **Union** for a minimum of at least 500 hours. Continued participation under **Plan B** will be contingent upon the **Employer** working on at least one job within the jurisdiction of the **Union** during the immediately preceding calendar year and hiring at least one **Bargaining Employee** through the **Union** for a minimum of 500 hours as noted in (a) above.

- (b) If the principal(s) of the newly signatory **Employer** was/were eligible in **Plan A** or **Plan B** at the time they became a signatory **Employer**, subject to satisfaction of the above minimum hiring requirement, contributions may be remitted in the required manner to maintain continuous coverage under the applicable Eligibility Rules.

ARTICLE II. CONTRIBUTIONS

Contributions due on behalf of **Non-Bargaining Employees** must be made on a timely basis to continue coverage under **this Plan**. The term "timely basis" is defined in Article VII., A. of the Rules For Continuation Coverage Under COBRA. The **Employer** is required to remit the necessary hours to cover each **Non-Bargaining Employee's** full cost of coverage, recognizing Direct Payments are not permitted to maintain coverage.

ARTICLE III. ELIGIBILITY

Coverage will become effective for the **Non-Bargaining Employee**, and their **Covered Dependents**, as of the first day of the second month following the **Employers'** remittance of the required amount of hours and contributions for 2 consecutive months. Each **Non-Bargaining Employee** shall also be subject to the same "**Armed Forces**" requirement applicable to **Bargaining Employees**.

It will be possible for coverage of a **Non-Bargaining Employee** to be maintained during an absence from full-time employment while on an authorized leave absence, not to exceed 3 months, temporary lay-off or temporary part-time employment provided a written application is submitted in advance of the termination of the **Non-Bargaining Employee's** coverage and is approved by the **Trustees**. Upon approval of said application, the **Contributing Employer** will be required to continue to remit the required hours and contributions on a timely basis.

Coverage for **Covered Dependents** of a deceased **Non-Bargaining Employee** will continue for the period of time during which the **Non-Bargaining Employee** would have been covered had they not died. **Covered Dependents** are not eligible for continuation of coverage beyond that date, except as provided under Continuation Coverage Following Termination under COBRA.

Newly Organized Employees - Non-Bargaining Employees of newly organized/enrolled or existing **Contributing Employers** subject to this provision, who have provided evidence of existing health coverage as of the date they became employed by a **Contributing Employer**, shall also be entitled to immediate coverage under this **Plan**. Newly covered **Non-Bargaining Employees** may elect to become covered under this **Plan** as follows: (1) Immediate coverage for the month in which their prior group insurance coverage terminates and they go to work for a **Contributing Employer**; (2) Coverage commences with the first month following the month they first work for a **Contributing Employer**; or (3) Coverage will commence in accordance with the applicable Rules of Eligibility after satisfying the minimum hours requirement for Initial Coverage.

The **Plan** provisions entitled "**Eligibility for Non-Bargaining Employees Under Plan B**" do not provide for the accrual of Reserve Account hours. However, any **Non-Bargaining Employee** receiving immediate coverage under this provision will have remitted on their behalf by their **Employer** an additional 10 hours per month commencing with their first month of participation as a means of recovering the hours advanced for their period of immediate coverage equal to three months of the then current **Non-Bargaining Employee** cost of coverage for Trust Medical Benefits.

Under no circumstances will any newly organized **Non-Bargaining Employee** be granted more than one opportunity for immediate coverage under these Eligibility Rules.

In the event the **Non-Bargaining Employee** terminates participation in the **Plan** before the full amount of advanced **Reserve Account Hours** have been recovered by the **Plan** their **Contributing Employer** will be sent an invoice by the Trust Office in an amount equal to the remaining balance of all advanced **Reserve Account Hours** multiplied by the contribution rate in effect at the time the advanced **Reserve Account Hours** were credited to the **Non-Bargaining Employee**.

ARTICLE IV. RESERVE ACCOUNT

Non-Bargaining Employees are not entitled to the accrual of Reserve Account hours. However, any Reserve Account hours accrued as a **Non-Bargaining Employee** prior to 2/1/94 may be utilized as previously provided for in this Article. In the event a **Non-Bargaining Employee's** remaining Reserve Account hours are not sufficient to maintain coverage no Direct Payments will be allowed for the purpose of continuing such coverage and all such remaining Reserve Account hours will revert to the general reserve of the **Trust**.

If the **Non-Bargaining Employee** had accrued Reserve Account hours as a **Bargaining Employee**, all such Reserve Account hours will be frozen upon the **Contributing Employer** remitting the first month of contributions on the **Non-Bargaining Employee's** behalf and may only be reinstated if the **Non-Bargaining Employee** again becomes a **Bargaining Employee** or converted to a **Plan C** Reserve in conjunction with their qualification for, and effectuation of, **Plan C** coverage.

ARTICLE V. TERMINATION

Eligibility for **Non-Bargaining Employees**, and their eligible **Dependents**, shall be terminated as set forth below , and without the need for notice, if their **Contributing Employer** fails to timely make payment of all hours and contributions due on behalf of its **Bargaining** and **Non-Bargaining Employees** or if their **Contributing Employer** is no longer signatory to a **Union** Agreement. Further, termination of eligibility for **Non-Bargaining Employees**, and their eligible **Dependents**, may also arise if their **Contributing Employer** fails to remit all amounts owed in the form of liquidated damages and interest applicable to tardy remittances of monthly contributions. All coverage shall be terminated as of the first day of the month following the month for which contributions were not paid in full, as the first day of the month following the deadline for remitting liquidated damages and interest pursuant to the terms of the then current Participation Agreement, or for any month in which the **Contributing Employer** ceased to be signatory.

With respect to any **Non-Bargaining Employee** hired by a **Contributing Employer** on or after August 1, 2015, should such an individual **Non-Bargaining Employee's** employment with a **Contributing Employer** terminate for any reason then coverage for the **Non-Bargaining Employee** and their **Eligible Dependents**, if any, shall be terminated effective as of the date of termination of their employment. Further, upon the **Trust Office** being notified of such a termination by the **Contributing Employer** a refund of contributions applicable to any hours reported on the **Non-Bargaining Employee's** behalf that are applicable to coverage for any calendar month(s) following that in which the **Non-Bargaining Employee's** coverage was terminated will be refunded to the **Contributing Employer** provided the **Trust Office** is notified no later than 5 business days after the **Non-Bargaining Employee's** termination. However, should the **Non-Bargaining Employee's** termination be reported provided to the **Trust Office** later than 5 business days after their termination there will be no refund of contributions to the **Contributing Employer**.

With respect to all **Non-Bargaining Employees** hired prior to August 1, 2015, any termination from coverage will be in accordance with the provisions of this ARTICLE V. in effect immediately preceding adoption of Amendment No. 27 to the prior Plan Document. In the event coverage terminates for any **Non-Bargaining Employee**, and/or their **Covered Dependents**, the only means

by which coverage may be maintained will be in accordance with the Rules of Eligibility for Continuation Coverage Following Termination Under COBRA.

ARTICLE VI. PLAN B MEDICAL BENEFITS

Only eligible **Covered Non-Bargaining Employees** working under a Participation Agreement providing for participation in **Plan B** who qualify for coverage on or after June 1, 2011 may be covered under **Plan B**. Medical benefits will be provided under a separate contract with Kaiser, with the same Members' Assistance Program ("MAP") as under **Plan A**. The same dependent medical benefits under **Plan B** and dental/vision benefits available to **Plan A** participants will be optional and would require the **Non-Bargaining Employee** to enroll for such coverage(s) for which there shall be an increase to their monthly cost of coverage.

ARTICLE VII. DEPENDENTS OF DECEASED NON-BARGAINING EMPLOYEES

Benefits for **Covered Dependents** of a deceased **Covered Non-Bargaining Employee** will continue for the period of time during which the **Employee** would have been eligible had they not died. Such coverage shall include utilization of only existing Reserve Account hours which the deceased **Employee** had accumulated as a **Bargaining Employee**. There will be no provision for continuation of coverage beyond that date under the **Plan**, except as provided under Continuation Coverage Following Termination Under COBRA.

SECTION IV. RULES OF ELIGIBILITY FOR RETIREES UNDER PLAN C

A **Retiree** and their **Covered Dependents** are eligible to participate in **Plan C** if one of the following conditions is satisfied:

- (a) If the **Retiree** was eligible for coverage under **Plan A** for the month immediately prior to the date of their retirement or disability, and if the **Retiree** satisfies the definition of "**Retirement**" or "**Disability**" contained in these Rules of Eligibility; or
- (b) If a **Retiree** was eligible under **Plan A** in 84 out of the 120 months prior to the effectuation of their monthly pension benefit from the San Diego Electrical Pension Plan or the cessation of contributions by **Contributing Employer(s)** on their behalf, provided they shall not have worked at the electrical trade or craft in any capacity since the cessation of contributions; or
- (c) The **Retiree** has a combined total of at least 20 years of **Plan A** coverage, provided the **Retiree** was covered in **Plan A** for at least the 60 months immediately preceding the date their **Retirement** or **Disability** under the San Diego Electrical Pension Plan; or
- (d) If the participant has been covered in **Plan A** for at least 84 of the 120 months immediately preceding their retirement from the electrical industry, craft or trade, but will not be otherwise eligible to receive a pension benefit from the San Diego Electrical Pension Plan because some or all of their pension hours had been transferred back to their Home Fund, they may participate in **Plan C** on a non-subsidized basis. However, their participation is subject to verification that the participant will be receiving a pension from their Home Local's Pension Plan and that they would have qualified for **Retiree's** coverage in their Home Health & Welfare Plan as of that date if their hours had been transferred to their Home Fund. If there is no **Retiree's** coverage through their Home Local's Health & Welfare or Pension Plans then satisfaction of the above 84 out of 120 month criteria will qualify the participant for **Plan C** coverage on a non-subsidized basis.

Definition of Retirement. The **Retiree** is age 55 or over and is receiving either a Normal or Early Retirement Pension from the San Diego Electrical Pension Trust.

Definition of Disability. The **Retiree** is receiving a Disability Retirement Pension under the San Diego Electrical Pension Plan.

It will be permissible for a **Covered Employee**, who retires and is eligible to participate in **Plan C**, to maintain coverage for themselves, and their **Covered Dependents**, in **Plan A** or **Plan B** by virtue

of exhausting their Reserve Account and remitting the maximum number of Direct Payments and/or Continuation Coverage payments provided for in the **Plan**. However, a **Retiree** who works in covered employment in California, as permitted in the Pension Plan, may only receive credit for those hours to maintain continuous **Plan A or Plan B** coverage commencing on their date of retirement, but not toward reinstating or re-qualifying for **Plan A or Plan B** coverage if there has been a subsequent termination from **Plan A or Plan B** coverage.

At that time application for coverage under **Plan C** must be submitted to the Trust Office. However, the **Retiree** may transfer coverage for themselves and their **Covered Dependent(s)** to **Plan C** at any time prior to their remitting the maximum number of Direct Payments and/or Continuation Coverage payments permitted under Section I. of this **Plan** provided there is no interruption in coverage.

Premium. The amount of premium to be charged each month will be in the amount prescribed by the **Trustees** and will automatically be deducted from the **Retiree's/Beneficiary's** monthly pension benefit provided the net amount of their payment is sufficient to cover the total premium due. Any balance due must be received by the Trust Office by no later than the last day of the month for which the premium is due. At present, premium will be charged as follows:

- (a) If the **Retiree** was covered under **Plan A** for at least 84 of the 120 months immediately preceding their date of retirement, or if the **Retiree** was covered under **Plan A** for at least 240 months (of which 60 must be immediately preceding their date of retirement), they will qualify for the subsidized cost of coverage established by the **Trustees**.
 - (1) **Retiree** coverage which is subsidized by the **Trust**, as provided under this **Plan**, will be on a month-to-month basis to the extent that contributions through **Contributing Employers** to the **Trust** permit. **Retiree** coverage, which is subsidized, is not supported by any long range reserve funding program. The **Board of Trustees** reserve the right to modify or discontinue entirely the subsidy and/or coverage provided for **Retirees** and/or their **Covered Dependents** at any time, and in any manner, in their sole discretion.
- (b) If the **Retiree** does not satisfy the criteria in (a) above, then they will be billed the entire premium charged to the **Trust** or as established by the **Trustees**;
- (c) If the **Retiree** or their **Covered Dependent(s)** is/are eligible to be covered by Medicare, and either did not enroll in Medicare on a timely basis or is not covered by Medicare for any reason, the **Retiree** or their **Covered Dependent** (if a beneficiary) will be responsible for paying the full amount of any premium surcharge imposed on the **Trust** by the current insurance carrier/pre-paid benefit plan in addition to their monthly deduction for coverage(s) in **Plan C**; or
- (d) A **Retiree** may use any existing Reserve to satisfy their monthly cost of coverage. A Reserve under **Plan C** may be established by converting any **Plan A** Reserve Account hours existing as of the end of the last month of such coverage into a dollar equivalent, recognizing the **Plan A** portion of the current overall contribution rate under the Inside Wiremen's Agreement, as well as the amount of contributions received on the **Retiree's** behalf for post-retirement work in covered employment.

A **Retiree** may elect to have their **Plan A** Reserve Account hours converted into a **Plan C** reserve to become immediately applicable to maintain continuous **Plan C** coverage or the reserve amount may be frozen for use at a later time upon entering **Plan C** as may be permitted under these Rules of Eligibility. However, whether due to a conversion of **Plan A** Reserve Account hours at retirement or in conjunction with post-retirement employment, at no time may a **Retiree's Plan C** reserve exceed an equivalent value in excess of the then current maximum of **Plan A** Reserve Account hours multiplied by the then current **Plan A** Direct Payment contribution rate. As of April 1, 2017 their maximum amount is \$5,950 (1,000 hours @ \$5.95/hr).

- (e) A **Retiree** or **Covered Dependent** who is eligible for, and has enrolled in, Medicare may elect to be covered under a less expensive alternate schedule of medical benefits in conjunction with an open-enrollment period preceding each January 1st and July 1st. There shall be no interim change between recognized Medicare coverages other than in accordance with an authorized open-enrollment process.

Initial Eligibility. The **Retiree's** coverage will become effective on the first day of the month following receipt of the Retiree's application for coverage and the satisfaction of the first month's cost of coverage in the form of a premium payment or use of any existing Reserve Account hours.

In the event a **Retiree**, who qualifies for participation in **Plan C** as of the date their pension benefits commence, wishes to delay participation in **Plan C** for themselves and/or their **Dependent(s)** who were covered in **Plan A** or **Plan B** as of the date **Plan A** or **Plan B** coverage terminated, it will be permissible to defer commencement of **Plan C** coverage if the **Retiree** or their **Eligible Dependents** submit satisfactory proof of continuous group medical coverage through another group health plan or through their **Spouse's** employer. However, unless participation in **Plan C** is delayed as set forth in the preceding sentence it will not be permissible for a **Retiree** and/or their **Eligible Dependent(s)** to become covered under **Plan C** at a later date if **Plan C** coverage is declined on behalf of the **Retiree** and/or any of their **Eligible Dependents** as of the date such coverage would otherwise have become effective in conjunction with the **Retiree** commencing receipt of retirement benefits under the San Diego Electrical Pension Plan or transferring coverage from **Plan A** or **Plan B** to **Plan C** as may be permitted in these Rules of Eligibility.

In addition, if a **Retiree** predeceases their **Spouse**, the **Retiree's Spouse** and all **Eligible Dependents** as of the date **Plan A** or **Plan B** coverage terminated will be permitted to return to **Plan C** upon submission of satisfactory proof of their continuous coverage in another group health plan or the **Spouse's** group health plan. In the event the **Spouse** were to remarry, their new **Spouse** and/or any person(s) becoming a **Dependent** after the **Retiree's Plan A** or **Plan B** coverage terminated will not be permitted to become covered under **Plan C** under any circumstances.

Re-employment Enrollment. If the **Covered Retiree's** coverage is terminated because they became re-employed in any capacity so that they no longer qualified as "Retired," and they then re-retire, they must submit a new application for coverage and first month's advance premium payment. However, if the **Retiree** becomes re-employed, as noted above, at any time for a non-signatory employer they will not be eligible to apply for requalification of their coverage.

Termination of Eligibility. The eligibility of a **Covered Retiree**, and their **Covered Dependents**, for coverage under **Plan C** will terminate upon the first of the following:

- (a) **Plan Termination.** The date upon which coverage known as **Plan C** is terminated by the **Trustees**.
- (b) **Non-payment.** The **Covered Retiree** fails to make premium payments on a timely basis in the prescribed amount. Eligibility will immediately terminate when a premium payment becomes past due, and the **Retiree** shall have no right of requalification for coverage under **Plan C** except upon approval of the **Trustees**. The **Trustees** reserve the right to deny for any reason(s) the request for requalification from any previously **Covered Retiree** whose coverage was terminated due to non-payment of premium.
- (c) **Re-employment.** If a **Covered Retiree** becomes re-employed in any capacity resulting in their no longer being "Retired", as defined by the San Diego Electrical Pension Plan, the **Covered Retiree** will have to submit a new application to again become eligible for coverage under **Plan C** upon their re-qualifying as "Retired", subject to the terms noted under "Re-employment Enrollment" above.
- (d) **Death of Retiree.** In the event a **Covered Retiree** dies their **Covered Dependent(s)** may continue to be covered under **Plan C** provided all premiums due are paid on a timely basis and there is no interruption in coverage. Further, it will not be permissible

for any **Dependent** of the **Covered Retiree** or their **Covered Dependent**, where such **Dependent** was not covered at the time of the **Retiree's** death, to be added as a **Covered Dependent** at any time.

An unmarried or widowed **Covered Retiree** may add a new spouse as a **Covered Dependent** and any children who meet the definition of an **Eligible Dependent** under **Plan A** or **Plan B**. However, a surviving spouse of a deceased **Retiree** who was covered under **Plan C** at the time of the **Retiree's** death may maintain coverage for themselves only and may not add a new spouse or their children as **Covered Dependents** under **Plan C**. In the event that **Plan C** coverage for a **Retiree** and/or any **Dependent** is terminated for any reason, their re-entry into **Plan C** will not be permitted at any time in the future.

- (e) Fraud. If it is determined that coverage became effective due to a fraudulent or intentional misrepresentation of material facts or information that would otherwise have prevented the **Covered Person** from becoming covered under the **Plan**.
- (f) COBRA Continuation Coverage. Upon termination of coverage under these Rules of Eligibility there shall be no means by which the **Retiree** may maintain coverage under Continuation Coverage Following Termination under COBRA. The **Retiree's Covered Dependent** may maintain coverage under Continuation Coverage Following Termination under COBRA if the **Covered Dependent** experiences a qualifying event.

SECTION V. RULES FOR CONTINUATION COVERAGE FOLLOWING TERMINATION UNDER COBRA

ARTICLE I: ELIGIBILITY FOR CONTINUATION COVERAGE

- A. Covered Employee--A **Covered Employee** shall be eligible to elect Continuation Coverage if their coverage is terminated due to a **Loss of Coverage** (except if the loss of coverage occurred if the **Covered Employee** continues in the employ of their **Employer** and their **Employer** is no longer signatory to a **Collective Bargaining Agreement** with the **Union**).
- B. Dependents--A **Covered Dependent** shall be eligible to elect Continuation Coverage on their own behalf even if the **Covered Employee** fails to elect Continuation Coverage if their coverage is terminated due to a Qualifying Event. A "Qualifying Event" includes only the following events:
 - (1) The **Covered Employee** suffers a **Loss of Coverage** (except if the **Covered Employee** continues in the employ of their **Employer** and their **Employer** is no longer signatory to a Collective Bargaining Agreement or their **Employer** fails to make timely contributions due to this **Plan**); or
 - (2) The death of the **Covered Employee** or **Retiree**; or
 - (3) The **Covered Employee** or **Retiree** becomes entitled to Medicare benefits as defined in Article VIII, (3) of this set of Rules; or
 - (4) The termination of marriage between the **Covered Employee** and **Covered Spouse** by Judgement of Dissolution or Annulment; or
 - (5) The termination of a domestic partnership between the **Covered Employee** or **Retiree** and the **Domestic Partner**; or
 - (6) A **Covered Child** ceases to be eligible for coverage as a **Dependent Child**.
- C. Ineligible Persons--A **Covered Person** whose coverage is terminated for any other reason than those listed above shall not be eligible to elect Continuation Coverage. A **Dependent**, other than a newborn **Child** or a **Child** placed for adoption with a **Covered Employee** who was not a **Covered Dependent** as of the day before the **Covered Employee's** initial **Loss of Coverage** (except if the **Covered Employee** continues in the employ of their **Employer** and their **Employer** is no longer signatory to a Collective Bargaining Agreement or their

Employer fails to make timely contributions due to this **Plan**) shall also not be eligible to elect Continuation Coverage.

The terms “placement, or being placed for adoption” in the above paragraph and in Article VI, (D) of this set of Rules means the assumption and retention by the **Covered Employee** of a legal obligation for total or partial support of a child in anticipation of the adoption of the child. If such an obligation terminates, so does the placement for adoption.

ARTICLE II. ELECTION OF CONTINUATION COVERAGE

- A. Written Election--A person who is eligible to elect Continuation Coverage must sign a written Election Form approved by the **Trustees**. The person may elect to receive either full benefits or core benefits only as defined in Article III. of this Section.
- B. Time for Election--A written Election Form must be sent to the Trust Office no later than 60 days after the person's date of loss of coverage or, if later, 60 days after the date the person was notified of their loss of coverage. However, in order to make a separate election of coverage by a **Covered Spouse, Domestic Partner, or Covered Child**, or to extend coverage due to disability, death of the **Covered Employee**, divorce or loss of **Covered Dependent** status, the Trust Office must first have received timely notice of such disability, death, divorce or change in dependent status. The required notices and their due dates are described in Article VII. (Notice of Important Events).
- C. Persons Covered--Continuation Coverage may be elected for **Covered Employees** and their **Covered Dependents**. However, Continuation Coverage shall not be extended to a divorced **Spouse** or terminated **Domestic Partner** or **Dependent Child** unless a separate election is made, and unless they are eligible at that time to make an election on their own behalf in accordance with Article VII., D. of these Rules.

ARTICLE III. BENEFITS PROVIDED

Any eligible person who timely elects and timely pays the premium for Continuation Coverage shall have the right to receive either of the following benefit packages as elected by the eligible person:

- A. Full Benefits-The same medical, dental and vision benefits as are provided to all **Covered Employees** under **Plan A** or **Plan B**, but excluding any basic or supplemental life insurance coverage; or
- B. Core Benefits-The same medical benefits as are provided to all **Covered Employees** under **Plan A** or **Plan B**, not including dental benefits and vision benefits, (if applicable), and not including any basic or supplemental life insurance coverage.
- C. Change of Benefits-The benefits provided for all **Covered Persons** may be changed or eliminated at any time by the **Trustees**. Benefits paid will always be in accordance with the Schedule of Benefits in effect at the time services are rendered.

ARTICLE IV. COST OF COVERAGE

- A. Premium Amount--A person eligible to elect Continuation Coverage shall pay the current cost of coverage as provided herein plus a 2% administrative fee. The cost of coverage shall be determined by the **Trustees**, which shall be reviewed, and may be adjusted, from time to time. The current cost of coverage may vary if the **Plan** provides dental or vision benefits, or if Continuation Coverage is extended due to a disability. The cost of coverage for all **Covered Persons**, during any extension period due to disability will be at 150% of the current Continuation Coverage cost of coverage.
- B. Monthly Installments--The cost for Continuation Coverage may be paid in monthly installments in the following manner:
 - (1) Upon making the initial written election on a timely basis the eligible person, if a **Bargaining Employee** who was covered under **Plan A** or **Plan B** for the month

preceding the effectuation of Continuation Coverage, coverage for the first 12 consecutive months of Continuation Coverage will be charged at the then current hourly contribution rate for **Plan A** or **Plan B** coverage multiplied by the number of hours required to maintain coverage. The remaining 6 consecutive months (17 months if **Totally Disabled**) of Continuation Coverage would be charged at the then current COBRA premium rates and will require a new written election as to Benefits Provided only under Article III. of these Rules. In the event such an election is not received by the first day of the 13th month of Continuation Coverage the **Plan** reserves the right to presume the **Bargaining Employee** elected to maintain the same coverages in effect as of the 12th month of Continuation Coverage and to impose the then current premium for said coverages.

(2) For all other eligible persons the then current COBRA premium will be charged for their entire period of Continuation Coverage.

ARTICLE V. DUE DATES FOR PAYMENT

- A. Timely Payment Required--Except for the first payment of Continuation Coverage, each premium payment is due at the Trust Office by the first day of the month for which coverage is to be provided.
- B. First Payment--The payment for the first month(s) of Continuation Coverage must be received by the Trust Office no later than 45 days after the date the Trust Office receives the completed Election Form. All payments due for the first month or more of Continuation Coverage must also be paid with the first payment.
- C. Grace Period--The **Plan** provides a 30 day grace period following the due date. This grace period does not apply to the first payment, but only to monthly payments due thereafter. Any payments received by the Trust Office after the grace period ends will not be timely and will result in termination of Continuation Coverage as of the last day of the month for which the premium was paid on a timely basis. If Continuation Coverage ends, coverage cannot be reinstated, and re-qualification is permitted only in accordance with the Rules of Eligibility for **Plan A** or **Plan B** participants.
- D. Summary of Dates for Monthly Installment Payments:

<u>Month of Coverage</u>	<u>Installment Due Date</u>	<u>Grace Period Ends</u>
January	January 1	January 31
February	February 1	March 3
March	March 1	March 31
April	April 1	May 1
May	May 1	May 31
June	June 1	July 1
July	July 1	July 31
August	August 1	August 31
September	September 1	October 1
October	October 1	October 31
November	November 1	December 1
December	December 1	December 31

ARTICLE VI. LENGTH OF CONTINUATION COVERAGE

- A. 18 Month Coverage--Any **Covered Person** whose coverage is terminated due to a loss of coverage of the **Covered Employee** may be eligible to elect Continuation Coverage for up to 18 months from the date of their loss of coverage, provided they do not become covered by another group health plan after the date of their election of Continuation Coverage.
- B. 36 Month Coverage--Any **Covered Person** whose coverage is terminated for any qualifying event other than the loss of coverage of the **Covered Employee's** may be eligible to elect Continuation Coverage for up to 36 months from the date of their original loss of coverage. If the **Covered Person** is covered under **Plan A** or **Plan B** Kaiser they are entitled to elect Continuation Coverage under CAL-COBRA for up to 36 months from the date of their original loss of coverage, even if the qualifying event is due to a loss of coverage as a result of termination of employment or reduction in hours.
- C. 11 Month Extended Coverage Due to Disability--If a **Covered Employee** or **Covered Dependent**, as applicable, is **Totally Disabled** at the time of their initial Qualifying Event or becomes **Totally Disabled** within the first 18 months of Continuation Coverage, or has an application for Social Security Disability benefits pending as of the expiration of the first 18 months of Continuation Coverage, each person eligible for Continuation Coverage may elect to have their original 18 months of Continuation Coverage extended for up to 11 months. In order to qualify for the 11 month extension of coverage, the **Covered Person** must have been determined to be **Totally Disabled** according to the requirements of the Social Security Administration by no later than the end of their 18th month of Continuation Coverage and have provided the **Plan** Administrator with a copy of the Social Security determination within 60 days of the date of the determination. However, if a **Covered Employee** had exhausted the maximum of twelve (12) months of Disability Credit prior to the commencement of their Continuation Coverage, and they have filed for a disability determination through the Social Security Administration which has not yet been adjudicated as of the eighteenth (18th) month, they may elect to extend their original period of Continuation Coverage for up to eleven (11) months, to include Continuation Coverage for their eligible dependents in accordance with the Rules for Continuation Coverage.
- D. Extending Coverage Due to Multiple Qualifying Events--If a subsequent Qualifying Event occurs after coverage is terminated due to the **Covered Employee's** initial Qualifying Event, then the **Covered Dependent** previously covered by Continuation Coverage may be eligible to elect Continuation Coverage on their own behalf, but not to exceed 36 months from the initial date of eligibility for Continuation Coverage. However, no such election due to multiple qualifying events shall be permitted for any person who wasn't a **Covered Dependent**, other than a newborn **Child** or a **Child** placed for adoption with a **Covered Employee**, who was not a **Covered Person** immediately before the **Covered Employee's** Continuation Coverage first began and Coverage shall terminate at the end of the initial period of Continuation Coverage.

ARTICLE VII. NOTICE OF IMPORTANT EVENTS

- A. Monthly Reports Due From Employers--The **Contributing Employer** of the **Covered Employee** must report to the Trust Office within 15 days after the end of the month the number of hours worked by each **Bargaining Employee**, as well as remit the required contributions due thereon and for all participating **Non-Bargaining Employees**. The **Contributing Employer** shall also notify the Trust Office when any of the following events occur if the **Employee** was still in the employ of the **Contributing Employer** during that month:
 - (1) the termination of employment or reduction of hours of the **Covered Employee**;
or
 - (2) the death of the **Covered Employee**; or

(3) the **Covered Employee** becomes covered by Medicare.

This requirement may be met by timely filing a required monthly reporting form containing their information with the Trust Office.

- B. Notice of Disability Status From Employee, Spouse and Children--The **disabled** person (**Covered Employee** or **Covered Dependent**) must notify the Trust Office in writing of their disability status within 60 days after the date their **Total Disability** determination is issued by the Social Security Administration and before the end of the original 18-month Continuation Coverage period. The **Totally Disabled** person must also notify the Trust Office in writing of their no longer being disabled no later than 30 days after the date the final determination is issued by the Social Security Administration.
- C. Financial Responsibility for Failure to Give Notice--If a **Covered Employee** or **Covered Dependent** fails to give proper notice of their age or any change of address, marital, dependent, or Medicare eligibility or **Total Disability** status and, as a result, the **Plan** pays a claim, premium or service fee for a person who should have been terminated, the **Plan** shall have the Right of Recovery of all improperly paid benefits, premiums and/or service fees.
- D. Loss of Coverage for Failure to Give Timely Notice--If a **Covered Employee** or **Covered Dependent** fails to give notice to the Trust Office within 60 days of their age or any change of address, marital, **Dependent, Disability** status or Medicare eligibility the person will lose their right to elect extended Continuation Coverage or separate coverage.

ARTICLE VIII. TERMINATION OF COVERAGE

- A. Termination--Continuation Coverage shall be terminated on the earliest of the following events:
 - (1) non-payment of premium in full by the end of the grace period; or
 - (2) the person becomes covered under any other group health plan (as an employee or otherwise) after the date of their election of Continuation Coverage; or
 - (3) the person becomes entitled to Medicare benefits. For the purpose of this provision a person will be considered "entitled to Medicare" if they attain age 65 and are eligible for Medicare if the person has applied for Social Security benefits or has enrolled with and becomes covered by Medicare Part A; or
 - (4) for dependents only--the **Spouse, Domestic Partner** or **Child** ceases to be a "**Covered Dependent**" and do not timely elect their own Continuation Coverage. Also, upon the death, termination of domestic partnership or divorce of the **Covered Employee** after the initial qualifying event, other than a newborn **Child** or a **Child** placed for adoption with a **Covered Employee**, Continuation Coverage shall immediately terminate for a **Covered Dependent** who was not a **Covered Person** before Continuation Coverage first began; or
 - (5) for disabled persons only--the person is no longer **Totally Disabled** as finally determined by the Social Security Administration; or
 - (6) the **Trust** stops providing any group health benefits to all **Covered Persons**.
- B. Date of Termination--Continuation Coverage shall immediately stop, without notice, on the first date of the month after any of the above described events. In such event, the person must still pay the full premium for Continuation Coverage until the coverage stops.
- C. No Right of Requalification--There is no right of requalification of eligibility under this **Plan** after termination, except upon re-qualification in accordance with the Rules of Eligibility for **Plan A** or **Plan B** participants.

ARTICLE IX. NO CONVERSION OPTION

A conversion option shall be available to any person covered under Continuation Coverage only if such right of conversion to an individual enrollment is otherwise available to all other **Plan A or Plan B** participants. There is no conversion option available to any **Covered Persons** at this time except for life insurance (basic and supplemental benefits), if applicable, and/or a prepaid medical Plan to the extent permitted by the **Provider(s)**.

ARTICLE X. ARMED FORCES

- A. In the event a **Participant** is on military leave-of-absence from their regular employment, and the period of military service exceeds 31 days, the **Participant** and their **Dependent(s)** will be eligible for Continuation Coverage under the USERRA , for a period not to exceed 24 months, beginning on the date on which the **Participant's** absence for military leave begins. The cost of coverage under this provision shall be determined in accordance with **this Plan's** prevailing COBRA premiums. USERRA and COBRA Continuation Coverages shall run concurrently.
 - (1) A **Participant** may utilize their Reserve Account hours to maintain continued coverage under **this Plan** before paying for such coverage in accordance with the prevailing COBRA premiums. Upon exhaustion of the **Participant's** Reserve Account hours, the **Participant** shall be entitled to obtain Continuation Coverage by paying the applicable COBRA premium for the remainder of the 24 month period.
- B. In the event a **Participant** is on military leave-of-absence from their regular employment and the period of military leave does not exceed 31 days, the **Participant** and their **Dependents** will continue to be eligible for coverage under **this Plan** provided that the **Participant** pays the **Plan** the applicable amount of the **Participant's** portion of any premium for the month in which the **Participant** is on military leave-of-absence.
- C. The **Participant** shall be required to notify the Trust Office of their need for Continuation Coverage while on military leave and furnish the **Plan** with the copy of the **Participant's** military orders for the period in which Continuation Coverage is requested.
- D. Under no circumstances will the **Plan** be liable for any claims incurred by the **Participant**, or their **Dependent(s)**, for treatment received from the federal government for any service-related injuries or illnesses.
- E. In the event the **Participant's** coverage under this **Plan** terminates for any reason during the **Participant's** military leave-of-absence, no exclusion or waiting period will be imposed on the **Participant** or their eligible **Dependent(s)** upon return to employment.
- F. Nothing in this Section shall require the **Plan** to provide any greater coverage or benefits not otherwise provided under the terms of **this Plan**.

DEFINITIONS

"Accidental Injury" or "Bodily Injury" means observable body damage or pain resulting from a sudden and unforeseeable event; a direct trauma from instantaneous contact with an outside force, object or substance when such results have not been intentionally self-inflicted. Neither cumulative trauma or injury sustained as a result of a natural body movement are an **accidental injury** under this definition.

"Allowable Charge(s)" means the maximum amount to be allowed as **Eligible Expense** for services rendered by a **Provider** (Hospital, **Physician** or other licensed healthcare professional) under contract with the Anthem Blue Cross or the **Plan's** designated PPO provider subject to the **Plan's Usual, Customary and Reasonable provisions** . This amount will also apply to charges for services rendered by all service providers **Physicians** who are located in the geographic area serviced by the PPO, but are not under contract with the PPO, to the extent such services are considered **Eligible Expense** under the **Plan**.

Effective January 1, 2017, "**Allowable Charges**" for treatment of "**Psychiatric Conditions**" will also mean the maximum amount to be allowed as **Eligible Expense** for services rendered by a **Provider (Hospital, Residential Treatment Center, Physician** or licensed health care professional) under an exclusive contract with Optum or the **Plan's** designated mental health/substance provider.

In all of the above instances the maximum amount to be paid as **Eligible Expense** for network providers will be the lessor of the negotiated rate or an amount established by an independent service provider. For out-of-network providers the maximum payable amount will be lessor of the negotiated rate, 85th percentile of **Usual, Customary and Reasonable** or an amount established by an independent service provider.

"**Armed Forces**" means active duty in any military, naval or air service; but active duty as a member of a reserve component of the **Armed Forces** of the United States of America for a training period not exceeding one month shall not be considered "military service" until the expiration of such training period or one month, whichever is less.

"**Bargaining Employee**" means an **Employee** employed in a job classification covered by a Collective Bargaining Agreement between their **Contributing Employer** and the **Union** which requires contributions to be made to this **Trust**.

"**Contributing Employer**" or "**Employer**" means any **Contributing Employer** or affiliated entity who is required or permitted to make contributions to this **Trust**, as well as all Trust Funds remitting contributions pursuant to the Electrical Industry Health and Welfare Reciprocal Agreement and/or any other related party remitting contributions pursuant to the terms of a Participation Agreement with this **Trust**. For the purposes of this provision an "affiliated entity" shall mean IBEW Local 569, the San Diego Chapter of the National Electrical Contractors Association, San Diego Electrical Industry Administrative Corporation, the San Diego Electrical Industry Training Administrative Corporation, or any other similar organization working directly with any of these entities or the **Plan**. Coverage for eligible **Non-Bargaining Employees** working for an affiliated entity may only be pursuant to a Participation Agreement with the **Plan** outlining the rules governing such participation.

"**Covered Child**" or "**Covered Children**" means the **Dependent Child** of a **Covered Employee**, **Covered Retiree** or **Domestic Partner** who is under age 26.

The term "**Child**" includes a **Covered Employee's**, **Covered Retiree's** or **Domestic Partner's** natural child, stepchild, legally adopted child, eligible foster child, and child under legal guardianship of a **Covered Employee**, **Covered Retiree** or **Domestic Partner**. The term "**Covered Child**" shall also include a surviving **Dependent Child** of a deceased **Covered Employee**, **Covered Retiree** or **Domestic Partner** who remains eligible to receive benefits under this **Plan**. However, the term shall not include the surviving **Dependent Child's Spouse** or natural child, stepchild, legally adopted child, eligible foster child and/or child under legal guardianship.

In order for a **Child** to be considered a **Dependent Child** a copy of the **Child's** birth certificate and/or all pertinent legal papers must be provided to the Trust Office as well as completion of any required attestation as to the accuracy of all declared **Dependent Children**. The appearance of a **Child's** name on an Enrollment Card will not automatically qualify the **Child** as a **Dependent** of a **Covered Employee**, **Covered Retiree** or **Domestic Partner**.

"**Covered Dependent**" means any one of the following persons who are not employed by any **Contributing Employer** and who are covered under the **Plan** by the **Covered Employee**:

- A. The **Covered Employee's** or **Covered Retiree's Spouse** to include the surviving **Spouse** of a deceased **Covered Employee** or **Covered Retiree** to the extent the **Covered Employee** or **Covered Retiree** would have remained eligible to be covered under this **Plan**, or **Domestic Partner**.
- B. If, on the date they attain the age at which their coverage under the **Plan** would terminate, an unmarried **Dependent Child** is **Totally Disabled** and incapable of self-sustaining

employment by reason of mental retardation or physical handicap which commenced before such date, their coverage shall be continued in force during the period of such **Totally Disability**, provided (1) they were covered under the **Plan** immediately before the attainment of the termination age, and (2) the **Covered Employee** or **Retiree** submits to the **Plan** satisfactory proof of such incapacity within 31 days of such **Covered Child's** attainment of the termination age. The **Plan** may require, at reasonable intervals during the 2 years following the **Covered Child's** attainment of the termination age, subsequent proof of incapacity and dependency. After such 2 year period, the **Plan** may require subsequent proof not more than once each year. The **Plan** reserves the right to have the **Dependent Child** examined by a **Physician** of the **Plan's** choice to determine the continued existence of the **Total Disability**.

Coverage shall cease on the earliest of:

1. The date the **Covered Child** ceases to be **Totally Disabled**; or
2. The 31st day following the date the **Plan** requests additional proof of dependency or **Total Disability**, if such proof is not furnished as requested; or
3. The **Covered Employee** or **Retiree** ceases to be eligible for coverage.

"**Covered Employee**" or "**Employee**" means any **Bargaining** or **Non-Bargaining Employee** who has established, and continues to maintain, eligibility under **this Plan**.

"**Covered Person**" means either the **Covered Employee**, **Covered Retiree** or a **Covered Dependent**.

"**Covered Retiree**" means a **Retiree** who has established, and continues to maintain, eligibility under **this Plan**.

"**Covered Spouse**" or "**Spouse**" means the person to whom a **Covered Employee** or **Covered Retiree** is legally married who has established, and continues to maintain, eligibility under **this Plan**. A marriage which has been legally consummated shall continue until that marriage has been terminated either by entry of a Judgment of Dissolution or Annulment. "**Covered Spouse**" or "**Spouse**" shall also include a **Domestic Partner** so long as the standard "Affidavit of Domestic Partnership" required by the **Plan** is in full effect.

"**Custodial Care**" means care which consists of services and supplies being provided as a result of, or in relation to, covered **Eligible Expense**, including room and board and other institutional services, furnished to an individual primarily to assist them in personal hygiene and other activities of daily living, whether or not they are **Disabled**. These services and supplies are **Custodial Care** regardless of the practitioner or **provider** who prescribed, recommended or performed them.

"**Direct Payment**" means payments made directly by a **Covered Person** to this **Trust** in order to maintain eligibility in such manner and amount as prescribed by the **Trustees**.

"**Disability**" or "**Disabled**" means a **Bodily Injury** or an illness, including **pregnancy**, with respect to an **Employee** who, by reason of the **Disability**, is **Hospital** confined or prevented from engaging in any occupation for wages or profit for which the **Employee** is qualified by reasons of education or training or the normal activities of a person in good health of like age or sex. With respect to a **Retiree** or a **Dependent** that the **Retiree** or **Dependent** is, by reason of the **Disability**, prevented from either engaging in any occupation conducted outside of their residence for wages or profit or from engaging in substantially all of their normal activities of a person in good health of like age or sex.

"**Domestic Partner**" means a person who is eligible to file, and they filed, a Registration Form with the State of California pursuant California Family Code Section 297 and has been involved in a committed relationship for a minimum of 6 months as of the date the **Covered Employee** executes the standard "Affidavit of Domestic Partnership" required by the **Plan**.

"Durable Medical Equipment" means **Medically Necessary** equipment which has a solely therapeutic value as determined by the **Plan**, or any designated independent service provider retained by the **Plan**, for the treatment and/or management of a **Covered Person's** illness, accident or **Disability**, which can withstand repeated use and is of no value to, nor utilized by, individuals not under treatment by a **Physician** for said illness, accident or **Disability**.

"Eligible Expense" means only **Usual, Customary and Reasonable** fees charged for **Medically Necessary** services and supplies. An **Eligible Expense** is considered to be incurred on the date the service or supply is rendered or obtained, not on the date the charge is billed.

"Emergency Care" means treatment provided at a **Hospital** immediately following an **Accidental Injury**, or the sudden and unexpected onset of symptoms of an illness or change in a condition requiring immediate medical or surgical care where the injury or symptoms are of sufficient severity to require **Immediate Hospital Level Care**, as determined by the **Plan's** designated third-party service provider.

"Employer Association" means the SAN DIEGO CHAPTER, NATIONAL ELECTRICAL CONTRACTORS' ASSOCIATION, INC.

"ERISA" means the Employee Retirement Income Security Act of 1974, as amended.

"Hospital" means a legally operated institution which is accredited as a **Hospital** by the Joint Commission on Accreditation of Hospitals, or is specifically recognized by the **Trustees**, which (1) has permanent, full-time facilities for bed care of five or more resident patients, (2) has a **Physician** in regular attendance, (3) provides 24 hours a day service by Registered Nurses, (4) maintains on its premises all of the facilities needed for the diagnosis and medical care and treatment of illness or injury, and (5) is not a rest home, nursing home, **Skilled Nursing Facility**, convalescent home, or a place for the aged or for alcoholics or drug addicts. The term **"Hospital"** also includes institutions licensed and regulated by the State which primarily provide for the treatment of mental and nervous disorders and substance abuse but only to the extent such treatment is covered by the **Plan**.

"Immediate Hospital Level Care" means care determined by the **Plan's** designated third-party service provider to be required within twenty-four (24) hours following an **Accidental Injury** or the onset of symptoms of an illness, or a change in a condition requiring immediate medical or surgical care, which could not be safely and adequately provided other than at a **Hospital** or where adequate care is unavailable elsewhere in the immediate area at the time such care was needed.

"In-patient" means a **Covered Person** who is a resident patient using and being charged for the room and board facilities of a **Hospital**, **Residential Treatment Center** or a **Skilled Nursing Facility**.

"Loss of Coverage" means a **Covered Employee's** loss of continued eligibility for benefits due to the following:

- A. In the case of a **Bargaining Employee**, it means that the **Bargaining Employee** has insufficient hours in their Reserve Account to satisfy the minimum hourly charge for coverage, and the **Bargaining Employee** fails to timely make, or is no longer eligible to make, Direct Payments. A **Loss of Coverage** shall occur if the **Bargaining Employee** continues in the employ of an **Employer** that is no longer signatory to a Collective Bargaining Agreement with the **Union**.
- B. In the case of a **Non-Bargaining Employee**, it means that the **Non-Bargaining Employee** has insufficient hours in their Reserve Account to satisfy the minimum hourly charge for coverage. A **Loss of Coverage** shall occur in accordance with the Rules of Eligibility For **Non-Bargaining Employees**.

"Medically Necessary" means services and/or supplies which are determined to be reasonably necessary at the time treatment is rendered and are provided in accordance with generally accepted local community standards for care and treatment of illness or **Bodily Injury**. To be necessary, a service or supply must be: Ordered by a **Physician**, commonly and customarily

recognized in the medical profession as appropriate in the treatment or diagnosis of the illness or **Bodily Injury**, which is neither educational, experimental or investigative in nature nor primarily furnished for the purpose of medical or other research. The **Plan** may utilize the services of an independent service provider to make such determinations utilizing the most current criteria and information available. In any instance the **Plan** reserves the right to seek independent medical Consultant opinions to assist in making such determinations.

"Non-Bargaining Employee" means any full-time, permanent, salaried employee who works an average of 20 hours or more a week in the electrical contracting business for a **Contributing Employer** and who is not covered by a Collective Bargaining Agreement with the **Union** or with any other union. Participation in the **Plan** by **Non-Bargaining Employees** is subject to the Rules of Eligibility For **Non-Bargaining Employees**.

"Occupational therapy" means therapy to treat weakness and/or dysfunction of the body through physical exercise, work related skills and assistive devices.

"Out-patient" means a **Covered Person** receiving services, supplies or treatment under the direction of a **Physician** for care of illness or **Bodily Injury** who is not admitted into a **Hospital**, residential facility, a Skilled Nursing Facility, or other free standing institution or facility for 24 or more continuous hours.

"Out-patient Surgery Center" or **"Ambulatory Surgery Center ("ASC")** means an entity that provides surgical services to patients not requiring hospitalization, is regulated by the State of its jurisdiction and is either Medicare Certified or Accredited by the Accreditation Association for Ambulatory Health Care or other Accrediting body recognized by the **Plan**.

"Pharmacy Benefit Manager ("PBM") means a third-party administrator (TPA) of prescription drug programs for commercial and municipal health plans, self-insured plans, and Medicare Part D plans who are primarily responsible for developing and maintaining the formulary, contracting with pharmacies, negotiating discounts and rebates with drug manufacturers, and processing and paying prescription drug claims. The **PBM** is also responsible for overseeing utilization and abuse of prescription drugs and may advise the **Plan** with regard to recommended limitations to be imposed on individual participants who appear to be abusing or over-utilizing a prescription drug.

"Physician" means a licensed Doctor of Medicine or Doctor of Osteopathy. To the extent that benefits are provided, and while practicing within the scope of their license, **Physician** will include a Dentist, Podiatrist, Chiropractor, Acupuncturist, Audiologist, Optometrist or Psychiatrist. **Physician** will include a Naturopath as permitted in the **Plan**, but will not include the **Covered Person's Dependents** or any person who is the **Spouse**, parent, **Child**, brother or sister of a **Covered Person**.

"Plan" means the Plan Document of the San Diego Electrical Health and Welfare Trust as administered by the **Board of Trustees**.

"Plan A" means the benefits designed for all **Bargaining** and **Non-Bargaining Employees** covered under **Plan A**, other than **Retirees** covered under **Plan C**, their **Covered Dependents** and/or beneficiaries who are eligible to receive benefits in accordance with the Rules of Eligibility For **Plan A**.

"Plan B" means the benefits designed for all **Bargaining** and **Non-Bargaining Employees** covered under **Plan B**, other than **Retirees** covered under **Plan C**, and their properly enrolled **Covered Dependents** and/or beneficiaries who are eligible to receive benefits in accordance with the Rules of Eligibility For **Plan B**.

"Plan C" means the benefits designed for **Retirees**, their **Covered Dependents** and/or beneficiaries who are eligible to elect to maintain coverage in accordance with the Rules of Eligibility For **Plan C**.

"Plan Year" means the calendar year from January 1st through December 31st.

"Pregnancy" means (1) all pregnancies, (2) childbirth, (3) miscarriage, (4) any **pregnancy** complications arising wholly from these conditions, or (5) any pregnancy complications arising from any trauma.

"Provider" means a **Doctor** or **Physician**, **Hospital**, or other licensed health care practitioner, Clinic or Medical Facility, **Out-patient Surgi-Center** or **Skilled Nursing Facility** which has provided services and/or supplies to a **Covered Person**.

"Psychiatric Conditions" means those conditions, including drug or alcohol dependence, listed in the International Classification of Diseases as diagnostic codes F01-F99 (ICD10), and/or a diagnosis which is listed in the Diagnostic and Statistical Manual of Mental Disorders, 2016 Edition, and as may be updated at a later date.

"Residential Treatment Center (RTC)" is a live-in health care facility providing therapy for substance abuse, mental illness, or other behavioral problems.

"Retiree" means any former **Covered Employee** who is, or may have been, eligible to participate under **Plan C** of this **Plan**.

"Skilled Nursing Facility" means a facility that is classified as such under Title XVIII of the Social Security Act (Medicare) and has a transfer agreement in effect with a **Hospital** under Medicare.

"Skilled Nursing Services" means services which require the training and expertise of a licensed Registered Nurse (R.N.), are provided by an R.N. or under the supervision of an R.N. and are in accordance with the **Physician's** order for care.

"Total Disability" or **"Totally Disabled"** means that a **Covered Person** is disabled as determined by the Social Security Administration.

"Trust" means the San Diego Electrical Health and Welfare Trust.

"Trust Medical Benefits" means the medical benefits available to covered **Plan A** participants which are provided pursuant to an arrangement with a Preferred Provider Organization.

"Trustees" or **"Board of Trustees"** means the Board of Trustees of the San Diego Electrical Health and Welfare Trust.

"Union" means the LOCAL UNION NO. 569, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO.

"Urgent or Emergency Admission" means an unscheduled or unplanned **Hospital** admission required due to the sudden and unexpected onset of a medical condition manifesting itself by acute symptoms of sufficient severity that the absence of immediate medical attention could reasonably result in permanently placing the **Covered Person's** health in jeopardy, causing other serious medical consequences, causing serious impairment to bodily functions or causing serious and permanent dysfunction of any bodily organ or part. The term "immediate" in this definition means a period of not more than twenty-four (24) hours from the onset of the condition which requires the **Covered Person** to be admitted into a **Hospital**.

Usual, Customary and Reasonable" (UCR) means the least of the Usual, Customary or Reasonable fee or charge as defined below:

"Usual" means the usual fee or charge that is ordinarily charged for a given service by an individual or **Provider** to their private patient; and

"Customary" means the customary fee or charge that is made by the **Provider** for a like service or supply, but not more than the general level of fees or charges made by other **Providers** within the geographic area (socio-economic area of a metropolitan area or socio-economic area of a county) in which the service or supply is actually provided for **Bodily Injury** or illness of comparable severity and nature. However, the general level of fees may be determined by the **Plan** and/or a designated third party by reviewing the pricing of billed services related to established PPO, Medicare, Medicaid, and uninsured medical payments for

a representative of similar service providers within the particular geographic area where the service was rendered. Said fee(s) will then be payable in accordance with the Schedule of Benefits. "Area" means a county or such greater area as is necessary to obtain a representative cross-section of **Providers** of the service or supply; and

"**Reasonable**" means the fee or charge of the **Provider** is justifiable in considering all circumstances of the particular case in question. This determination may include application of, and conformance with, nationally standardized billing or coding procedures.

When **UCR** is utilized to determine the maximum payable amount for any out-of-network provider service it will be calculated at the 85th percentile of the current **UCR** fee or charge.

COVERAGE AFTER TERMINATION FROM TRUST MEDICAL PLAN

If a **Covered Person** becomes **Disabled** while the **Covered Person** is eligible for coverage, benefits will be paid for any **Eligible Expenses** incurred after the date of **Loss of Coverage** resulting from and relating to such **Disability** and only during the uninterrupted continuance of said **Disability**, but not to exceed a period of up to 12 continuous months from the date of **Loss of Coverage**. Benefits payable after the **Plan Year** in which coverage was terminated are subject to a new deductible.

Benefits payable under this provision shall cease on the earliest of:

- 1) Twelve continuous months from the **Covered Person's** date of loss of coverage;
- 2) The date the **Covered Person** is no longer **Disabled**; or
- 3) The date the **Covered Person** becomes eligible for coverage under a Group Insurance Program, unless the **Covered Person** is eligible, and makes a timely election, for Continuation Coverage Following Termination Under COBRA.

PREFERRED PROVIDER ORGANIZATIONS (PPO)

- A. When a **Covered Person** requires hospitalization or **out-patient** services and chooses one of the PPO **Hospitals**, they will not have to pay the **hospital** deductible as stated in the Schedule of Benefits, as well as enjoying the substantial savings from the **Hospital's** contractual arrangement with the PPO to discount its charges. When a **Covered Person** chooses a PPO **Provider**, the **Provider** will accept **this Plan's Allowable Charge** as "payment in full", subject to the **Plan** and the Schedule of Benefits as to deductibles, co-payments, co-insurance, limitations and exclusions.
- B. **Sharp Rees-Stealy** -- Sharp Rees-Stealy is recognized as a Anthem Blue Cross PPO Provider for all services other than the routine physical exam program, which is operated pursuant to an exclusive contract arrangement through its Occupational Medicine Facility.
- C. **Hospital Pre-Certification Program** – **This Plan** participates in Anthem Blue Cross' **Hospital** pre-admission and admission review program. When a **Covered Person** is scheduled for admission into any **Hospital**, whether a PPO **Hospital** or not, or whether in or out of San Diego County, they are required to direct the admitting **Physician** to notify Anthem Blue Cross, who will pre-certify the admission or discuss an alternate basis with the **Physician**. Failure to notify Anthem Blue Cross of a scheduled hospital admission may result in the denial of benefits for services not considered to be **Medically Necessary** by Anthem Blue Cross' retrospective review program.

This **Plan** also has an arrangement with a mental health and substance abuse program service provider, Optum at this time, whereby admission into any **Hospital** or **Residential Treatment Center**, whether in or out-of-network, similarly require pre-admission or admission approval by Optum as well as application of the above **Medically Necessary** criteria.

- D. **Case Management** – This **Plan** presently utilizes Anthem Blue Cross to provide concurrent review of **Hospital** admissions, retrospective review of **Hospital** admissions and medical treatment, peer review of disputed claims for **Hospital** charges and case management.

Case management is a program pertaining to catastrophic disabilities and chronic disease processes requiring long term usage of health care providers. The **Plan** requires that all **Covered Persons** agree to, and cooperate with, the assignment of an Anthem Blue Cross case manager acting on behalf of both the patient and the **Plan**. As with Anthem Blue Cross providers, use of these services is intended to reduce the cost of claims in the spirit of cost-containment. However, the **Board of Trustees** reserves the right to replace Anthem Blue Cross or any successor service provider(s) at any time.

INDEPENDENT MEDICAL REVIEWS

The **Board of Trustees** shall have the discretion to obtain one or more independent medical reviews from independent service providers to provide pre-certification of **out-patient** services, review claims to determine medical necessity and for peer review of disputed claims involving **Physician's** and/or **Hospital** charges and services. Use of these services is intended to reduce the cost of claims in the spirit of cost-containment, while at the same time making quality medical care available to all **Covered Persons**.

In the event multiple independent medical reviews, as outlined above, are requested by the **Plan**, and the results of said reviews utilizing comparable criteria provide varying results or recommendations as to whether a service is **medically necessary** and/or what the **usual & customary** maximum allowable charge(s) would be for a covered service, the **Board of Trustees** reserves the right to accept or reject, in whole or in part, any or all such reviews when deciding whether to approve a claim for payment or how much of the billed charges will be deemed **Eligible** Expense for payment. Should there be three or more independent medical reviews, with two or more providing reasonably similar results, the **Board of Trustees** may recognize those results or any combination thereof and ignore the remaining review(s) in whole or in part when making a final decision.

SCHEDULE OF BENEFITS FOR PLAN A

EMPLOYEES AND DEPENDENTS (EXCLUDING RETIREES):

Life Insurance (basic) - Employees and Dependents	\$10,000
Accidental Death and Dismemberment (Principal Sum) - Employee Only	\$10,000
Supplemental Life Insurance	Optional

EMPLOYEES AND DEPENDENTS (INCLUDING RETIREES NOT COVERED UNDER PLAN C):

TRUST MEDICAL BENEFITS

For Services Obtained from PPO and Non-PPO Providers for all medical, mental health and substance abuse conditions and/or treatment:

Annual Maximum	None
Calendar Year Deductible	(The Deductible must be satisfied prior to any benefits being paid unless otherwise specified in the Plan)
• Per Person	\$250*
• Per Family	Either two (2) full individual deductibles or up to a total of \$750. * Upon submission of a Certificate of Completion provided by Best Doctors, in recognition of a Covered Person having completed the Inter-Consultation process, their deductible for the calendar year in which the Inter-Consultation was completed will be waived in its entirety.

	<u>Services Obtained From PPO Providers</u>	<u>Services Obtained From Non-PPO Providers**</u>
Co-Insurance Percentage	Covered at 80%^ of the first \$7,500 of Eligible Expense incurred each calendar year with 100%* of the balance of such Eligible Expense .	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.
HOSPITAL SERVICES		
• In-patient Services	Covered at 80% of the Hospital's per diem rate or discounted Allowable Charges .	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.
• Deductible Per Admission (in addition to the Calendar Year Deductible)	None	\$250.
• Room & Board	Covered at 80% of discounted Allowable Charges .	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.
• ICU/CCU	Covered at 80% of discounted Allowable Charges .	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.
• Out-patient Hospital Services	Covered at 80% of discounted Allowable Charges .	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.
Emergency Room (ER)		
• Deductible	\$50.00 per occurrence unless admitted directly into a hospital.	\$50.00 per occurrence unless admitted to the hospital.
• Due to Emergency/urgent care for accident or illness	Covered at 80% of discounted Allowable Charges .	Covered at 80% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider

	<u>Services Obtained From PPO Providers</u>	<u>Services Obtained From Non-PPO Providers**</u>
Due to illness (for other than Emergency /Urgent care , including all Physician and/or related services)	Covered at 80% of discounted Allowable Charges only if admitted directly from a Hospital ER . Otherwise, payable at 50% of discounted Allowable Charges .	Not Covered unless admitted directly from a Hospital ER . If the Hospital is located outside of any area serviced by Anthem Blue Cross, coverage will be at 50%.
<ul style="list-style-type: none"> Due to Accident (for other than Emergency /Urgent care, including all Physician and/or related services) 	Covered at 80% of discounted Allowable Charges after exhaustion of Accident Benefits only if admitted directly from a Hospital ER . Otherwise, payable at 50% of discounted Allowable Charges .	Not Covered unless admitted directly from a Hospital ER . If the Hospital is located outside of any area serviced by Anthem Blue Cross, coverage will be at 50%.
Out-Patient Surgi-Center	Covered at 80% of discounted Allowable Charges . Bundled priced services through Global One Ventures covered at 100% with no deductible or co-insurance.	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider up to a maximum of \$350 for other than mental health and substance abuse facility care.
Skilled Nursing Facility	Covered at 80% of discounted Allowable Charges .	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.
<ul style="list-style-type: none"> maximum number of days per Calendar Year 	90	90
<ul style="list-style-type: none"> Ancillary Services 	Covered at 80% of discounted Allowable Charges .	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.
Physician and Surgeon services (in-patient or out-patient other than emergency room Physicians)	Covered at 80% of discounted Allowable Charges unless otherwise specified in the Plan .	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.

	<u>Services Obtained From PPO Providers</u>	<u>Services Obtained From Non-PPO Providers**</u>
<ul style="list-style-type: none"> Emergency Room Physicians (for emergency/urgent care services for an accident or illness in a Hospital) 	Covered at 80% of discounted Allowable Charges , if applicable. Otherwise, 80% of total charges.	Covered at 80% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.
OUT-PATIENT MEDICAL SERVICES (In Physician's office) <ul style="list-style-type: none"> office visits 	Covered at 100% of discounted Allowable Charges without application of a deductible, after payment of an office visit co-pay as follows: For all Sharp Health System Physicians -\$10 For all other PPO Physicians in San Diego County -\$30 For all PPO Physicians outside San Diego County-\$15 For all CVS Minute Clinics visits-\$10	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.
<ul style="list-style-type: none"> Online office visits-Only Anthem Blue Cross "LiveHealth Online" Physicians 	\$10 co-pay	Not Covered
<ul style="list-style-type: none"> In-home Physician visits - Only through "Heal.com" 	Covered at 100% of discounted Allowable Charges without application of a deductible, after payment of a \$5 co-pay.	Not Covered
<ul style="list-style-type: none"> diagnostic laboratory and x-ray surgery radiology pathology physical therapy (Subject to pre-approval by the Plan) 	Covered at 80% of discounted Allowable Charges .	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.

	<u>Services Obtained From PPO Providers</u>	<u>Services Obtained From Non-PPO Providers**</u>
PREGNANCY BENEFITS (Physician services only)	Covered at 80% of discounted Allowable Charges .	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.
• Well baby/child care (in-patient or out-patient up to age 19) See pages 48-49 for preventive care	Covered at 100% of discounted Allowable Charges	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.
HOME HEALTH CARE	Covered at 80% of discounted Allowable Charges .	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.
HOSPICE CARE	Covered at 80% of discounted Allowable Charges .	Covered at 60% of the maximum Allowable Charge as if the service(s) had been rendered by a PPO Provider.
PHYSICAL EXAMINATION PROGRAM Employee, Spouse and Dependent Children ages 19 - 26 Physician's Exam	Covered at 100% without application of a deductible. Services must be rendered at a Sharp Rees-Stealy Occupational Medicine Facility to qualify for a \$100 wellness benefit.	Not covered
	OR	
Employee, Spouse and Dependent Children ages 19 - 26 Physician's Exam (See pages 47-49)	Covered at 100%* of discounted Allowable Charges , including a maximum office visit charge of up to \$80.	Not Covered

Services Obtained From PPO and NON-PPO Providers

PREVENTIVE CARE WELL CHILD CARE	Covered at 100%* of Allowable Charges with no deductible or co-insurance in accordance with the Schedule of IMMUNIZATIONS (See Benefits and/or Plan Document on Pages 48-49)
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ACCIDENT BENEFITS	Covered at 100%* of Allowable Charges up to \$300, with the balance of Eligible Expenses payable in accordance with the Schedule of Benefits.
MANIPULATIVE SERVICES	Covered at 80% of Allowable Charges up to \$60 per visit subject to a maximum of 12 visits per calendar year, including services such as chiropractic, acupuncture and other manipulative services/modalities subject to a daily limit as provided in item 21 under “ Eligible Expenses ” on page 46.
MEMBER'S ASSISTANCE PROGRAM	As part of the Member's Assistance Program (“MAP”) through Aetna Resources, formerly Horizon EAP) up to a maximum of eight (8) sessions in any twelve (12) month period by a professional counselor.
MENTAL HEALTH/ SUBSTANCE ABUSE BENEFITS	As part of the Member's Assistance Program (“MAP”) (through Aetna Resources, formerly Horizon EAP) up to a maximum of eight (8) sessions in any twelve (12) month period by a professional counselor of the MAP. Any additional out-patient treatment may be performed by Optum network providers or any replacement service provider selected by the Plan .
<ul style="list-style-type: none"> • Out-Patient 	All out-patient treatment should be performed by Optum network providers or any replacement service provider selected by the Plan . As with medical claims, use of out-of-network providers may be much more costly to the participant.
<ul style="list-style-type: none"> • In-Patient (including treatment for alcohol and substance abuse) 	For other than an emergency a Participant may contact the Plan's current contracted service provider, Optum, before being admitted into a Hospital, Residential Treatment Center or any other treatment program. As with medical claims, use of out-of-network facilities may be much more costly to the participant.
^BEST DOCTORS	For services performed by, and at, a PPO Provider, all Eligible Expenses will be paid at 100%* if a Best Doctors “Inter-Consultation” is completed before one of the following elective surgical procedures is performed: back, hysterectomy, knee and hip replacement, obesity or bariatric, coronary artery by-pass graft, heart valve replacements, prostatectomy and lumpectomy/mastectomy. However, there shall be no requirement that the Best Doctors “Inter-Consultation” findings must be followed by the Participant or their Physician in order for Eligible Expenses to be covered by the Plan subject to application of any other limitations. In the event Best Doctors determines that an “Inter-Consultation” is not necessary this provision shall not apply.

PRESCRIPTION DRUGS

For qualified new and refill prescriptions filled at a Navitus pharmacy the **Plan** will pay as **Eligible Expense** up to a maximum of a 30-day supply, without application of a deductible. However, an 84-90 day supply will be permitted for any prescription designated by Navitus to be a maintenance drug. All maintenance drugs must be purchased via mail order through MedVantx Pharmacy Services in order to be covered by the **Plan** with the exception of any 84-90 day supply purchased at local pharmacies designated by Navitus to be participating in its 90-Day Retail Program. In accordance with the Navitus Select 3-Tier Program the schedule of co-insurance payments will be as follows:

Tier 1 – 80% paid by the Plan; 20% by the participant

Tier 2 – 60% paid by the Plan, 40% by the participant

Tier 3 – 40% paid by the Plan; 60% by the participant (“DAW” penalty may apply)

For the purposes of this Section “DAW” shall mean “Dispense as Written”. The penalty for a participant or physician requesting a Tier 3 DAW when a Tier 1 alternate medication is available shall be the cost differential between the lowest Tier 1 alternative and the Tier 3 medication with the participant to pay 60% of the cost for the lowest Tier 1 alternative not utilized in addition to 100% of the cost difference between that cost and the actual cost of the dispensed medication.

The actual amount to be paid by the **Plan** will be determined at the time of purchase in accordance with a negotiated discount through Navitus.

Maintenance Drugs - The **Plan** also requires that prescriptions for all maintenance medications, as determined by Navitus, must be purchased via mail order directly from MedVantx Pharmacy Services or at local pharmacies participating in the Navitus 90-Day Retail Program.

Specialty Drugs - All specialty medications to be administered on an **out-patient** basis must be purchased directly through the Lumicera Health Services program of Navitus in order for the cost of the medication to be covered by the **Plan**. The limit for each prescription is up to a 30-day supply. Specialty drugs procured through a retail or hospital pharmacy will not be covered by the **Plan** unless they are required for treatment of urgent or emergency care. The above co-insurance criteria shall apply to specialty drugs.

In the event a **Covered Person** does not utilize a Navitus pharmacy, MedVantx Pharmacy Services for mail order, or Lumicera Health Services for specialty medications to fill a prescription, the above co-insurance pricing criteria will be applied to the extent the **Plan** will not pay more than it would have if the prescription(s) had been properly filled through Navitus, MedVantx Pharmacy Services, or Lumicera Health Services, with the actual cost for pricing purposes to be determined in accordance with the negotiated discount through Navitus.

* Where other group insurance exists, the **Plan**, if primary payer, will pay all **Eligible Expenses** exceeding the deductible at 60%, unless the secondary payer is an HMO/ Managed Care Program for which there would be no benefits payable for the services rendered. If the plan or policy of a secondary payer provides coverage for medical expense

benefits that does not make payment for the balance of **Eligible Expense** the **Plan** will make additional payment to cover up to the balance of **Eligible Expenses** due. However, except for services rendered through an HMO/Managed Care Program for which there would be no benefits payable for services rendered, the **Plan**, as primary payer, will not make total payments in excess of 80% of **Eligible Expense**. Further, if **this Plan** is in a secondary position, and the provisions of the primary plan would require payment by this **Plan** of greater than 20% of **Eligible Expense** to result in 100% of **Eligible Expense** being paid on behalf of the **Covered Person**, then payment under this **Plan** shall be limited to no more than 20% of said **Eligible Expense**.

In an instance where a **Covered Employee or Dependent** is also covered under applicable secondary coverage subject to a deductible limit that prevents accrual of sufficient benefit savings to cover the balance of **Eligible Expenses** following the initial payment by this **Plan**, the **Plan** will make payment on behalf of the **Covered Employee or Dependent** in a primary capacity at 60% of **Eligible Expenses**. Following a determination as to the final amount to be paid by the secondary plan(s), any remaining balance of **Eligible Expenses** will then be paid in accordance with the Schedule of Benefits up to the total amount to have been payable if this **Plan** had been the **Covered Employee's or Dependent's** only source of coverage.

** Where the services of a Non-PPO **Provider** are related to **emergency care** or are rendered outside the geographic areas serviced by Anthem Blue Cross, benefits will be paid in accordance with the Schedule of Benefits for **PPO Providers**, subject to any exclusions and/or limitations in the **Plan**. However, the total of **Eligible Expenses** to be payable relative to an admission into a non-PPO **Hospital** for other than **emergency or urgent care** shall be reduced by 25% prior to determining the amount payable by the **Plan** in accordance with the Schedule of Benefits. In an instance where a non-PPO provider has agreed in writing to accept the PPO maximum allowance as payment in full on behalf of the **Plan** and the participant, the **Plan** will make payment in accordance with the Schedule of Benefits for PPO Providers, subject to any exclusions and/or limitations in the **Plan**.

DESCRIPTION OF BENEFITS

SECTION I. BASIC LIFE INSURANCE BENEFITS (FOR ONLY PLAN A PARTICIPANTS)

Basic life insurance benefits are provided to all **Covered Employees and Dependents** through a contract between an insurance carrier and the **Trust**. Upon receipt of proof of the death of the **Covered Employee** or a **Covered Dependent** the life insurance carrier selected by the **Trustees** shall pay the applicable amount of basic life insurance, and/or accidental death and dismemberment coverage applicable to only a **Covered Employee**, specified in the Schedule of Benefits and any additional amount purchased by the **Covered Employee** in the form of supplemental life insurance benefits for the **Covered Employee** or a **Covered Dependent** in effect at the time of their death. Any sum(s) payable as a death claim shall be paid in accordance with the terms of such policy, subject to the Claim Review Procedures contained in this **Plan**.

If a **Covered Employee** is age 70 or older at the time they first became eligible under **Plan A**, they will not be eligible for the basic or supplemental life insurance benefits provided by this **Plan**. The benefit amount for each **Covered Employee** reduces on the 65th and 70th birthday to 65% and 50%, respectively, of basic life amount in effect as of the day before their 65th birthday.

If a **Covered Employee** becomes totally disabled, as defined in the policy, prior to age 65, the basic life insurance benefit will be continued at no cost to the **Covered Employee** so long as they remain totally disabled or until their 70th birthday. Accidental Death and Dismemberment Benefits, however, will terminate when the **Covered Employee** becomes totally disabled. Proof of total disability must be submitted to the **Trust's** Administrative Manager and approved by the insurance carrier, subject to the Claim Review Procedures contained in this **Plan**.

SECTION II. SUPPLEMENTAL LIFE INSURANCE (FOR ONLY PLAN A PARTICIPANTS)

In addition to the basic life insurance coverage, optional supplemental term life insurance is also available to **Employees** covered under **Plan A**. **Covered Employees** who are under age 70 may apply to the insurance carrier for the following benefit amounts during each annual enrollment period:

- | | |
|--------------------------|---|
| Covered Employee: | Benefit amounts are \$25,000, \$40,000, \$100,000 or \$200,000; and |
| Covered Spouse: | Benefit amounts are \$10,000, \$20,000 or \$50,000 and are limited to 50% of the Covered Employee's supplemental term life benefit; and/or |

Covered Child(ren): \$10,000 per child at least 6 months of age and up to age 26. A benefit of \$1,000 is applicable to children between 15 days and 6 months of age.

Guaranteed Issue - Applicants who are under age 60 and apply for the following optional supplemental term life insurance benefit amounts during the annual enrollment period immediately following the date the applicant first becomes covered by **this Plan** are not required to complete a medical questionnaire, nor can their application be denied by the carrier:

Covered Employee: \$25,000 and \$40,000;

Covered Spouse: \$10,000 and \$20,000; and

Covered Child(ren): \$10,000 per **Child** up to age 26.

Effective Date of Supplemental Life Insurance Coverage - It will be possible to apply for any of the above supplemental term life options only in conjunction with the annual enrollment period. All timely applications for benefit amounts which are not subject to approval by the insurance carrier will become effective January 1st of each year. All other applications will become effective the later of the January 1st following the annual enrollment period or the first day of the month following the Trust Office's receipt of the insurance carrier's approval.

In no event will any supplemental term life insurance coverage go into effect if, on the date such coverage is to become effective, the **Covered Person** is **Disabled**. This restriction will remain in effect until the **Covered Person** is no longer **Disabled**. Further, this restriction is applicable even if the insurance carrier had previously approved the **Covered Person's** application for a non-guaranteed issue benefit.

Premium - The premium charge for each form of supplemental term life insurance will be converted to a cost, in hours-per-month, which will be added to the **Covered Employee's** monthly cost of coverage for as long as such coverage remains in effect.

- (a) Premiums for **Employees** and **Spouses** are calculated by applying the insurance carrier's cost per \$1,000 for each designated age bracket.
- (b) The premium for children's coverage is a flat amount, regardless of the number of **Dependent Children** to be covered.

To the extent required by law, the imputed value of supplemental group term life insurance exceeding \$40,000 per month for the **Covered Employee** and all such coverage for **Covered Spouse's** and/or **Covered Children** will be considered taxable income to the **Covered Employee** for which the **Covered Employee** will receive a Form 1099 reflecting the gross imputed value for each calendar year.

SECTION III. ACCIDENTAL DEATH AND DISMEMBERMENT BENEFIT (FOR ONLY PLAN A PARTICIPANTS)

If a **Covered Employee** and/or a **Covered Dependent** suffers **Accidental Bodily Injury**, directly and independently of all other causes, which results in any of the specific losses described below within 365 days after the date of the accident causing the loss, the insurance carrier selected by the **Trustees** shall pay the benefits set forth below, subject to the limitations and provisions of the policy. Written proof of loss must be filed with the Trust Office or insurance carrier within 90 days from the date the **Employee** becomes aware of such a loss. If more than one such loss is sustained as a result of the accident, payment shall be made for only the one loss for which the largest amount is payable, and no loss sustained prior to such accident will be included in determining the amount payable.

- A. **Accidental Death**. For loss of life, the Principal Sum amount specified in the Schedule of Benefits is payable to the designated Beneficiary.

B. **Dismemberment**. Benefits for dismemberment are payable by the insurance carrier subject to the limitations and provisions of the policy, for any injury occurring on or off the job within 365 days of the accident as follows:

1. The Principal Sum specified in the Schedule of Benefits is payable for the loss of: both hands; both feet; one hand and one foot; one hand or one foot and the sight of one eye; the sight of both eyes; or loss of speech and hearing.
2. One-half of the Principal Sum specified in the Schedule of Benefits is payable for the loss of one hand or one foot, the entire sight of one eye; or loss of speech or hearing.
3. One-quarter of the Principal Sum specified in the Schedule of Benefits is payable for the loss of the thumb and index finger of the same hand.

Definitions. Loss of sight means entire and irrecoverable loss of sight. Loss of a hand means severance of the hand at or above the wrist. Loss of a foot means severance of the foot at or above the ankle. Loss of a thumb and index finger means the severance of both through or above metacarpophalangeal joints. Loss of speech means entire and irreversible loss of speech. Loss of hearing means entire and irreversible loss in both ears.

C. **Paralysis Benefit**. Benefits for the following types of paralyzes, resulting from an injury to a **Covered Person** which commences within 365 days of the date of the accident which caused the injury, the insurance carrier will pay the percentage of the principal sum shown below:

<u>Paralysis</u>	<u>Percentage of Principal Sum</u>
Quadriplegia	100%
Paraplegia	75%
Hemiplegia	50%
Uniplegia	25%

Definitions. Quadriplegia means the complete and irreversible paralysis of both upper and lower limbs; Paraplegia means the complete and irreversible paralysis of both lower limbs; Hemiplegia means the complete and irreversible paralysis of upper and lower limbs of one side of the body; Uniplegia means the complete and irreversible paralysis of one limb; Limb means an entire arm or entire leg.

If the **Covered Person** suffers more than one type of paralysis as a result of the same accident, only the largest of the benefits payable for injuries pertaining to that accident will be paid. Further, the amount of their benefit will be reduced by any amount paid for accidental dismemberment under the policy to or on behalf of the **Covered Person** as a result of the same accident.

D. **Coma Benefit**. When injury renders a **Covered Person** comatose within 90 days of the date of the accident which caused the injury, and such coma has continued for a period of 12 consecutive months, the insurance carrier will pay the principal sum less any amount paid or payable to or on behalf of the **Covered Person** under the policy as the result of the same accident, at the rate of 1% per month for 100 months.

Definition. Coma/comatose, for the purpose of their benefit, means a profound state of unconsciousness from which the **Covered Person** cannot be aroused to consciousness, even by powerful stimulation, as determined by a **Physician**.

E. **Seat Belt Benefit**. The insurance carrier will pay a benefit of an additional 10% of the principal sum, up to a maximum of \$10,000, if the **Covered Person** suffers accidental death such that an accidental death benefit is payable, for an accident occurring while operating or riding as a passenger in a private passenger automobile and the **Covered Person** was wearing a properly fastened, original, factory-installed seat belt or a replacement seat belt installed by an authorized auto repair facility.

Verification of the actual use of the seat belt, at the time of the loss, must be part of an official report of the accident or certified in writing by the investigating officer(s).

Limitations. Total payment for any one accident may not be more than the full amount of the basic life insurance coverage. The loss must take place within 365 days of the accident. No benefits shall be payable if the **Covered Employee's** loss shall directly or wholly result from: (1) intentionally self-inflicted injury or suicide; (b) bacterial infections (except pyogenic infections occurring simultaneously with and in consequence of **Bodily Injury** for which accidental death or dismemberment benefits are payable); (c) bodily or mental infirmity, disease of any kind, or as a result of medical or surgical treatment therefor; (d) hernia of any kind; (e) war, whether declared or undeclared, or insurrection; or (f) travel or flight as a pilot or crew member in any kind of aircraft.

SECTION IV. TRUST MEDICAL BENEFITS

When **Bodily Injury** or illness causes a **Covered Person** to incur medical expense, the **Plan** will pay the applicable percentage of the **Eligible Expenses** actually incurred as a result of said injury or illness. Said benefits will be payable only after application of the applicable deductible and up to the Maximum Amount payable as stated in the Schedule of Benefits.

The deductible shall be the total of the cash amount specified in the Schedule of Benefits. Such deductible must first be satisfied each calendar year by the application of expenses incurred as listed below before any such expenses incurred will be payable as benefits under the **Plan**.

Eligible Expenses incurred during the last quarter of the immediately preceding calendar year, which were applied to the deductible for the preceding calendar year, will also be included as expenses incurred for the current calendar year and applied to the deductible for the current calendar year, provided the entire deductible for the preceding calendar year was satisfied by application of such expenses.

In the event more than one **Covered Person** in the same family is injured by reason of any one accident only one deductible will be applied to all such **Covered Persons** as the result of such accident.

"MAXIMUM AMOUNT PAYABLE" means the amount stated in the Schedule of Benefits for all **Eligible Expenses** incurred for all accidents and Illnesses combined.

SECTION V. ELIGIBLE EXPENSES

"**Eligible Expense(s)**" means the following charges, not in excess of the **Allowable Charges** made by the person, group or other entity for **Medically Necessary** medical and/or mental health & substance abuse services rendered or the supplies furnished when actually made to or on account of a **Covered Person** for services or supplies which are necessary to the care and treatment of **Bodily Injury** or illness and are ordered by doctor or a **Physician**:

- A. **Hospital** Expenses for room and board and the following miscellaneous **Hospital** expenses: Operating room, medicines, drugs, unreplaced blood and blood plasma (including administration thereof), anesthetic (including administration thereof in a **Hospital** by a **Physician**), diagnostic tests, X-ray examinations, radiation treatments, physiotherapy, laboratory tests, surgical dressings and medical supplies, and **Hospital** ambulance service;
- B. Surgical Expenses for procedures performed in or out of a **Hospital** for necessary surgical procedures (including necessary related post-operative care) by **Physicians** to include charges for the sterilization of a male or female **Covered Employee** or **Covered Spouse**. Charges for the services of an assistant surgeon up to 20% of the **Allowable Charge** for the surgical procedure;
- C. Additional Expenses, if not included under Subsection A. and B. above for:
 - (1) Treatment by a legally qualified **Physician** excluding expenses which are related to surgical procedures; however, **Eligible Expenses** of a licensed mental health professional, who is referred by MAP or a **Physician**, for **out-patient** treatment of **Psychiatric Conditions** for **Covered Persons** residing outside of the geographic area serviced by MAP and/or the **Plan's** mental health and substance abuse program shall be payable in accordance with the Schedule of Benefits;
 - (2) Services of a licensed registered graduate nurse or of a licensed practical nurse rendered in or out of a **Hospital**, and also the services of a licensed undergraduate nurse, provided such service is rendered in a **Hospital**, other than by a person who ordinarily resides in the **Covered Person's** home or who is a member of the **Covered Person's** immediate family (consisting of the **Covered Person's Spouse**, children, brothers, sisters and parents), as prescribed by a **Physician**, not to exceed \$1,000 in **Eligible Expenses** during any Calendar Year. However, additional nursing services

shall be considered as **Eligible Expense** if approved by case management or the **Plan's** designated independent review service provider;

- (3) Anesthesia and its administration, whether performed in or out of a **Hospital**;
- (4) Treatment for physical, speech, vision and **occupational** therapy or learning and developmental disabilities, if deemed to be the result of a medical condition covered by the **Plan** and prescribed by a **Physician** whose plan of treatment must be pre-approved by the **Plan's** designated independent review service provider, or for correction of congenital or developmental abnormalities as provided by a licensed therapist (other than a member of the **Covered Person's** immediate family defined above) for rehabilitation of an injury or illness. However, all such therapy is limited to 6 visits per disability unless additional visits are approved by the **Plan's** designated independent review service provider;
- (5) Dental treatment by a **Physician**, Dentist or dental surgeon for a fractured jaw or for injury to sound natural teeth, including replacement of such teeth within 12 months after the date of the accident and while the **Covered Person** has been continuously covered by the **Plan**;
- (6) X-ray or radium treatment;
- (7) Radiology, pathology or x-ray and laboratory examinations, excluding dental x-rays unless rendered for dental treatment of a fractured jaw or of injury to sound natural teeth within 12 months after the date of the accident and while the **Covered Person** has been continuously covered by the **Plan**;
- (8) Ambulance charges for necessary local transportation of a **Covered Person** by professional ambulance service from the place of injury or onset of illness to the nearest **Hospital** for in-patient care, or to the nearest **Hospital** for emergency accident care where the necessary treatment is available. In cases of life threatening illness or **injury** air ambulance services for the patient(s) will be permitted only to the nearest **Hospital** providing the necessary facilities;
- (9) Medical Supplies shall include drugs and medicines obtainable only pursuant to a prescription from a **Physician** and dispensed by a licensed pharmacist; blood and blood plasma (when not replaced); artificial limbs and eyes; surgical dressings; casts; splints; trusses; braces; crutches; rental of wheel chairs; hospital bed; iron lung; or other durable therapeutic devices including oxygen and the rental of equipment for its administration, to the extent such total rental costs do not exceed a reasonable purchase price, as determined by the **Plan**;
- (10) The daily service expense of a **Skilled Nursing Facility** immediately following **in-patient Hospital** care in accordance with the Schedule of Benefits for each day of confinement as a registered **in-patient**, but only upon referral by a **Physician** for convalescence from an illness which commenced, or an **injury** which occurred, while being a **Covered Person** and as approved by the **Plan's** designated independent review service provider;
- (11) For each female **Covered Employee, Spouse or Dependent** one routine Papanicolaou (PAP) type cytologic smear and/or for women age 30 and older one Human Papilloma Virus (HPV) test (limited to the **Allowable Charge** for the laboratory and related intermediate **Physician's** office visit) and one mammography examination separated by at least 12 months. Charges for a routine Pap smear will be payable at 100%* (see * in Schedule of Benefits on page 39) of the **Allowable Charge**. Charges for a routine Human Papilloma Virus (HPV) test to be payable at 100% * of the **Allowable Charge** up to a maximum of \$100 ;

- (12) For each female **Covered Employee, Spouse or Dependent** one mammography examination separated by at least 12 months to be payable at 100% without application of a deductible or co-insurance payment subject to a maximum payment of \$500 covering all charges related to the conduction of the examination. However, there will be no cost to the **Employee, Spouse or Dependent** if a mammogram examination is performed by Sharp Rees-Stealy under the routine physical examination program covered by the **Plan**;
- (13) For each female **Covered Employee, Spouse or Dependent** no more than one implantation of an FDA approved birth control device within a three to five-year period (depending on the normal longevity of the device), as well as no more than one removal within the same period of time;
- (14) Charges for cataract surgery to replace the initial corneal lens performed while covered under the **Plan**, but only for the eye on which surgery was performed, will be subject to a maximum payable amount of \$10,000 per eye. The maximum payable amount will cover all expenses related to the procedure including, but not limited to, the cost of the surgeon, anesthesia, facility, laser incision process, and a single vision or accommodative lens;
- (15) For any **Covered Person** undergoing chemotherapy or radiation therapy, no more than one prosthetic hair replacement device within a five-year period, subject to a maximum of \$300;
- (16) Charges for any **Covered Person** relating to prescribing, fitting, the cost of manufacturing and/or any related therapy for orthotics billed or dispensed by a **Physician**, limited to one pair per calendar year;
- (17) The **Usual, Customary and Reasonable** charges for any **Medically Necessary** services and supplies recommended by the **Plan's** designated independent review service provider, and approved by the **Covered Person's** attending **Physician**, which are in lieu of **Eligible Expenses** not otherwise recognized as **Eligible Expenses** in this **Plan**, but are reasonably expected to result in reduced aggregate benefit payments by the **Plan** in contrast to the **Covered Person** receiving only **Medically Necessary** services and supplies recognized as **Eligible Expense** in this **Plan**;
- (18) Charges for any **Covered Employee** receiving a series of three hepatitis "B" vaccinations, as well as re-vaccination (booster doses) administered at least 5 years following the last dose from the previous series;
- (19) Charges for all preventative vaccinations, all updated recommended vaccinations, including Hepatitis "B" and those recommended for international travel, to be payable at 100% of the maximum allowable charge without application of a deductible.

Charges for all "Preventive Health Services" in accordance with the provisions of the Interim Final Regulations under the Patient Protection and Affordable Care Act ("PPACA), or as may be subsequently amended, will be provided at no out of pocket cost to the **Covered Person**. However, where the then current list of services to be recognized under PPACA does not specify the frequency, method, treatment, or setting for the provision of a particular service the **Plan** shall determine any applicable coverage limitation or exclusion of that service based on medical necessity or medical appropriateness using prior authorization requirements, concurrent review, or other industry recognized practices;
- (20) Charges for any **Covered Person** relating to prescribing, fitting and/or the actual cost of a hearing aid for either ear dispensed by a **Physician** no more frequently than every three (3) years, subject to a maximum **Allowable Charge** of \$2,500 per hearing aid;

- (21) Charges for all chiropractic, acupuncture, manipulative services and/or related modalities, excluding laboratory and x-ray, up to a maximum of \$60 per visit for up to 12 visits in a Calendar Year and subject to a limitation of one visit per day;
- (22) Charges for PDE5 inhibitors recognized by the FDA for the treatment of erectile dysfunction (Viagra, Cialis, Levitra, etc.) pursuant to a valid prescription for the **Covered Person**, subject to a maximum dosage of 8 pills per calendar month. However, subject to prior authorization by the **Plan's** designated **PBM**, the **Plan** will cover charges for a valid prescription for daily use Cialis (2.5 mg or 5 mg only) as a maintenance medication for post-prostate surgery or treatment of certain prostate related diagnoses;
- (23) Charges for flu shots and other immunizations which are deemed by a **Physician** to be medically necessary or for preventative purposes;
- (24) For all covered services and supplies in connection with out-patient surgery performed at an ambulatory surgical center (for other than **emergency or urgent care**) that is not a PPO provider as of the date of service, the maximum benefit payable by the **Plan** in accordance with the Schedule of Benefits will be \$350;
- (25) With respect to total **Eligible Expenses** charged by a surgical facility the replacement of a knee joint or a hip joint, to include the cost of the replacement device, the maximum **Allowable Charge** to be recognized by the **Plan** shall be no more than \$30,000;
- (26) Charges related to a routine vasectomy performed in a **Physician's** office or a facility other than a **hospital or out-patient surgery center** will be payable at 100% of the maximum **Allowable Charge** with no application of a deductible amount;
- (27) Charges for an office visit with a licensed Naturopath and prescribed diagnostic procedures provided the services being rendered are consistent with treatment falling within the scope of the service provider's license; and
- (28) For any of the following **out-patient** surgery procedures performed at Mission Valley Heights Surgery Center all **eligible expenses** relating to charges for the facility and any implant devices, if applicable, shall be payable at 100% without application of a deductible or co-insurance: Hand, foot/ankle, shoulder, knee, lumbar laminectomy (levels 1 and 2) and pain management. Available services include joint modification or replacement (i.e. total knee and shoulder replacement) and pain management. Further, the billed amount for **eligible expenses** relating to any **out-patient** surgery performed at an ambulatory surgery center pursuant to a bundled fee arrangement through Global One Ventures shall be payable at 100% without application of a deductible or co-insurance.

Provided, however, that no expense incurred shall be payable or included in any computation of payment under more than one of the above categories.

SECTION VI. PREGNANCY

If a **Covered Employee** or the **Covered Spouse** or **Dependent** of a **Covered Employee** incurs medical expenses on account of **pregnancy**, the **Plan** shall pay the benefits on the same basis as any other illness subject to the Schedule of Benefits. **Pregnancy** shall be deemed to have commenced nine months prior to the actual delivery of the newborn child(ren), unless a different commencement date is established by a **Physician's** written statement or documentation from recognized testing for such purposes.

It shall be recognized that services rendered to the mother or child during **pregnancy** and/or for the delivery of a newborn child shall be considered as treatment to the mother and not the unborn child. It is further recognized that services rendered by a licensed midwife and certified nurse midwife will be considered as **Eligible Expense** provided the service **Provider** is practicing within

the scope of their license and in accordance with laws of the State where such service(s) are rendered.

SECTION VII. ROUTINE PHYSICAL EXAMINATION BENEFIT

Each **Covered Employee, Spouse or Dependent Child** ages 19-26 will be entitled to a confidential health risk appraisal/physical examination (not due to **Bodily Injury** or illness) performed either through the pre-arranged program with Sharp Rees-Stealy or by any other PPO **Physician**. The **Plan** will not cover any charges relative to a routine physical exam performed by a non-PPO **Physician**. Charges for the following schedule, listing both eligible services and frequency of subsequent examinations, will be payable at 100% of the maximum allowable charges, without application of a deductible, for services rendered through the Sharp Rees-Stealy program and for which there will be payment of a \$100 wellness benefit in relation to this type of routine physical examination.

Each **Covered Employee, Covered Spouse or Dependent Child** ages 19-26 shall be entitled to a routine physical examination by any other PPO **Physician** that will be payable at 100%, up to \$80 for an office visit, without application of a deductible, and at 80% of the maximum **Allowable Charges** with application of a deductible, if necessary, for all other scheduled services. There will be no payment of the \$100 wellness benefit in relation to this type of routine physical examination.

ROUTINE HEALTH APPRAISALS FOR EMPLOYEES & SPOUSES

Choice of Providers:

Sharp Rees-Stealy Occupational Medicine:	Covered at 100%
All Other PPO Member Physicians:	
• Annual Pap Tests	Covered at 100%
• Office Visit	Covered at 100% up to \$80 (no deductible)
• All Other Scheduled Services	Payable at 80% of maximum Allowable Charges , subject to deductible.
• Preventive Care, Well Child care,	Payable at 100% of maximum and Immunizations required by law Allowable charges without application of a deductible or co-insurance when using a PPO Physician .

BENEFITS

(1) BASIC APPRAISAL

A. Covered Services

- (1) Health Risk Questionnaire and Evaluation
- (2) Complete History and Physical by a Physician
- (3) Complete Blood Count and Cholesterol Test
- (4) Urinalysis
- (5) Update recommended preventative vaccinations

B. Frequency of Covered Health Appraisals

- | | |
|-----------------------|---------------|
| (1) Under age 30: | Every 5 years |
| (2) Ages 30 to 39: | Every 4 years |
| (3) Ages 40 to 49: | Every 3 years |
| (4) Ages 50 to 59: | Every 2 years |
| (5) Ages 60 or older: | Annually |

(2) SPECIFIC ADDITIONAL TESTS

The Plan will also cover the following specific tests provided at the time of the health appraisal:

Test	Frequency
Pap Smear/HPV Test* * Age 30 and over	Annually
Mammogram	Annually
PSA Test	Each Appraisal over age 50 or at Physician direction, if medically indicated
Colon Cancer Screening - Either: A. Sigmoidoscopy (and annual Occult Blood Test) or B. Colonoscopy	Every 3-5 years at Physician's discretion Every 10 years over age 50
EKG	At physician discretion based on age and risk factors/history

(3) WELLNESS BENEFIT

Effective July 1, 2016, upon completion of a routine physical examination performed through the Sharp Rees-Stealy Occupational Medicine program that is covered by the **Plan** the **Covered Person** will be eligible to receive a wellness benefit of \$100. There will be no wellness benefit paid upon completion of a routine physical examination ordered and/or performed by any other PPO **Physician**.

SECTION VIII. WELL CHILD CARE

If a **Covered Dependent Child** under age 19 incurs medical expense for routine medical examinations and/or immunizations in accordance with the following schedule, the **Plan** shall pay benefits on the same basis as any other illness subject to the Schedule of Benefits. The following schedule of examinations and immunizations is in accordance with the recommendations of the American Academy of Pediatrics:

Age for Exam	Extent of Exam: Routine Exam Plus
Birth to 4 Days	Metabolic screening, Hepatitis B shot
1 Month	Metabolic screening
2 Months	Diphtheria, Pertussis and Tetanus (DPT) - Haemophilus Influenza (HIB) and Polio immunizations
4 Months	DPT-HIB, Polio and Hepatitis B immunizations
6 Months	DPT-HIB immunization
9 Months	Hepatitis B immunization, Lead testing and Hemoglobin test
12 Months	Chicken Pox and Measles, Mumps & Rubella (MMR) immunizations

Age for Exam	Extent of Exam: Routine Exam Plus
15 Months	Polio, DPT-HIB immunizations
18 Months	No additional services
24 Months	Lead testing
3 Years	Blood pressure, vision and hearing tests
4 Years	Vision and hearing tests
5 Years	DPT and Polio immunizations, Urinalysis
6-10 Years (every other year)	Measles, Mumps & Rubella (MMR) at age 6
11-18 Years (annually)	Tetanus shot once between ages 11-16; Hepatitis B: 3 doses between ages 11-12 if not previously vaccinated. Chicken Pox: Once between ages 11-12 if deficient. Blood pressure - annually. Urinalysis and Hemoglobin tests at age 15.

However, other routine medical examinations or immunizations required for school athletics are not covered under the Well Child Care benefit unless otherwise specified in the **Plan**.

SECTION IX. ACCIDENT EXPENSE BENEFIT

These benefits are payable if a **Covered Person** sustains **Bodily Injury** and incurs expenses within 90 days after the accident for charges made for **Hospital**, medical or surgical services, or services of a licensed nurse or therapist (an R.N. or L.P.N. not related to or living with the **Covered Person**) that are necessary for the diagnosis and treatment of such injury and are recommended or approved by a **Physician**.

Benefits Payable. Benefits are payable, without application of a deductible, for such expenses not reimbursable under other provisions of the **Plan**; However, the total amount payable under this provision for all expenses incurred as a result of injuries sustained in any one accident will not exceed the maximum benefit stated in the Schedule of Benefits.

Additional Exclusions. No benefits are payable under this provision of the **Plan** for dental services of any kind, except for the injury to sound natural teeth in which case the **Covered Person's** dental carrier, if applicable, would be primary and benefits will only be payable by the **Plan** to the extent the maximum benefit has not been exhausted.

SECTION X. HOME HEALTH CARE

Benefits are payable for reasonable and customary expenses incurred by a **Covered Person** under a certified Home Health Care program, prescribed through the **Plan's** designated independent review service provider, which commences within 7 days following the termination of a **Hospital** confinement, unless otherwise determined through the **Plan's** designated independent review service provider.

A Home Health Care agency means: (a) a **Hospital** possessing a valid operating certificate issued in accordance with a public health law, or law of a similar intent, authorizing the **Hospital** to provide Home Health Care services; or (b) a Home Health Care service organization or agency possessing

a valid certificate issued in accordance with such public health law, or similar legally valid credential, authorizing such organization or agency to provide Home Health Care services.

The Home Health Care treatment program must be established in writing by a **Physician** and approved by the **Plan's** designated independent review service provider. The **Physician** must also certify that the medical condition would, in the absence of the Home Health Care benefits, require confinement in a **Hospital** or **Skilled Nursing Facility**.

Eligible Expenses include:

- (a) Part-time or intermittent nursing care by, or under the supervision of, a registered professional nurse (R.N.).
- (b) Part-time or intermittent Home Health aide services which consist primarily of caring for the patient.
- (c) Physical therapy for rehabilitative purposes only, prescribed by a **Physician** and administered at least once per week, if the **Covered Person** is confined to their residence following an accident or illness and is unable to receive such treatment on an **out-patient** basis.

The following expenses are not eligible Home Health Care expenses:

- (a) Expenses for services of a person who resides in a **Covered Person's** home or is a member of that family.
- (b) Expenses for services and supplies not related to necessary medical care or treatment.
- (c) Expenses for services rendered while a **Covered Person** is not under the continuing care of a **Physician**.
- (d) Expenses for **Custodial Care** and transportation services.

SECTION XI. HOSPICE CARE

Intent

This coverage provides reimbursement for specific expenses incurred by a **Covered Person** who is enrolled in an approved Hospice program as prescribed through the **Plan's** designated independent review service provider. These benefits are meant to cover 80% of the reasonable and customary charges for those expenses emanating from the specific needs of an individual enrolled in such a program in accordance with the Schedule of Benefits.

The following services will be considered eligible if prescribed through the **Plan's** designated independent review service provider, approved by the patient's attending **Physician**, and billed through the approved Hospice:

Eligible Expenses:

Room and Board--When a Hospice patient is confined to an approved Hospice facility located within a **Hospital**, the benefit will be limited to that **Hospital's** most common semi-private room and board charge. When a **Covered Person** is confined to an approved free-standing, **in-patient Hospital** facility, the **Plan** will reimburse that **Covered Person** for the daily room and board charge, up to a predetermined daily room and board benefit, subject to the overall **Plan** maximum, where applicable. (The daily benefit will not exceed the most common semi-private room and board charge for **Hospitals** in the immediate geographic area.)

Skilled Nursing and Home Health Aide--An individual will be reimbursed for **Skilled Nursing** or Home Health Aide services, provided they are deemed necessary by the **Plan's** designated independent review service provider, the Hospice and the **Covered Person's** attending **Physician**. In order for benefits to be payable, the services must be provided by either a Registered Nurse or a Licensed Practical Nurse.

Physical, Respiratory and Speech Therapy--Expenses incurred for the above treatments are covered if they are approved by the **Plan's** designated independent review service provider, the **Covered Person's** attending **Physician**, and the Hospice.

Other Services--Any other services provided through the Hospice Program are covered if deemed **Medically Necessary** by the **Plan's** designated independent review service provider and the **Covered Person's** attending **Physician**. These include, but are not limited to: medical supplies, medicines, drugs, **Physician** services and rental of short-term **Durable Medical Equipment**.

All of the above services must be part of, as well as billed through, the approved Hospice program at which the **Covered Person** is enrolled in order to be considered eligible.

Exclusions and Limitations:

The following services will not be considered eligible Hospice Care expenses:

- (a) Any volunteer services or services which would normally be provided free of charge;
- (b) Services provided in the areas of both legal and/or financial advice (preparation and execution of wills; estate planning and liquidation; financial investment, etc.);
- (c) Counseling by clergy or any volunteer group;
- (d) Services of a person who ordinarily resides in the home of the terminally ill individual or member of their family or **Spouse's** family; or
- (e) Any services not both provided and billed through the Hospice program and approved by the **Plan's** designated independent review service provider and the **Covered Person's** attending **Physician**.

SECTION XII. WOMEN'S PREVENTIVE HEALTH CARE SERVICES

The following services required under the Affordable Care Act to be provided to female **Covered Persons** are covered under the **Plan** without application of a deductible, co-payment or co-insurance subject to application of any limitation or maximum benefit amount payable contained within the **Plan**:

Well-woman visits: An annual well-woman preventive care visit for adult women to obtain the recommended preventive services that are age and developmentally appropriate.

Gestational diabetes screening: This screening is for pregnant women between 24 to 28 weeks of gestation and at the first prenatal visit.

HPV DNA testing: Women age 30 or older will be entitled to one high-risk human papillomavirus (HPV) DNA test, regardless of Pap smear results, no more frequently than every three years.

STI counseling: Sexually-active women will have access to annual counseling on sexually transmitted infections (STIs).

HIV screening and counseling: Sexually-active women will have access to annual counseling on HIV.

Contraception and contraceptive counseling: Women with reproductive capacity will have access to all Food and Drug Administration-approved contraceptive methods, sterilization procedures, patient education and counseling as prescribed.

Breastfeeding support, supplies, and counseling: Pregnant and postpartum women will have access to comprehensive lactation support and counseling from a trained provider, as well as the costs for renting breastfeeding equipment in conjunction with each birth. The maximum amount payable by the **Plan** under this provision for the rental or purchase of a manual or electric breast pump is \$200 and shall be limited to one pump per delivery.

Interpersonal and domestic violence screening and counseling: Annual screening and counseling for interpersonal and domestic violence should be provided for all adolescent and adult women.

SECTION XIII. AFFORDABLE CARE ACT (“ACA”) COMPLIANCE AMENDMENT

In accordance with the Affordable Care Act the **Plan** has been amended as follows:

1. The annual maximum of \$2,000,000 is hereby removed and replaced with “Unlimited”.
2. The maximum out of pocket maximum per calendar year shall be limited to \$7,150.00 for a single person and \$14,300.00 for all **Covered Persons** in the same family. The term “out-of-pocket” expenses includes deductibles, coinsurance, and co-payments including drugs, office visits, and all other expenses covered under the **Plan**. However, not included in the out-of-pocket maximum are Direct Payment amounts, amounts paid for services rendered by out-of-network providers or expenses for non-covered services.

To the extent the calendar year maximum out-of-pocket amount applicable to single or family coverage changes under ACA the then current amounts under this **Plan** will automatically change accordingly to be effective as soon as may be legally required. Further, should any criteria applicable to determining which expenses are included or excluded from the calendar year maximum amount change under ACA then all such changes will be recognized by this **Plan** as soon as may be legally required.

3. There shall no longer be application of a Pre-existing Condition exclusion; and
4. Routine patient costs incurred by a qualified **Covered Person** when participating in only approved clinical trials relating to cancer or other life-threatening disease or conditions will now be covered by the **Plan**. Routine patient costs include only those related to the clinical trial which would normally be paid for a **Covered Person** who is not in a clinical trial. However, excluded from routine patient costs are expenses of the investigational item, device or service as well as expenses related to data collection and analysis needs or services that are clearly inconsistent with widely accepted standards of care for a particular diagnosis.

Pursuant to Section 10103(c) of the Patient Protection and Affordable Care Act of 2010 and Section 2709 of the Public Health Service Act, effective January 1, 2014, Routine Patient Cost incurred by a Qualified Individual for items or services furnished in connection with participation in an Approved Clinical Trial are eligible as a Loss under this Policy. Routine Patient Cost will not be subject to the Experimental and/or Investigational analysis (Section Seven: Claims, Item 5) or exclusion (Section Six: Exclusions, Item 1(f)) under this Policy. Routine Patient Costs are subject to all other terms and conditions of this Policy.

For purposes of this endorsement, the following definitions are applicable:

Routine Patient Cost are those cost of items and services consistent with the coverage provided under the **Plan** for a Qualified Individual who is not enrolled in a clinical trial. The following associated costs are excluded from the definition of Routine Patient Cost:

1. The cost of the investigational item, device or service;
2. The cost of items and services provided solely to satisfy data collection and analysis needs and that are not used in direct clinical management; or
3. The cost for a service that is clearly inconsistent with widely accepted and established standards of care for a particular diagnosis. Qualified Individual is a Person (Section One: Definitions, Item 15) who is eligible to participate in an Approved Clinical Trial according to trial protocol with respect to treatment of cancer or another life-threatening disease or condition. A determination that the Qualified Individual's participation in the Approved Clinical Trial is appropriate to treat the disease or condition must be evidenced by either documentation from the referring health care professional or based on the provision of medical and scientific information from the Administrator or individual.

Approved Clinical Trial is a phase I, phase II, phase III, or phase IV clinical trial that is conducted in relation to the prevention, detection, or treatment of cancer or other life-threatening disease or condition and is one of the following:

1. A federally funded or approved trial;
2. A clinical trial conducted under an FDA investigational new drug application; or
3. A drug trial that is exempt from the requirement of an FDA investigational new drug application.

SECTION XIV. EXCEPTIONS AND LIMITATIONS

This **Plan** does not cover any of the following services, supplies and expenses and the fact that a service or supply is **Medically Necessary** or that a **Physician** may prescribe, recommend or approve a service or supply does not make the expense for that service or supply an **Eligible Expense** unless expressly provided for in this **Plan** Document:

- (1) Any services or supplies furnished or provided under any governmental plan, including, but not limited to, CHAMPUS, CHAMP V.A., and Parts A and B of Medicare, except as required under the Tax Equity and Fiscal Responsibility Act of 1982; or
- (2) Any **Bodily Injury** or illness for which the person on whom claim is presented has or had a right to compensation under any Workers' Compensation or Occupational Disease law or which arises from or is sustained in the course of any occupation or employment for compensation, profit, or gain; or
- (3) Any expenses for services or supplies, the expenses of which would be payable by any other employer sponsored plans, or other employee benefit or union sponsored plans, under the Coordination of Benefits provision of **this Plan**; or
- (4) Any supplies or services (a) for which no charge is made, or (b) for which the individual is not required to pay, or (c) furnished by or payable under any plan or law of any Federal or State, Dominion or Provincial Government, or (d) furnished by a County, Parish, or Municipal **Hospital** when there is no legal requirement to pay for such supplies or services; or
- (5) Any **Bodily Injury** or illness caused by war or any act of war (declared or undeclared) or nuclear energy (except when being used for medical treatment of an illness or **Bodily Injury**) or military service of any Country; or
- (6) Any **Bodily Injury** or illness for which the person for whom claim is presented is not under the regular care of a **Physician**; or
- (7) Any **Bodily Injury** or **Illness** arising from a **Covered Person's** involvement or participation in the commission of a crime for which they are ultimately convicted of a felony or attempted felony, or from their participation in a riot or insurrection. In such an instance the **Plan** will make no payment on charges relating to said **bodily injury** or illness until such time as a final adjudication as to the nature of said crime is rendered; or
- (8) Any charges for eye refractions, the fitting or cost of eye-glasses or hearing aids, contact lenses (except as provided under **Eligible Expenses**), corrective shoes or other corrective devices or appliances, (except as provided under **Eligible Expenses**); or
- (9) Any charges for cosmetic surgery which term shall include, but is not limited to: (1) surgery to the upper and lower eyelid; (2) penile implant; (3) augmentation mammoplasty or reduction mammoplasty; (4) full or partial facial lift; (5) derma or chemo-abrasion; (6) scar revision; (7) otoplasty; (8) lift, stretch or reduction of abdomen, buttocks, thighs or upper arm; (9) silicone injections to any part of the body; and (10) rhinoplasty; unless such treatment or operations are for repair of disfigurement resulting from an **Accidental Injury** sustained while covered under the **Plan**, provided such treatment is rendered to a **Covered Person** that commences within two years after such injury was sustained or unless such

treatment or operation(s) is/are for correction of a congenital birth anomaly in a **Covered Child** or for reconstructive surgery or other related services incident to a mastectomy;

The term "other related services" means surgery and reconstruction of the other breast to provide a symmetrical appearance and provision of prostheses and services in connection with other complications, including lymphedemas.

- (10) Any charges for routine physical examinations/health appraisals or tests for check-up purposes and which are not incident and necessary to the treatment of **Bodily Injury** or illness, except as may otherwise be provided for in this Plan; or
- (11) Any nursing expense, except as provided under **Eligible Expenses**; or
- (12) Any expenses that are made only because **this Plan** exists, or charges which the **Covered Person** is not legally obligated to pay; or
- (13) Any **Bodily Injury** or illness caused by accident involving the operation of, or riding in or on, any motorized vehicle used for, or in, any form of organized racing and/or contest(s) of speed, endurance or agility; or
- (14) Any **Bodily Injury** or illness resulting from the **Covered Person** being under the influence of any narcotic or barbiturate unless administered on the advice of a **Physician** and taken in accordance with the prescribed dosage, or for loss sustained or contracted in consequence of the ingestion or use of a hallucinatory drug; or
- (15) Any charges incurred as a result of obesity including any surgery, revision or repair as a result thereof including expenses, service or treatment for any form of food supplement or augmentation (unless necessary to sustain life in a critically ill person); or for any exercise program; or for weight control or removal of weight or fat, whether for obesity or for any other diagnosis and whether by diet, injection of any fluid, or use of any medication or surgery of any kind, except when deemed **Medically Necessary**, after Peer Review and per the **Plan's** designated independent review service provider, for the treatment of existing diseases which are clearly aggravated by obesity; or
- (16) Any expense for services rendered by an assistant surgeon who is not a **Physician** unless this service is **Medically Necessary**; or
- (17) Any charges for foot care solely for improvement of comfort or appearance (i.e. care for flat or pronated feet, subluxation, corn, bunions [except capsular and bone surgery], callouses, toenails, chronic foot strain, etc.); or
- (18) Any charges incurred for vision, speech, physical or **occupational** therapy except as provided under **Eligible Expenses** or in the Schedule of Benefits; or
- (19) Any expenses for experimental or investigative therapy including any type of therapy not determined to be **Medically Necessary** by the **Plan's** designated independent review service provider, in accordance with American Medical Association's Diagnostic and Therapeutic Technology Assessment program, the Food and Drug Administration of the U.S. other than participation by a qualified **Covered Person** in approved clinical trials relating to cancer or other life-threatening disease or conditions; or
- (20) Any treatment deemed not to be **Medically Necessary** in accordance with generally accepted medical standards or determined to be in connection with experimental/investigative treatment by the **Plan's** designated independent review service provider. In any instance the **Plan** reserves the right to utilize the American Medical Association's Diagnostic and Therapeutic Technology Assessment program and/or Drug Information Section and/or independent medical Consultant opinions; or
- (21) Any charges incurred as a result of **Custodial Care**; or
- (22) Any charges for services in connection with educational, learning or developmental disabilities, except as provided under **Eligible Expenses**; or

- (23) Any expense for male or female reversal of sterilization, sex change or implantation with any sex organ or any expense for correction or to assist in correcting or testing for impotency, fertility or infertility (other than charges for the initial diagnosis of infertility or charges for Viagra or other FDA approved medications in the same class as provided under **Eligible Expenses**), whether voluntary or otherwise, or any related hormone therapy; or charges for or in connection with preconception testing or genetic testing, by whatever name known, for the purpose of determining sterility, or lack thereof, as well as charges relating to artificial insemination or in-vitro fertilization procedures; or
- (24) Any tooth extractions or other dental work or surgery that involves any tooth or tooth structure, alveolar process, abscess, periodontal disease or disease of the gingival tissue, except as provided under **Eligible Expenses**, as well as any care or treatment of the teeth or the fitting or wearing of dentures; or any care or treatment of teeth, gums, jaws, or jaw joints including, but not limited to, atrophy of the lower jaw, occlusion, maxillofacial surgery, craniofacial, skeletofacial or orthognathic surgery, temporomandibular joint dysfunction (TMJ) and retrognathia, prognathia, microgenia, apertognathia or other malformation, maldevelopment or malrelation of the jaws or their processes; However, this exclusion shall not apply to treatment of accidental injury to sound natural teeth (including their replacement) and all treatment occurs within twelve months after the date of injury. Further, this exclusion will not be applicable when a surgical procedure for the treatment of the jaws or jaw joints intended to improve a physical function impairment has been determined to be medically necessary by independent review or with respect to temporomandibular joint dysfunction (TMJ) and related musculoskeletal structure disorders (TMD) to the extent such surgical or non-surgical treatment is recognized as medically necessary expense under published Clinical UM Guidelines of Anthem Blue Cross or those of any other independent service provider utilized by the **Plan** to make such determinations; or
- (25) Any charges for service or treatment due to altering the size or shape of the breast, male or female, except for re-constructive surgery due to mastectomy; or
- (26) Any charges for more than one routine ultra-sound examination per **pregnancy** or one amniocentesis test per **pregnancy**, if the latter is performed for medical purposes; or
- (27) Any expenses relating to a **Hospital** admission, except where the admission is the result of an **urgent or emergency** admission, where the **Covered Person** or their **Physician** failed to notify Anthem Blue Cross or the then current PPO or alternate service provider retained to perform this and/or any related services in advance of the admission and is subsequently determined to have been **medically unnecessary**; or
- (28) Any charges for quantities of covered drugs, medicine and medical supplies as prescribed by a **Physician** which exceed the usual and customary quantity that would be used during a prescribed period of time, subject to a maximum of a 30-day supply unless otherwise specified in the **Plan**. However a 90-day supply will be permitted for any prescription designated by the **Plan's** then current **PBM** to be a maintenance drug; or
- (29) Any charges for local ambulance service other than as provided under **Eligible Expenses**; or
- (30) Any expenses for an organ transplant, except that this limitation shall not apply when the transplant is for a cornea, heart, lung, heart-lung, liver, pancreas, kidney, bone marrow (including autologous bone marrow transplants), or of tissue obtained from the body of the **Covered Person**. Expenses incurred by a live human organ donor who is covered by the **Plan** shall be considered as **Eligible Expenses** of the organ recipient. However, if a live human organ donor is without health insurance coverage for the procedure a maximum of \$30,000 shall be considered as **Eligible Expenses** of the recipient. All expenses related to any other source of a live human organ donation or procurement will be limited to a maximum of \$30,000; or

- (31) Any expenses for abortions unless the life of the mother would be endangered if the fetus were carried to term or there is clinical evidence of fetal abnormality; However, benefits will be provided for expenses incurred due to medical complications which may arise following an abortion; or
- (32) Any expenses for drugs and medicine for the purpose of contraception for a female **Covered Employee** or **Covered Spouse** in excess of a maximum benefit payable of up to \$55 for a one month supply or in excess of \$1,000 for the implantation of a birth control device within a three year to five year period (depending on the normal longevity of the device), except that a drug or medicine which is prescribed by a **Physician**, and which would otherwise be a covered item, shall not be excluded from coverage only because it may incidentally have a contraceptive effect; or
- (33) Any charges for more than one routine Pap smear and/or mammography test for a female **Covered Employee** or **Covered Spouse** within any 12 consecutive month period; or
- (34) Any expense for prosthetic devices, even if prescribed by a **Physician**, for the replacement of an existing prosthetic device unless the replacement is due to a necessary modification or modifications which cannot reasonably be made to the existing device; or
- (35) Any charges in connection with cytotoxic testing; or
- (36) Any charges in connection with chelation therapy, except charges for treatment of proven heavy metal poisoning; or
- (37) Any charges for the rental of **Durable Medical Equipment** which exceeds the purchase cost. With respect to **Durable Medical Equipment** charges for repair, maintenance, replacement due to wear and tear, loss, theft, breakage and/or personal desire are excluded. Also excluded are charges for commodes, treadmills, equipment for inversion therapy, weight training or exercise, as well as any modifications made to dwellings, property or automobiles such as ramps, elevators or stair lifts, swimming pools, spas, air conditioners/air filtering systems or car hand controls, etc., whether or not their installation is for purposes of providing therapy or easy access and whether or not the equipment is prescribed by a **Physician**. However, these exclusions do not apply if such equipment is approved by **Plan's** designated independent review service provider; or
- (38) Any pregnancy related expenses incurred by a **Covered Person** if there exists a surrogacy contract or agreement providing for the newborn child to become the dependent of other than the **Covered Employee** or their **Covered Spouse**; or
- (39) Any charges for more than one visit to a **Physician's** office, or by that same **Physician**, on the same day unless the **Covered Person** is confined as a registered bed patient in a **Hospital** or extended care facility. "Multiple office visits" is hereby defined as more than one office visit being charged by the same **Physician** for the same date of service unless it can be substantiated that the **Covered Person** returned to the **Physician's** office for a subsequent visit. However, **Medically Necessary** service rendered in conjunction with an ineligible office visit charge pursuant to this provision may be covered provided it qualifies as **Eligible Expense** under the **Plan**; or
- (40) Any charges by a **Hospital, surgi-center**, healthcare facility or a **Physician** related to and/or which constitute a "Never Event" or "Hospital Acquired Condition", as defined herein, or that may be directly or indirectly related to or the result of medical malpractice when identified by the **Plan** prior to receipt and processing of claims. In the event a malpractice is discovered after related claims have been submitted and processed the **Plan** reserves its right to pursue recovery in accordance with its "Right of Recovery" provisions.

For the purpose of this provision the following definitions shall be applicable:

- a. "Never Events" are events that are preventable, serious and unambiguously adverse to the patient that should not occur and constitute a Serious Reportable Event per the National Quality Forum; and
 - b. "**Hospital Acquired Conditions**" are conditions that were not present on admission and could have been reasonably prevented. **Hospital Acquired Conditions** will be determined in accordance with guidelines and indicators established by the Center for Medicare & Medicaid Services ("CMS") as to the reporting of same by **Hospitals, surgi-centers** and healthcare facilities which require that all such "Preventable Adverse Events" be identified by the facility, reflected on their claim submission, that all related charges (including those that would not have existed but for the event) not be submitted for payment, and that no party be billed for same; or
- (41) All charges related to the performance of a colonoscopy, whether as part of a routine physical examination or due to **medical necessity**, in excess of \$1,000. The term "all charges" shall include all related facility and professional fees. However, there will be no cost to a **Covered Employee** or **Spouse** if a colonoscopy is performed by Sharp Rees-Stealy under the routine physical examination program covered by the **Plan**: and
- (42) Any charges incurred by a **Covered Person** in a **Hospital** emergency room or an urgent care facility during which an injectable medication was administered for which there exists an alternate oral form that may be prescribed by a **Physician**. Further, in instances where a **Covered Person** has demonstrated a pattern of abuse or over-utilization of a specific or type of medication, upon advice from the **PBM** the **Plan** may advise the **Covered Person** that to be covered by the **Plan** a particular medication may only be prescribed by a specific **Physician** and/or dispensed by a specific pharmacy or dispensary to be determined by the **Plan**.

SECTION XV. MENTAL HEALTH/CHEMICAL DEPENDANCY COVERAGE

An Agreement has been entered into between the **Trust** and Optum, or any replacement service provider approved by the **Board of Trustees**, to provide comprehensive coverages for both **in-patient** and **out-patient** treatment of mental health and **Psychiatric Condition(s)** related claims. Except as otherwise stated in this **Plan**, in order to receive the highest level of benefits such services should only be secured from network providers within Optum or the then current service provider in accordance with the Schedule of Benefits. Out-of-Network services of any kind will only be covered as if they were rendered by a network provider if the service(s) is/are related to **emergency or urgent care**, and then only for as long as the **Covered Person** is in need of such **emergency or urgent care**. All other services rendered by an Out-of-Network provider will similarly be paid in accordance with the Schedule of Benefits.

SECTION XVI. MEMBERS ASSISTANCE PROGRAM ("MAP")

Each **Covered Person** under **Trust Medical Benefits** or a Prepaid Medical Plan shall be entitled to up to 8 sessions of evaluation and/or counseling for any reason including, but not limited to, medical or **Psychiatric Condition**, in any 12-month period by a professional counselor through an Agreement between the Trust and the **Plan's** designated service provider. There is no cost to the **Covered Person** for these 8 sessions. Under **Trust Medical Benefits**, only if it is determined that further treatment of a **Psychiatric Condition** is necessary, either **in-patient** or **out-patient**, then a referral may be made to the **Plan's** designated service provider. Subject to the Claim Review Procedures of this **Plan** the terms of the Agreement shall control the eligibility for and the providing of benefits to all **Covered Persons**.

SECTION XVII. PREPAID MEDICAL BENEFIT PLAN

As part of each annual open-enrollment each **Covered Employee** may choose to be covered under any prepaid medical plan that is currently offered by the **Trust**. If the **Covered Employee** enrolls in a particular prepaid medical plan neither they or their **Covered Dependent(s)** will be eligible for coverage under the **Trust Medical Benefits** (PPO) unless they elect to do so in conjunction with a later annual enrollment period.

Initial Coverage

If a **Covered Employee** enrolls on a timely basis in either a prepaid medical plan when initially eligible to participate in the **Plan**, initial coverage for they and their **Covered Dependent(s)** will be effective on the first day of the month following the date he became eligible for coverage. If the **Covered Employee** does not elect to enroll in a prepaid medical plan at that time, they will not be again eligible to enroll in a prepaid medical plan until the next annual enrollment period.

Annual Enrollment

An enrollment period will be held annually during the month of October. During this period, each **Covered Employee** may transfer coverage for themselves and their **Covered Dependent(s)** from a prepaid medical plan to the **Trust Medical Benefits** (PPO) without having to satisfy any waiting period. Said newly elected coverage will become effective on the following January 1st. If the **Covered Employee** fails to timely elect to change the aforementioned medical coverage then their existing medical coverage shall continue for the next year so long as the **Employee** remains covered for the entire calendar year or reinstates their coverage anytime prior to the end of that same year.

Available Prepaid Plans

1. **Prepaid Medical Plan**. Coverage under a prepaid HMO medical plan is currently available through a contract between the **Trust** and the Kaiser Permanente Health Plan.

The **Trustees** reserve the right to add, terminate, modify and/or replace any prepaid medical plan at any time.

Scope of Coverage

If the **Covered Employee** elects to enroll in a prepaid medical or prepaid dental plan, the terms of the contract between the **Trust** and the prepaid plan will control the type and scope of the benefits which are available to the **Covered Employee** and their **Covered Dependent(s)** subject to the Claim Review Procedures contained in **this Plan**.

Termination of Prepaid Plan

If a **Covered Employee** is enrolled in a prepaid plan, and it discontinues its operation or terminates its contract with the **Trust**, the **Covered Employee** and their **Covered Dependent(s)** will be transferred to the **Trust Medical Benefits** (PPO) **Plan** upon the effective date of such an occurrence.

Continuation of Prepaid Plan Coverage

If a **Covered Person** and their **Covered Dependent(s)** are enrolled in a prepaid medical plan and move out of its service area, all **Covered Persons** must still continue to use its facilities until the next annual enrollment period unless the Agreement with the prepaid plan provides for alternate arrangements.

SECTION XVIII. DELTA DENTAL BENEFITS

The dental benefits provided by this **Plan** for **Covered Employees** and their **Covered Dependent(s)** are currently provided through a contract between the **Trust** and Delta Dental Plan of California. The **Trustees** reserve the right to add, terminate, modify and/or replace the dental plan at any time.

Participating Dentists

When a **Covered Person** utilizes the services of a participating Delta Dental Plan Dentist, payment will be based on the Applicable Percentage of the lesser of the fee charged or the Dentist's accepted fee on file with Delta Dental Plan. Payment to a non-participating Dentist, unless otherwise excluded or limited within the **Plan** Document, will be based on the Applicable Percentage of the lesser of the fee charged or the fee shown on the Table of Allowances which satisfies the majority of Delta Dental Plan participating Dentists.

There may be a difference in the amount of payment that will be covered by the **Plan** if the Dentist is not a participating Dentist of Delta Dental Plan. A directory of participating Dentists who are members of Delta Dental Plan can be secured from the Trust Office.

Eligible Expenses

Eligible Expenses are payable in accordance with the San Diego Electrical Health and Welfare Trust **Plan** Document. Dental expenses in excess of these standards are not covered. The Delta Dental Plan will pay for **Eligible Expenses** up to the maximums specified in the Schedule of Benefits.

Basic Services

The basic dental services provided by Delta Dental Plan are as follows:

1. Diagnostic procedures to determine required dental treatment.
2. Preventive prophylaxis (teeth cleaning) as part of an oral examination not more often than twice in any 12 month period, fluoride treatment, and space maintainers. However, if the **Covered Person** has had periodontal surgery or has had periodontal scaling and root planing in all four (4) quadrants of the mouth, and if the **Covered Person's** Dentist provides written certification that routine cleaning and scaling of the teeth is Dentally Necessary to prevent periodontal disease, then charges for such cleaning and scaling is covered provided at least three (3) months have passed since the last cleaning and scaling for which benefits were payable by **this Plan**.

The **Plan** will also consider additional services as **Eligible Expense** for the purpose of improving the oral health of a **Covered Person** during their **pregnancy**. Said additional services shall consist of one additional oral exam and either one additional routine cleaning or one additional periodontal scaling and root planing per quadrant if provided during the **Covered Person's pregnancy**. Written confirmation of the **pregnancy** must be provided to the **Plan** by the **Covered Person** or her dentist in order for a claim for such additional services to be payable.

3. General anesthesia when administered by a Dentist for a covered oral surgery procedure.
4. Restorative treatment of tooth decay or fracture by amalgam, synthetic porcelain or plastic restorations. Crowns, jackets and cast restorations will be provided only when amalgam, synthetic porcelain or plastic restorations will not suffice.
5. Endodontic treatment of the tooth pulp.
6. Periodontic treatment of gums and bones supporting teeth.
7. Sealants may be applied to the teeth of a **Covered Person** under the age of 14 and only to permanent posterior molar teeth with no decay, no restorations and with the occlusal surface in tact. Coverage does not include the repair or replacement of a sealant on any tooth within 3 years of its application.

Prosthodontic Services

The Delta Dental Plan also provides procedures for the construction or repair of fixed bridges and partial or complete dentures.

Orthodontic Services

Orthodontics are defined as the procedure performed by a licensed Dentist, involving surgical repositioning of the teeth or jaws in whole or in part and/or the use of an active orthodontic appliance and post-treatment retentive appliances for the treatment of malalignment of teeth and/or jaws which significantly interferes with their function.

1. Delta Dental will pay or otherwise discharge 50% of the lesser of the **Usual, Customary and Reasonable** fees or the fees actually charged for orthodontics.
2. The lifetime maximum amount payable by Delta Dental for all orthodontic services rendered to each **Covered Person** shall be \$1,500.00 and the limitations on maximum amounts payable during a calendar year, specified in the Schedule of Benefits on page 61, shall not apply to orthodontics.
3. Exclusions and Limitations specific to orthodontics:
 - a. The obligation of Delta Dental to make payments for an orthodontic treatment plan which began prior to the latest eligibility date of the patient shall commence with the first payment due following the patient's eligibility date. The above-mentioned maximum amount payable will apply fully to this and subsequent payments;
 - b. The obligation of Delta Dental to make payments for orthodontics shall terminate on the payment due date next following the date the **Dependent** loses eligibility or the **Employee** loses eligibility, or upon termination of treatment for any reason prior to the completion of the case, or upon termination of the contract with the **Trust**, whichever shall occur first;
 - c. Delta Dental will not make any payment for repair or replacement of an orthodontic appliance furnished, in whole or in part, under this benefit; and
 - d. X-rays and extraction procedures incident to orthodontics are not covered by the Orthodontic Services benefit, but may be covered under the provisions of Basic Services, subject to all terms, limitations and exclusions.

Service Limitations

The benefits provided by this Dental Plan are subject to the following limitations:

1. Complete mouth x-rays (at least 14 films) are provided only once in a 5-year period, unless special need is shown. Supplementary bitewing (individual) x-rays are provided if requested by a Dentist, but not more than once every 6 months for **Covered Dependents** under age 18, or once every 12 months for a **Covered Person** age 18 or older, while covered under the **Plan**;
2. Crowns, jackets and cast restorations will be replaced only after five years have passed since it was provided under any Delta Dental Plan program, unless Delta Dental determines an existing broken or fractured crown cannot be made satisfactory;
3. Prosthodontic appliances that were provided under any Delta Dental program, including but not limited to fixed bridges and partial or complete dentures, will be replaced only after 5 years have passed, unless Delta Dental determines that there is such extensive loss of remaining teeth or change in supporting tissues that the existing appliance cannot be made satisfactory, including broken or fixed bridges or fractured crowns that are part of a fixed bridge. Replacement of a prosthodontic appliance not provided under a Delta Dental program will be made if it is unsatisfactory and cannot be made satisfactory;
4. Fixed Bridges and partial or complete dentures and related procedures are paid at 50% of the customary charge for a standard prosthodontic appliance regardless of special circumstances;
5. Selection of a more expensive treatment than is customarily provided, or specialized techniques rather than standard procedures, Delta Dental will pay the applicable

percentage of the lesser fee and the **Covered Person** will be responsible for the remainder of their Dentist's fee; and

6. Implants or procedures related to the placement, replacement or removal of implants only upon the advance approval of a proposed plan of treatment submitted by a Delta Dental Plan Dentist which has been approved by a Delta Dental Consultant.

Schedule of Benefits

Payment of **Eligible Expenses** for dental services shall be subject to the following limitations:

1. **Usual, Customary and Reasonable Expense (UCR)**. Up to the maximum of \$2,000.00 per calendar year. However, pediatric dental services deemed as essential health benefits by the Department of Health and Human Services shall not be subject to the \$2,000 annual limit.
2. **Calendar Year Deductible**. \$50 for non-PPO dentists and \$0 for PPO dentists.
3. **Basic Services**. 70% for Non-PPO dentists or 90% for PPO dentists of the **UCR** fees or the fees actually charged, whichever is less, or 100% for preventive prophylaxis, x-rays or diagnostic procedures to determine required dental treatment performed by any Delta Dental provider who is currently a Delta PPO dentist.
4. **Prosthetic Service**. 60% for Non-PPO dentists or 90% for PPO dentists of the UCR fees or the fees actually charged, whichever is less.
4. **Crowns, Jackets, Inlays, Outlays and Cast Restorations**. 70% for Non-PPO dentists or 90% for PPO dentists of the UCR fees or the fees actually charged, whichever is less.
5. **Orthodontic Services**. 50% for Non-PPO dentists or 75% for PPO dentists of the UCR fees or the fees actually charged, whichever is less, up to a lifetime maximum of \$1,500.00. Benefits are payable as follows: 50% upon installation of the orthodontic appliance and the remaining 50% in quarterly installments.

For the purpose of this Section the term "fees actually charged" means the fees for a particular dental service or procedure which a participating Dentist reports to Delta Dental less any portion of such fee which is discounted, waived, rebated or which the Dentist does not attempt to collect in good faith.

Exclusions

1. Services for injuries or conditions which are compensable under Workers' Compensation or Employer's Liability Laws; services which are provided to the **Covered Person** by any Federal or State Government Agency or are provided without cost to the **Covered Person** by any municipality, county or other political subdivision, except as provided in Section 1373(a) of the California Health & Safety Code;
2. Services with respect to congenital (hereditary) or developmental (following birth) malformations or cosmetic surgery or dentistry for purely cosmetic reasons, including but not limited to: cleft palate, maxillary and mandibular (upper and lower jaw) malformations, enamel hypoplasia (lack of development), fluorosis (a type of discoloration of the teeth), and anodontia (congenitally missing teeth);
3. Services for restoring tooth structure lost from wear, for rebuilding or maintaining chewing surfaces due to teeth out of alignment or occlusion, or for stabilizing the teeth. Such services include but are not limited to: equilibration and periodontal splinting;
4. Prosthetic services or any single procedure started prior to the date the person became eligible under this **Plan** or completed after the person was no longer eligible for such services under this **Plan**;
5. Prescribed drugs, pre-medication or analgesia;
6. Experimental procedures;

7. Prophylaxis, if the **Covered Person** has received two prophylaxes covered by **Delta Dental** in the immediately preceding eleven months, unless the additional prophylaxes were permitted in accordance with item 2 under Basic Services;
8. All **hospital** costs and any additional fees charged by the Dentist for **hospital** treatment;
9. Charges for anesthesia, other than general anesthesia administered by a licensed Dentist in connection with covered oral surgery services;
10. Extra-oral grafts (grafting of tissues from outside the mouth to oral tissue);
11. Implants (materials implanted into or on bone or soft tissue) or procedures related to the placement or removal of implants, except as may be provided under "Service Limitations";
12. Diagnosis or treatment by any method of any condition related to the temporomandibular (jaw) joint or associated musculature, nerves and other tissues;
13. Replacement of existing restorations for any purpose other than restoring active carious lesions;
14. Orthodontic services (treatment of malalignment of teeth and/or jaws), except as otherwise provided for under Orthodontic Services; and
15. Effective October 1, 2015 there will be no coverage under this **Plan** for any dental services rendered in Mexico by other than a provider participating in the dental network established and operated pursuant to a contract between the **Plan** and Pinnacle Claims Management, Inc. ("Pinnacle").

Pinnacle Claims Management, Inc. Out-Of-Network Benefits

Effective October 1, 2015 the following Schedule of Benefits shall be applicable to services rendered by a participating dental provider within the Pinnacle Claims Management, Inc. network in Mexico:

Schedule of Benefits

Payment of **Eligible Expenses** for dental services shall be subject to the following limitations.

1. Calendar Year Maximum. Payment of scheduled fees pursuant to an Agreement between Pinnacle and its panel providers up to a maximum of \$2,000.00 per calendar year. The calendar year maximum includes any and all benefits for charges submitted to, and paid by, Delta Dental pursuant to the Schedule of Benefits in this **Plan** Document. However, pediatric dental services deemed as essential health benefits by the Department of Health and Human Services shall not be subject to the \$2,000 annual limit.
2. Basic Services. - 100% of the fees allowed by Pinnacle for preventive prophylaxis, x-rays or diagnostic procedures to determine required dental treatment performed by any Pinnacle provider.
3. Prosthodontic Service. - 100% for Pinnacle providers.
4. Crowns, Jackets, Inlays, Outlays and Cast Restorations. - 100% for Pinnacle providers.
5. Orthodontic Services. - 100% for Pinnacle providers up to a lifetime maximum of \$1,500.00. The lifetime maximum will include any orthodontic services that may have been billed to, and paid by, Delta Dental. Benefits are payable as follows: 50% upon installation of the orthodontic appliance and the remaining 50% in monthly installments.

For the purpose of this Section the term "fees actually charged" means the fees for a particular dental service or procedure which a participating Dentist reports to Pinnacle less any portion of such fee which is discounted, waived, rebated or which the Dentist does not attempt to collect in good faith. Further, no charges from a provider in Mexico that is not contracted with Pinnacle will be eligible for payment under this Section unless payment is approved and administered by Pinnacle.

How to Use the Delta Dental Plan

1. **Attending Dentist's Statement.** To obtain dental benefits, each Dentist should obtain an Attending Dentist's Statement from Delta Dental Plan.
2. **Predetermination of Fees.** After the initial examination, each Dentist will determine the treatment to be performed. The Dentist must submit an Attending Dentist's Statement to Delta Dental Plan. Delta Dental Plan will determine if the proposed treatment is covered under this Dental Plan and the amount to be paid towards the cost of such treatment.
3. **Review of Fees.** After the Attending Dentist's Statement is returned to the Dentist, they will review the amount to be paid under this Dental Plan with the **Covered Person** and the amount of their obligation.
4. **Independent Review.** Delta Dental Plan may require, as a condition of payment for services, that reasonable evidence of the extent and character of services be submitted or that the **Covered Person** be examined by an independent dental consultant.

How to use the Pinnacle Dental Plan

1. Network Dentist's. Only dentists participating in the Pinnacle Dental Plan may be used by **Plan** participants.
2. Any treatment provided by a non-panel provider.
3. The Covered Person must present their Pinnacle ID Card and a picture ID. No services will be rendered without providing both ID's.
4. The provider will verify coverage using Pinnacle's online tool.
5. Accessing network Dentists. Contact Pinnacle at (800) 649-9121.

SECTION XIX. VISION BENEFITS

Vision care benefits are provided through a contract between the **Trust** and Vision Service Plan (VSP). If a **Covered Person** chooses to go to a VSP panel **Physician**, the **Plan** shall pay for the following basic vision services. Any additional care, service and/or materials not covered by VSP must be arranged between the **Covered Person** and their **Physician** or Optometrist.

Basic Services

The basic vision services provided by VSP are as follows:

1. **Vision Examination.** Complete analysis of the eyes and related structures to determine the presence of vision problems, or other abnormalities, once each calendar year to include a retinal scan if the **Physician's** office has the equipment to do so. However, if a **Covered Person** has been diagnosed with Type I diabetes they shall be entitled to a second examination each calendar year provided it is separated by at least six (6) months from their last examination.
2. **Lenses.** One pair each calendar year only if required due to a change in prescription. However, the correction must be applicable to the **Covered Person** for whom the lenses were ordered and must be consistent with a valid prescription determined by a VSP **Physician**.
3. **Frames.** One pair each calendar year.
4. **Contact Lenses.** Allowance of \$200.00 for contact lenses, chosen in lieu of lenses and a frame, each calendar year. Contact lenses are covered in full if considered **Medically Necessary** and prescribed to correct extreme vision acuity that cannot be corrected with spectacle lenses, following cataract surgery or for treatment of certain conditions of Anisometropia or Keratoconus. Further, the above allowance will include a one-time per calendar year allowance for the fitting and evaluation of contact lenses up to \$60. The balance of any charge above \$60 will be paid by the **Covered Person**.

Co-Pays

The following co-pays are applicable to certain Basic Services:

1. Vision Examination - \$20.00 per **Covered Person** for each examination performed by a VSP panel **Physician**.
2. Lenses/Frames - \$20.00 per **Covered Person**. This co-pay shall not be applicable to the purchase of elective contact lenses.
3. Lens Options - If a **Covered Person** selects the following lens options:
 - a. Anti-reflective coating - \$20.00
 - b. Polycarbonate lenses - \$20.00

The above co-pays are payable at the time services are rendered and/or lenses/frames are ordered.

Additional Services

In instances where a **Covered Person** purchases a second pair of glasses from the same VSP panel **Physician** from whom the initial pair was purchased, which is **not** covered under Basic Services, the **Physician** will apply a discount of no less than 20% to the retail cost of all such materials.

Low Vision Benefit

Low Vision Benefits to **Covered Persons** who have severe visual problems that are not correctable with regular lenses are provided by VSP, subject to prior approval by VSP consultants, as follows:

- | | | | |
|----------------------------------|--|-----|--------------------|
| 1. Supplementary Testing: | VSP Panel Physician | --- | Covered in full |
| | Non-Panel | --- | Non-Panel Benefit* |
| 2. Supplemental Care: | VSP Panel Physician | --- | 75% of cost |
| | Non-Panel | --- | Non-Panel Benefit* |
| 3. Co-payment: | 25% of the authorized benefits payable by VSP. | | |
| 4. Maximum Benefit: | \$1,000.00 payable by VSP every 24 month period. | | |

*Non-Panel Benefit: Low vision benefits secured from a Non-panel **Physician** are subject to the same maximum fee allowances, time limits and co-payment arrangements as for VSP panel **Physicians**. However, there is no assurance the **Covered Person's** liability will not exceed 25% of total charges billed by a non-panel **Physician**.

Service Limitations

The vision services provided by VSP are subject to the following limitations or exclusions:

1. Orthoptics or vision training and any associated supplemental testing, plano lenses (non-prescription), two pair of glasses in lieu of bifocals or glass secured when there is no vision change;
2. Lenses and frames furnished under this **Plan** which are lost or broken will not be replaced except at the normal intervals when services are otherwise available;
3. Medical or surgical treatment of the eyes;
4. Any eye examination or any corrective eye wear required by a **Contributing Employer** as a condition of employment;
5. The additional cost of optional cosmetic processes or materials such as, but not limited to, UV protected lenses, blended or progressive multifocal lenses, oversize lenses, photochromic or tinted lenses other than pink 1 or 2, coating or laminating of lenses or frames costing more than the **Plan** allowance;
6. Contact lenses (except as noted elsewhere herein); and
7. Certain limitations on low vision care.

VSP may, at its discretion, waive any of the above limitations if, in the opinion of VSP's Optometric Consultants, it is necessary for the visual welfare of the **Covered Person**.

Non-VSP Provider Indemnification

If a **Covered Person** elects to utilize a non-VSP **Provider** he may secure services from any Optometrist, Ophthalmologist and/or dispensing Optician and this Plan becomes an indemnity plan. The **Covered Person** using the services of a non-VSP **Provider** should pay the **Physician** their full fee, while then being reimbursed by VSP according to the Schedule of Benefits provided below. There is no assurance that these allowances will be sufficient to pay for the examination or materials.

The maximum allowance, after deductibles, for expenses incurred is as follows:

1. Vision Examination	Up to-	\$ 50.00
If a retinal scan is included	Up to-	\$ 70.00
2. Materials	<u>(Per Pair)</u>	
Single Vision Lenses	Up to-	\$ 45.00
Bifocal Lenses	Up to-	\$ 70.00
Trifocal	Up to-	\$ 90.00
Lenticular Lenses	Up to-	\$140.00
Frames	Up to-	\$ 65.00
3. Contact Lenses		
Necessary	Up to-	\$210.00
Elective	Up to-	\$110.00

How to Use the Vision Care Plan

1. **Appointments.** The **Covered Person** may select a VSP panel **Physician** from a list of VSP panel **Physicians** in the local area and make an appointment. The VSP panel **Physician's** office will call VSP to verify eligibility and benefits.
2. **Additional Services.** The **Covered Person** must pay for any additional services received, which may be subject to scheduled VSP discounts.
3. **Emergency Care.** In emergency cases when immediate vision care is needed, a **Covered Person** can obtain covered services by contacting a VSP panel **Physician** directly. The VSP panel **Physician** will call VSP to verify eligibility and VSP will mail the benefit form directly to the VSP panel **Physician**.

SECTION XXI. GLOBAL ONE VENTURES OUT-PATIENT SURGERY

Global One Ventures ("G1") **out-patient** surgery program offers a wide array of **out-patient** surgical procedures ranging from knee/hip replacement to back procedures to cataract lens replacement procedures at a single "bundled price" consisting of all fees for the facility, surgeon, anaesthesiologist and a replacement device (when applicable) that will cost far less than if each service provider billed the **Plan** for their services separately.

The program is designed to encourage surgeries to be performed in high quality, lower cost **outpatient** facilities rather than hospital settings. Some bundled prices are 50% or more lower than if they were billed by the same service providers under their **PPO** network fee arrangements. The **Plan** now provides that any procedure performed in accordance with a G1 bundled program will be covered by the **Plan** at 100%, meaning there would be \$0 in cost to the participant for the procedure.

Each of the network surgi-centers maintains a list of surgeons who are willing to work under this bundled pricing approach with G1. However, G1 is willing to make arrangements with any surgeon to utilize one of their facilities to perform a surgical procedure pursuant to a bundled price.

As with any recommended surgical procedure, it is always advisable to have the surgical procedure reviewed by Best Doctors before it is performed to ensure that the procedure is actually necessary and/or that the most appropriate procedure is going to be performed. To contact Best Doctors directly call 1-866-904-0910.

SECTION XXII. HEAL IN-HOME PHYSICIAN SERVICES

Plan participants within most portions of San Diego County may now arrange for a **Physician** to come to them instead of having to make an appointment with a **Physician's** office or enduring the wait and expense of an urgent care facility or an emergency room for the treatment of routine, non-life threatening medical issues.

"Heal" is an in-network Anthem PPO program presently operating in San Diego, Orange County, Los Angeles and the Bay Area that is designed to provide convenient, affordable, proactive and personalized preventive, primary and urgent healthcare in the home or other designated site at Anthem PPO in-network rates. For covered services under the **PPO Plan** there will only be a \$5 co-pay for the **Physician** visit with the balance of fees charged for eligible expenses emanating from the visit to be subject to a deductible and co-insurance as with all other charges that may be incurred during an actual office visit. In the event a **Participant** is not eligible for coverage and/or only routine non-covered services are provided, the charge for the visit will be their then current rate which is presently \$99.

Heal may be contacted from any phone to arrange for an in-home or designated site visitation that will expectedly occur within 2 hours from the call unless a later specific time or alternate location is established during the call. There is also a smart phone app (Heal-On-demand doctor visits) that allows a **Participant** to create an account through which they may determine if a network physician is available in their area, enter their address with any specific instructions, complete a patient profile, identify their insurance plan, scan their insurance card, confirm the visit, and track future appointments as well as the physician's progress in reaching their destination.

This service is available daily 52 weeks per year, including holidays, from 8 am - 8 pm and offers a wide array of services including well child exams for school, sports physicals, chronic disease management, common ailments (i.e. infections of the eyes, ears, nose, throat, bronchial as well as colds, flu, allergies, GI issues, sports injuries), procedures (i.e. laceration repair, suture removal, joint injections), point of care testing (such as pregnancy test, flu test, blood glucose test), and follow-up visits.

To schedule an appointment contact Heal at 1-844-644-4325 or visit heal.com/app to download their mobile device app It is also possible to ask questions about their service through the <https://heal.com/about-heal> web site.

GENERAL PROVISIONS

No Assignment– The right of a **Covered Person** to receive benefit payments under this coverage is personal to the **Covered Person** and is not assignable in whole or in part to any person, hospital, or other entity, nor may any benefit under **this Plan** be transferred either before or after covered services are rendered. Additionally, the **Covered Person** may not assign, in whole or in part, any possible actions, causes of action, suits, damage, rights, claims and/or liabilities, of any kind or nature whatsoever, arising under this **Plan**, to any third person or other entity. However, per the written direction of a **Covered Person** payments with respect to any **Eligible Expense** under **this Plan** may be paid directly to a **Provider**. However, all benefit payments for such services rendered by **Providers** of Anthem Blue Cross of California Prudent Buyer Plan (a Preferred Provider Organization) shall automatically be payable to the **Provider** by Anthem Blue Cross pursuant to their Agreement with the **Trust**. Any directive to make payment directly to a **Provider** must be in writing and must be received by the Trust Office prior to the making of any benefit payments to the

Covered Person. The **Trustees** do not assume responsibility for the validity or sufficiency of any such payment directive, and do not assume liability to either the **Covered Person** or the **Provider** to make benefit payments in accordance with such payment directive to the **Provider** rather than to the **Covered Person**.

Beneficiary--Each **Covered Employee** may designate any person desired as their beneficiary to receive life insurance and accidental death benefits. To be valid, said designation must be on the prescribed enrollment card as prepared by the **Trustees**, executed by the **Covered Employee** under penalty of perjury, and filed with the Trust Office. If the **Covered Employee** is married, and the designated beneficiary is any person other than their **Covered Spouse**, the **Covered Spouse** must consent in writing in order for the designation to be valid. Further, in the event a **Covered Employee** fails to designate a beneficiary, or the designation is invalid for any reason, any and all benefits payable will be paid in accordance with the laws of succession of the State of California.

Change of Beneficiary--The **Covered Employee** may change the designation of beneficiary at any time by filing a new enrollment card with the Trust Office. The consent of the beneficiary or beneficiaries is not required except when the **Covered Employee** is married and the designated beneficiary is other than their **Covered Spouse**, in which case the consent of their **Covered Spouse** will be necessary in order for the designation to be valid.

Changes--No changes in this **Plan** shall be valid unless approved by the **Trustees**, and no agent or employee of the **Trust**, of the **Union**, of the **Employer Association** or any **Contributing Employer** has any authority to change this **Plan** or to waive any of its provisions or requirements. The **Trustees** shall have the sole discretion to amend and change this **Plan** at any time, without the consent of any **Covered Person**, by action duly noted in the minutes of a meeting of the **Trustees** or by a written Amendment to the provisions of this **Plan**; provided that no such change or Amendment shall be made which shall prejudice any claim arising prior to the date of such change.

Claim Procedures--This Section shall apply to each coverage under this **Plan** which does not contain a specific contractual provision relating to the payment of benefits.

- A. Proof of Loss--Written proof of claim must be furnished to the **Plan** within one year of the date the claim was incurred, except in the absence of legal capacity of the **Covered Person**. Failure to provide such notice will invalidate any claim unless it shall be proven to the satisfaction of the **Trustees** that it was not reasonably possible to furnish such notice or proof within the time limits provided. In the event of services rendered outside of the United States (U.S.) any and all proofs of claim must be submitted in, or translated to, the English language and be valued in U.S. currency. Otherwise the claim will not be valid and the **Trust** shall have no liability for payment.
- B. Review of Claims --All proofs of claim shall be processed in accordance with the administrative guidelines established by the **Trust**, or by the peer review committee of the Redwood Foundation for Medical Care, or any other independent service provider utilized by the **Plan**, for determining whether a particular claim qualifies as an **Eligible Expense** and that the amount paid was the appropriate **Allowable Charge** under any provision of this **Plan**. These administrative guidelines, which are incorporated herein by reference as though set forth in full, shall control the interpretation as to whether a particular claim is in fact an **Eligible Expense** unless the same are clearly inconsistent with the terms of this **Plan**.
- C. Payment of Benefits --All benefit payments to be made shall be paid to or for the benefit of the **Covered Person** as they accrue. Subject to any written direction of the **Covered Person** in an application or otherwise, all or any portion of the benefit payments provided by the **Plan** may be paid directly to the **Hospital** or **Provider** rendering such services. Any benefits unpaid at the **Covered Person's** death may, at the option of the **Plan**, be paid to the **Covered Person's** estate.

- D. Physical Examination and Autopsy --The **Plan**, at its own expense, shall have the right and opportunity to examine the person of any individual whose injury or illness is the basis of a claim when and as often as it may reasonably require during the pendency of a claim hereunder and to make an autopsy in case of death, where it is not forbidden by law.
- E. Failure to Provide Requested Information – In the event the **Plan** determines that a **Covered Person** has not responded to multiple requests to provide information or documentation deemed necessary to permit processing of a pending claim and/or to verify a **Covered Person's** eligibility, the **Plan** shall have the right to deny the pending claim(s).

Clerical Error--Clerical Error by the **Trust** or any service provider to the **Plan** shall not invalidate coverage otherwise validly in force nor continue coverage otherwise validly terminated.

Coordination of Benefits--All self-funded medical benefits provided under the **Trust Medical Benefits** are subject to the following provisions and limitations.

A. Definitions (for Coordination of Benefits Section only)

- (1) Group Plans--The term "Group Plan" means any of the following plans which provide benefits or services for or by reason of medical care or treatment:
- (a) Blanket Group Coverage. Blanket Group Coverage includes all group or group subscriber contracts as well as group-type contracts, which are not available to the general public and can be obtained and maintained only because of the **Covered Person's** membership in or connection with a particular group or organization;
 - (b) Governmental Programs. Governmental Programs include any coverage required or provided by any statute including, but not limited to, Champus, Champ VA and Part A, Part B and/or Part D of Medicare;
 - (c) Prepaid Plans. Prepaid Plans include coverage provided under a hospital or medical service plan, Health Maintenance Organization or other prepayment coverage provided on a group basis; or
 - (d) Employee Benefit Plans. Employee Benefit Plans include any group labor- management trustee plan, union plan, group association plan, employer organization plan or employee benefit organization plan.
- (2) Private Plans--The term "Private Plans" means any individual liability policy or contract required by law to the extent there is any form of medical expense benefits paid or payable, irrespective of whether such coverage was in effect at the time of loss.
- (3) Automobile, Craft or Vehicle Insurance--In many States owners of private motor vehicles or crafts are required to obtain automobile insurance or "No-Fault" automobile insurance covering their vehicles. Benefits payable under this **Plan** will be secondary to any medical expense benefits which a **Covered Person** has, or could have, received from their insurance and/or personal injury protection coverages as may be required by law, without regard to any deductible which may be in effect and without regard to the purchase of such insurance by, or on behalf of, the **Covered Person**. Accordingly, if a **Covered Person** fails, for any reason whatsoever, to obtain and maintain the minimum amount of insurance as required by law, or if a deductible is included under such insurance coverage, the **Plan** shall pay benefits as if the **Covered Person** had such insurance coverage in effect at the time of loss with no deductible.
- (4) Student Accident Insurance -- The term "Student Accident Insurance" refers to any individual or group medical insurance policy covering a **Dependent Child** as other than a dependent for an accident, injury or an event requiring immediate and/or future medical services. With respect to a **Dependent Child's** participation in sporting events this term will recognize their participating in, practicing for, and/or traveling to/from any organized individual or team sporting event while representing an educational institution and/or to any individual or group insurance policy covering a **Dependent Child** as other than a dependent

participating in an All-Star or traveling sports team that may not be representative of, or sponsored by, an educational institution.

Further, if an insurance policy covering an automobile or any other craft or vehicle, including air or water craft, or a Student Accident insurance policy, provides that coverage for medical expense benefits is applicable on an "excess" basis only then there would be no benefits payable by this **Plan** until such time as the maximum amount of medical expense benefits payable under said policy have been paid on the same premise as if this **Plan** did not exist.

- B. Effect on Benefits. This provision shall apply in determining the benefits due a person covered under this **Plan**, or any other medical insurance policy as other than a dependent, for any **Plan Year** if the sum of the benefits that would be payable under this **Plan**, in the absence of Coordination of Benefits, and the benefits that would normally be payable under all other plans and/or automobile, craft, vehicle or a Student Accident Insurance policy would exceed 100% of the **Eligible Expenses** actually incurred.

When a plan provides benefits in the form of services rather than cash payments, the reasonable cash value of each service rendered shall be deemed to be both an **Eligible Expense** and a benefit paid.

This **Plan** shall not be required to determine the existence of any other plan or automobile, craft or vehicle, or Student Accident Insurance policy(ies), or the amount of benefits payable under any plan or automobile, craft or vehicle, or Student Accident Insurance policy(ies) other than this **Plan**. The payment of benefits under this **Plan** shall be affected by the benefits payable under other plans or automobile, craft, vehicle or a Student Accident Insurance policy. The **Covered Person** must furnish this **Plan** with information concerning the existence of such other plan(s) or automobile, craft, vehicle or a Student Accident Insurance policy by the Employer, any insurance company, organization or **Covered Person**.

- (1) As to any **Plan Year** to which this provision is applicable, the benefits that would be payable under this **Plan**, in the absence of Coordination of Benefits, for **Eligible Expenses** shall be reduced to the extent necessary so that the sum of (a) such reduced benefits and (b) all the benefits paid or payable for such **Eligible Expenses** under all other Group Plans, Private Plans and/or automobile, craft, vehicle or a Student Accident Insurance policy shall not exceed the total of such **Eligible Expenses**.

In the event a **Covered Spouse** or a **Covered Dependent Child** is in any way entitled to group medical-hospital benefits through their employer or another group affiliation, which would have been their primary source of coverage if said coverage was in effect at the time **Covered Expense** was incurred, if the **Covered Spouse** or a **Covered Dependent Child** voluntarily declined or waived such coverage that was available to them at a cost of \$100 per month or less or if they receive any form of compensation in return for declining or waiving such coverage then there will be no medical-hospital benefits coverage under this **Plan** for any **Eligible Expenses** related to the claim(s) incurred by the **Covered Spouse** or a **Covered Dependent Child** that would have otherwise been the primary responsibility of the group coverage that was declined or waived. This exclusion shall also apply to all **Covered Dependent Children** if they would have been included under the **Spouse's** medical-hospital benefits coverage on a primary basis at a cost of \$100 per month or less (inclusive of the **Spouse's** coverage) to the **Covered Spouse**.

However, if the **Covered Spouse's** or **Covered Dependent's** employer requires all eligible employees to purchase their group medical coverage instead of providing group medical coverage to all eligible employees, and the employer provides an amount of compensation that may be applied toward the cost of their group medical coverage, in the event the cost to the **Covered Spouse** or **Covered Dependent** for the least expensive group medical coverage available to them exceeds the full amount of said compensation by more than \$100 per month then this exclusion will not be applicable. Further, in an instance where the

Plan will not provide group medical-hospital benefits to a **Covered Spouse** or **Dependent Child** due to the above provision they will continue to be eligible for dental, vision, MAP and supplemental life insurance benefits otherwise available under the **Plan** to a **Covered Dependent**.

- (2) If another Group Plan, Private Plan and/or automobile, craft, vehicle or Student Accident Insurance policy insuring or covering the person under this **Plan** contains a non-duplication of medical expense benefits provision which coordinates its benefits with those of this **Plan**, and would determine its benefits after the benefits of this **Plan** have been determined, then the benefits of such other Group Plan, Private Plan and/or automobile, craft, vehicle or a Student Accident Insurance policy will be considered for the purposes of determining the benefits due under this **Plan**.
 - (3) For the purposes of this Section, the rules establishing the order of benefit determination are: (1) The benefits of a Group Plan which covers the **Covered Person** on whose expense claim is based other than as a dependent, shall be determined before the benefits of a Group Plan which covers such **Covered Person** as a dependent; (2) For **Covered Children's** expenses where both the mother and father have dependent coverage then the Group Plan of the parent who's birthday falls earlier in the calendar year is primary. For **Covered Children** where the parents are separated or divorced, if there is a court decree that establishes responsibility for medical coverages then that would determine which Group Plan is primary. Otherwise, the Group Plan covering the parent with custody of the **Covered Children** would be primary. If the parent with custody remarries and the **Covered Children** are covered under the Group Plan of the parent with custody or the step-parent then the Group Plan covering the parent would be primary and that of the step-parent would be secondary. If the **Covered Children** are also covered by the parent who does not have custody, then that Group Plan would be in the third position; (3) Where an **Employee** is simultaneously covered under more than one Group Plan the Group Plan that covers the person as an active employee (or as their dependant) will be the primary plan to a Group Plan that previously covered the employee (or their dependent). This provision will also apply in an instance where the person (or their dependant) remains covered under a former Group Plan in accordance with COBRA Continuation Coverage. (4) When rules (1), (2) and (3) do not clearly establish an order of benefit determination, the benefits of a Group Plan which has covered the person on whose expense claim is based for the longer period of time shall be determined first. Neither a change in the amount or scope of benefits provided by a Group Plan, a change in the carrier insuring or the sponsor of the Group Plan, nor a change from one type of plan to another, would constitute the start of a new Group Plan for purposes of this Section.
- C. Primary Plan. If any Group Plan lacks a Coordination of Benefits provision or fails to recognize the "Coordination of Benefits Birthday Rules", it is the primary plan, while if both parents are **Covered Employees** primary coverage on behalf of the **Children** will be determined in accordance with the "Birthday Rules" under Co-ordination of Benefits. However, each family member will be entitled to coverage not to exceed the maximum amounts stated in the Schedule of Benefits and/or under **Eligible Expenses**.
- D. Prepaid Plans. In the event a **Covered Person** has primary coverage through a Health Maintenance Organization (HMO) or any other type of Prepaid Health Plan, such **Covered Person** shall be subject to the Coordination of Benefits provisions of this **Plan**. The HMO or other Prepaid Health Plan will be considered primarily responsible to provide coverage. In such instances the **Covered Person** must utilize the HMO's or Prepaid Health Plan's facilities, **Physicians** and/or services and benefits will be payable under this **Plan** only if a **Covered Person** requires services not covered by or not obtainable from the HMO or other Prepaid Health Plan. Where a Prepaid Plan provides benefits in the form of services, rather than cash payments, the reasonable cash value of each service rendered shall be considered as both an **Eligible Expense** and Benefit paid.

Where this **Plan** is in a secondary capacity and a co-payment is required toward the cost of any service(s) under a Prepaid Plan, other than Mental Health/Substance Abuse, this **Plan** will only be responsible for reimbursing the **Covered Person** for the amount of such co-payments at 100% without application of a deductible.

- E. Facility of Payment. Whenever payments which should have been made under their Group Plan are made under any other plan, this **Plan** shall have the right in its sole discretion to pay to any organization making such payments any amounts it shall determine to be warranted in order to satisfy the intent of this provision, and amounts so paid shall be deemed to be benefits paid under this **Plan** and, to the extent of such payments, this **Plan** shall be fully discharged from liability.

Cost of Coverage--The cost of coverage under this **Plan** shall be made either in the form of a charge of hours against a **Covered Employee's** Reserve Account and/or by the requirement that a **Covered Employee** make Direct Payments as permitted herein.

The cost of coverage shall be determined by the **Trustees** based upon actuarial projections of the cost of providing benefits to all **Covered Persons** under each of the combinations of benefits offered by this **Trust**, and upon whether coverage of a particular benefit plan is provided under a Comprehensive Medical Plan or an HMO Plan and if voluntary supplemental life insurance will be applicable.

The **Trustees** shall have the sole authority and discretion to establish and change at any time the cost of coverage required for continued eligibility provided, that no change in the cost of coverage will operate retroactively to terminate the eligibility of any **Covered Person** or prospectively to terminate the coverage of any **Covered Person** without reasonable notice of the adoption of any such change in cost of coverage.

Invalidity of Certain Provisions Does Not Invalidate All--If any provision(s) of this **Plan** shall be held invalid or unenforceable, such invalidity or unenforceability shall not affect any other provision hereof and this **Plan** shall be construed and enforced as if such provisions had not been included.

Legal Actions--No action at law or in equity may be brought by any **Covered Person** or **Provider** to recover against this **Plan** unless the **Covered Person** or **Provider** has first exhausted the Claim Review Procedures of this **Plan**.

Medical Records--The **Trust** shall be entitled to keep and maintain medical records of service(s) provided to all **Covered Persons** in such form and for such duration as the **Trustees** direct.

- A. Liability for Information. The **Trust** shall have no responsibility or liability to any **Covered Person** or any third party for any incorrect or incomplete information provided to the **Plan** and/or contained in the records of this **Plan**, or for any act or omission of any **Covered Person** or any third party caused by any such inaccurate or incomplete information.
- B. Release of Information. The **Trust** may only release to, or obtain from, any insurance company, **Provider** or other organization or person any information with respect to any **Covered Person** which the **Trust** deems to be reasonable or necessary to evaluate any claim and to carry-out the purpose of this **Plan** in accordance with the Privacy Rules established under **HIPAA of 1996** and as may be amended.
- C. Furnishing Information. Any **Covered Person** claiming benefits under this **Plan** shall furnish to this **Trust** such information as may be necessary to substantiate or evaluate any claim for benefits or to implement this Section. Failure to furnish such information shall be sufficient grounds for the **Trustees** to deny any such claim.

Pronouns--Masculine pronouns used herein shall apply to both genders.

Right of Recovery--The right to receive benefits under this **Plan** is limited solely to the **Eligible Expenses** covered by this **Plan** as qualified by the Coordination of Benefits provisions. The **Trust** shall have the right to recover the amount of any and all excess benefits paid to or on behalf of a

Covered Person or paid to any **Provider**; or the right to recover the amount of any benefits paid in error or paid because the information contained in a proof of claim is misrepresented or erroneously presented by either the **Covered Person** or the **Provider**; or the right to recover any amounts paid by the **Plan** due to fraud or misrepresentation of material information by the **Covered Person** or the **Provider**; and the right to recover the amount of all benefits paid to or on behalf of a person who is no longer eligible to receive such benefits.

- A. Remedies Available. Liability to the **Trust** is joint and several. The **Plan** shall have the right to recover any payments due to the **Trust** directly from either the **Covered Person** and/or the **Provider**. The **Plan** shall also have the right to recover any payments, and to satisfy their obligation by withholding all future benefit payments, on behalf of each of the following persons:
- (1) The **Covered Person**;
 - (2) The **Covered Employee** or **Covered Retiree**, if the **Covered Person** is a **Covered Dependent**; or,
 - (3) Any **Covered Dependent**, if the **Covered Person** is a **Covered Employee** or **Covered Retiree**.
- B. Notice of Claim. The **Trustees** shall send written notice to the **Covered Person**, and to the **Covered Employee** or **Covered Retiree** if the **Covered Person** is a **Covered Dependent**, of the determination of the amount of any payments due to the **Trust** and the reason(s) for such determination. The **Trustees** shall also send written notice to the **Provider** where applicable. If either the **Covered Employee**, **Covered Retiree** or **Covered Dependent** disagree with that determination an appeal may be filed in accordance with the Claim Review Procedures.
- C. Enforcement. If no appeal is filed, the decision of the **Trustees** will become final and binding and may be enforced as an arbitration award pursuant to California Code of Civil Procedure, Title 9, Chapter 4, Sections 1285, et seq.
- D. Damages. In any action brought by the **Plan** to enforce an award the **Trust** shall be entitled, as a part of any recovery under this Section, to recover the full amount of all peer review expenses, medical investigation charges and costs, auditors' fees incurred and to reasonable attorney's fees and costs pursuant to Section 502(g)(1) of **ERISA** and the terms of this **Plan**.

Standards of Proof--The **Trustees** shall be the sole judge of the standards of proof required in any case and shall have the full and exclusive power and authority, in their sole discretion, to determine all questions of coverage and eligibility for benefits, methods of providing or arranging for benefits and all other related matters. The **Trustees** shall have the full power and authority, in their sole discretion, to construe and interpret the provisions and terms of this Plan Document and all other written Documents, and any such construction and interpretation adopted by the **Trustees** in good faith shall be binding upon all **Covered Persons**, all **Providers**, all **Contributing Employers**, the **Union** and all other persons.

Termination of the Plan--The **Plan** may be terminated at any time by action of the **Trustees**. Notice of such termination shall be given in writing to the United States Department of Labor and to all persons who have an interest in the **Plan**. All claims which have not been submitted at the date of termination, but which would have been paid had the **Plan** continued, will be paid in accordance with all of the provisions of the **Plan** at the time of termination, except that there is no liability to the **Trustees** or any **Covered Person**, any **Contributing Employer**, the **Union** or any individual or entity to provide payments over and beyond the amounts available in the **Trust** for such purposes.

Third Party Claims. If a **Covered Person** receives benefits from this **Trust** for **Bodily Injuries** or Illnesses sustained from the acts or omissions of any third party, the **Trust** shall have the right to be reimbursed in the event the **Covered Person** recovers all or any portion of the benefits paid by the **Trust** by legal action, settlement, or otherwise, regardless of whether such benefits were paid by this **Trust** prior to or after the date of any such recovery. The **Covered Person** will not be

entitled to receive any benefits for such expenses under this **Trust** unless they execute a Subrogation Agreement and agrees in writing to the following conditions:

- A. Reimbursement to Trust. To authorize reimbursement to the **Trust** to the extent of all benefits paid by this **Trust** as a result of such injuries immediately upon obtaining any monetary recovery from any party or organization whether by action at law, settlement or otherwise by virtue of executing a Subrogation Agreement, with the understanding that any and all monies recovered from any third party are to be deposited in an exclusive bank account to be established in joint name including the **Trust**, or into a representing attorney's client trust account. No monies shall be withdrawn from such account without express written acknowledgment and authorization from this **Plan's** Administrator or legal representative. Any payment received by the participant or the participant's eligible dependents is subject to a constructive trust. Any third-party payment received by the participant or the participant's eligible dependents must be used first to provide restitution to this **Plan** to the full extent of the benefits paid or payable under this **Plan**.
- (1) This **Plan** does not recognize the Make-Whole Doctrine. This **Plan** is entitled to obtain restitution of any amounts owed to it either from third-party funds received by the participant or the participant's eligible dependents, regardless of whether the participant or the participant's eligible dependents have been made whole for losses sustained at the hands of the third party.
- (2) This **Plan** expressly rejects the Common Fund Doctrine with respect to payment of attorney's fees. A **Plan** representative may commence or intervene in any proceeding or take any other necessary action to protect or exercise this **Plan's** equitable (or other) right to obtain full restitution.
- B. Assignment of Rights. To irrevocably assign to the **Trust** all rights to recover monetary compensation from the third party to the extent of all benefits paid by this **Plan** and to give notice of this assignment directly to such third parties, their agents or insurance carriers, or to any agent or attorney who may represent the **Covered Person**. The assignment shall entitle the **Trust** to reimbursement from any sums to be held or received by the following third parties which are due to the **Covered Person** prior to any distribution of funds to the **Covered Person**, and shall provide that such parties shall specifically direct that any and all monies recovered from any third party are to be deposited in an exclusive bank account to be established in joint name including the **Trust**, or into a representing attorney's client trust account. No monies shall be withdrawn from that account without the knowledge and expressed approval of the **Trust**. The parties who shall be bound by such assignment are:
- (1) Any party or its insurance carriers making payments to or on behalf of the **Covered Person**; or,
- (2) Any agent or attorney receiving payments for or on behalf of the **Covered Person**.
- C. Notice. To notify the **Trust** of any claim or legal action asserted against any third party or any insurance carrier(s) for such injuries or illnesses, as well as the name and address of such third parties, insurance carrier(s), any agent or attorney who is representing or acting on behalf of the **Covered Person** or the estate of the **Covered Person**, or any person claiming a right through such **Covered Person**, on a form to be supplied by the **Trust**.
- D. Proration of Reimbursement. If the "net recovery" received by the **Covered Person** from all sources, whether from more than one tortfeasor, under any Workers' Compensation law or otherwise is less than two times the amount of the benefits paid by this **Plan** the **Trust** has the right to be repaid from the net recovery received by the **Covered Person** from any party or its insurance carrier according to the following schedule as full settlement for all benefits paid by this **Trust**:

Percentage of Subrogation

100%
75%
66⅔%
50%
33⅓%

Net Recovery v. Trust Payment

2 times or more
1½ times or more
Equal or more
½ or more
Less than ½

For the purpose of this Section “net recovery” means the actual amount to be received by the **Covered Person** after deducting all attorney fees and costs.

- E. Subrogation. The **Plan** shall have the independent right to bring suit in the name of the **Covered Person**. The **Plan** shall also have the right to intervene in any action brought by the **Covered Person** against any third party, to and including the insurance carrier of the **Covered Person** under any uninsured or under-insured motorist provision or policy. The **Covered Person** further agrees to take no action inconsistent with the requirements of this provision.
- F. Cooperation With Trust. The **Covered Person**, as well as their attorney or agent, shall cooperate fully with the Trustees in the exercise of any Assignment or right of Subrogation, and not to take any action or refuse to take any action which would prejudice the rights of the **Trust**.
- G. Withholding Future Benefits. To acknowledge that this **Trust** shall have the Right of Recovery against the **Covered Person**, should the **Covered Person** fail to execute an Assignment, Subrogation Agreement or any other documents required herein, the **Trust** may withhold future benefit payments to be made on behalf of the **Covered Employee** or any of their **Covered Dependents** until such time as the **Trust** is fully protected as provided for in this Section.
- H. Disclaimer. If there is any reasonable cause to believe that the injuries or illnesses sustained by a **Covered Person** were in any way the result of the acts or omissions of a third party or parties, but the **Covered Person** disclaims any third party involvement, the **Trust** shall have the right to require the **Covered Person** (or the **Covered Dependent** if the **Covered Person** is a **Dependent**) to sign a declaration to be prepared by Trust Counsel, under penalty of perjury, regarding such disclaimer as a pre-condition to the payment of any benefits.
- I. Separate Rights. Each of the provisions set forth about relating to the right of this **Trust** to receive reimbursement for **Eligible Expenses** paid to or on behalf of a **Covered Person** because of injuries sustained relating to or resulting from the acts and omissions of any third party is separate and any illegality or invalidity of any one provision shall not affect the legality or validity of any other provision.
- J. Medical Expenses Incurred After Settlement or Final Judgment in Third Party Claim. In the event a **Covered Person** incurs medical expenses relating to their injuries or disabilities which are the subject of a Subrogation Agreement following any settlement or final judgment received from the third party(ies) responsible for the injuries, such **Eligible Expenses** shall be paid by the **Plan** in accordance with the Schedule of Benefits in effect as of the date services were rendered while applying the reimbursement schedule in Section D to the updated gross total of benefits paid with respect to the initial injury or disability. The **Covered Person** shall agree to release and hold the **Trust** harmless from any further obligations under the Subrogation Agreement for any future medical expenses incurred following any settlement or final judgment received from the third party(ies) responsible for the injuries. However, provisions can be made by the **Covered Person** for the continued payment of such medical expenses by the third party(ies) pursuant to a settlement agreement which is approved by the **Trust** in writing prior to the execution

thereof. In that event, the rights of the **Covered Person** to the continued payment of medical expenses shall also be assigned to the **Trust** under the Subrogation Agreement and the **Covered Person** shall be required to reimburse the **Trust** for 100% of all medical expenses paid by the **Trust** under this provision following execution and payment by the responsible third party(ies) under the settlement agreement or final judgment.

- K. Direction to Agent or Attorney. The **Covered Person** shall direct that the agent or attorney shall readily comply with the terms of the Subrogation Agreement, with the obligation to deposit any and all monies recovered in the exclusive bank account referenced above, or into a representing attorney's client trust account, with the obligation that no monies shall be withdrawn from such account without express written acknowledgment and authorization from the **Trust**. Finally, the **Covered Person** shall direct the agent or attorney to reimburse the **Trust** in accordance with the Reimbursement Schedule as outlined above.
- L. Medical Bills Received After Settlement. In the event a bill for medical services applicable to the accident or disability is received by the Trust Office after settlement with the **Trust** in accordance with the **Plan's** "Right of Recovery" such **Eligible Expense(s)** shall be paid by the **Plan** in accordance with the Schedule of Benefits in effect as of the date services were rendered while applying the reimbursement schedule in Section D. to the updated gross total of benefits paid with respect to the initial injury or disability to the extent the bill had been remitted on a more timely basis and would have been paid by the **Trust** prior to settlement, and for which the **Trust** would have been reimbursed for part or all of the amount paid as part of said settlement.

Time Effective--The effective time with respect to any dates used in the **Plan** or any Amendment thereto shall be 12:01 A.M. Standard Time at the address of the **Trustees**.

Workers' Compensation Not Affected--This **Plan** is not in lieu of, and does not affect, any requirement for a **Contributing Employer** to procure and maintain coverage by Workers' Compensation Insurance.

CLAIMS AND APPEAL RULES

INTRODUCTION

The Claims & Appeal Rules described in this section do not apply to the following plan(s) or their successor plan(s) as may be approved at any time by the **Board of Trustees**:

1. Kaiser HMO Medical Plan
2. Prudential Life Insurance Company

Benefits provided by the above plans are subject to the claims and appeal rules established by each of the above providers. **Covered Persons** should contact that provider directly to address its claims review or grievance procedure.

The following rules have been adopted by the **Trustees** to cover claims and appeals for participants enrolled in any of the following plans:

1. Self-Funded Medical PPO Plan
2. Self-Funded Prescription Drug Plan
3. Self-funded Delta Dental Benefits
4. Self-funded Vision Service Plan
5. Self-funded Behavioral Health Benefit Plan (Presently Optum)

It is the intent and desire of the **Trustees** that these rules be consistent and comply with applicable regulations including, but not limited to, 29 CFR 2560, et seq., and Department of Labor Technical Releases Nos. 2010-01, 2010-02 and 2011-01, as amended, which are incorporated here as though set forth in full. The regulations shall be construed in accord with Department of Labor guidance issued subsequent to issuance of the regulations.

INTERNAL REVIEW PROCESS

For this Section the term “adverse benefit determination” or “denial shall each mean the denial, declination, reduction or termination of, or failure to provide or make payment in whole or in part for a benefit including any such denial, declination, reduction or termination of, or failure to make payment based on:

1. a determination of the claimant’s eligibility status;
2. any rescission of existing coverage (a rescission of coverage is the cancellation or discontinuation of coverage that has retroactive effect, except to the extent it is attributable to fraud, intentional misrepresentation of a material fact or non-payment of required payments to continue coverage);
3. a determination that a benefit is not a covered benefit;
4. a reduction in benefit resulting from the application of any utilization review decision or other limitation on otherwise covered benefits; or
5. whether a medical condition and/or the treatment of same is an **Eligible Medical Expense**.

The term “Claimant” shall mean the person on whose behalf the **Plan** denied coverage, access to medical service(s), or payment of a claim for medical service(s) for which an adverse benefit determination was issued by the **Plan**.

There are five types of claims that are covered by these Claims and Appeals Rules: Pre-service, Urgent, Concurrent, Post-service, and Disability claims.

PRE-SERVICE CLAIMS

Pre-service claims are claims for benefits that the **Plan** requires pre-authorization before a Covered Person receives medical care.

For non-urgent pre-service claims, the claimant or the claimant’s physician will be notified of a decision within 15 days from receipt of the Claim unless additional time is needed. The time for response may be extended up to 15 additional days if necessary due to matters beyond the control of the **Plan** or its designated service provider. If an extension is necessary, the claimant or the claimant’s physician will be notified prior to the expiration of the initial 15 day period of the circumstances requiring the extension and the date by which a decision is expected to be rendered. If an extension is needed because the **Plan** or its designated service provider needs additional information from the claimant or the claimant’s physician, the extension notice will specify the information needed. In that case the claimant or the claimant’s physician will have 45 days from receipt of the notification to supply the additional information. If the information is not provided within that time, the claim will be denied. During the period in which the claimant is allowed to supply additional information, the period of making a decision on the claim will be suspended. The deadline is suspended from the date of the extension notice until either 45 days or the date claimant responds to the request for additional information, whichever is earlier. The **Plan** or its designated provider then has 15 days to make a decision on the claim and notify the claimant of the determination.

A request for a determination on whether the **Plan’s** coverage of a medical treatment or service that your physician has recommended, but the treatment or service has not yet been provided and the treatment or service is for care for which the **Plan** does not require pre-authorization, is not a Claim under these Claim and Appeals Rules. In this circumstance the claimant or the claimant’s **Physician** should contact the **Plan’s** designated PPO service provider listed in the front of this Summary Plan Description or on the **Covered Person’s** ID Card.

URGENT CARE CLAIMS

For all of the **Plans** listed above, there are no pre-authorization (prior approval) requirements for claims involving urgent care. A claim involving urgent care is any claim for medical care or

treatment with respect to which the application of the time periods for making non-urgent care determinations:

1. Could seriously jeopardize the life or health of the claimant to regain maximum function, or
2. In the opinion of a **Physician** with knowledge of the claimant's medical condition, would subject the claimant to severe pain that cannot be adequately managed without the care or treatment that is subject of the claim.

CONCURRENT CLAIMS

A Concurrent Claim is a claim that is reconsidered after an initial approval was made and results in a reduction, termination or extension of a benefit. A reconsideration of a benefit with respect to a Concurrent Claim that involves the termination or reduction of a previously approved benefit, will be made by the **Plan** or an Independent Review Organization as soon as possible, but in any event early enough to allow the claimant or the claimant's physician to have an appeal decided before the benefit is reduced or terminated. Any request to extend approved treatment that does not involve urgent care will be decided according to Pre-service or Post-service time frames, whichever is applicable.

POST-SERVICE CLAIMS

Post-service claims are all claims that are not Pre-service, Urgent or Concurrent claims. Post-service claims are claims submitted on behalf of a **Covered Person** that involve only the payment or reimbursement of the cost of **Eligible Expenses** pertaining to medical services that have already been provided. Completed claim forms or billings submitted to the Trust Office for reimbursement generate these claims. A claim regarding rescission of coverage will be treated as a post-service claim.

Prescription drug benefits are administered by the **Plan's** then current **PBM**, presently Navitus, utilizing a card-based system in which a claim is deemed to have been made when a **Covered Person** presents their then current identification card to a participating pharmacist or dispensary. The Trust Office administers the self-funded prescription drug program.

The Trust Office will review the claimant's post-service claim no later than 30 days from the date the claim is received. This 30 day period may be extended one time for up to 15 additional days if the Administrator determines that an extension is necessary due to matters beyond its control, the date by which it expects to make a decision and notifies the claimant prior to the expiration of the initial 30 day period.

If an extension is needed because the **Plan** or an Independent Review Organization needs additional information from the claimant, the extension notice will specify the information needed. In that case claimant will have 45 days from receipt of the notification to supply the additional information. If the information is not provided within that time, the claim will be denied. During the period in which claimant is allowed to supply additional information, the period of making a decision on the claim will be suspended. The deadline is suspended from the date of the extension notice until either 45 days or the date the claimant responds to the request for additional information, which ever is earlier. The **Plan** or an Independent Review Organization then has 15 days to make a decision on the claim and notify the claimant of the determination.

DISABILITY CLAIMS

The Trust Office will advise a **Covered Employee** no later than 45 days from the date of a denial of a claim for Disability Credit. However, the **Plan** may request any additional information deemed necessary to make a determination within the initial 45 day period. The **Covered Employee** must provide the requested information to the Trust Office within 45 days with a determination to be made within 30 days unless special circumstances exist, upon which an additional 30 days will be permitted.

NOTICE OF DECISION

The claimant or the claimant's physician will be provided with written notice of denial of claim in whole or in part. Notices will be sent by the Trust Office. The notice of denial will:

- Contain information sufficient to identify the claim, including a statement regarding the right to request the diagnosis code and treatment code (and their meaning);
- Give the specific reason(s) for the denial, as well as any **Plan** standards used in denying the claim;
- Reference to the specific **Plan** provision(s) on which the determination is based;
- A description of any additional material or information necessary to perfect the claim;
- A description of the **Plan's** internal appeal procedures and external review processes along with applicable time limits and information regarding how to initiate an appeal;
- A statement of your right to bring a civil action under **ERISA** Section 502(a) following an adverse benefit determination on review;
- If an internal rule, guideline, protocol or other similar criterion was relied upon in deciding your claim, you will receive either a copy of the rule or a statement that it is available upon written request at no charge;
- If the determination was based on the absence of medical necessity, or because the treatment was experimental or investigational, or other similar exclusion, you will receive an explanation of the scientific or clinical judgment for the determination, applying the terms of the **Plan** to your claim, or a statement that it is available upon written request at no charge; and
- Disclose the availability of, and contact information for, any applicable ombudsman established under the Affordable Care Act to assist individuals with internal claims and appeals and external review processes.

APPEALS PROCESS

Within 180 days after receipt of written notice that the claim has been denied, in whole or in part, the claimant, or their designated representative, must file a written appeal addressed to the **Board of Trustees** of the San Diego Electrical Health & Welfare Trust. You have the right to submit comments, documents, and other information in support of your claim for benefits. Upon written request, and free of charge, you will be provided with reasonable access to copies of all documents, records and other information relevant to your claim. You may include in a written notice a request for any applicable diagnosis and treatment codes for each denied claim, however such a request in itself shall not be considered a request for an internal appeal or external review. A document or other information is relevant if it was relied upon by the **Plan** in making the decision; it was submitted, considered or generated in connection with the claim (regardless of whether it was relied upon); it demonstrates compliance with the **Plan's** administrative processes for ensuring consistent decision-making; or it constitutes a statement of policy regarding the denied treatment or service.

Upon request, you will also be provided with the identification of medical experts, if any, that gave advice to the **Plan** on your Claim, without regard to whether this advice was relied upon in deciding your claim.

DISABILITY AND POST-SERVICE CLAIMS APPEALS

APPEALS WITHOUT A HEARING

Disability and Post-service claims appeals will be considered at the next regularly scheduled meeting of the **Board of Trustees** if the request for review is received at least 30 days prior to such meeting. Otherwise, the appeals shall be held at the second regularly scheduled **Board** meeting following receipt of the appeal. In special circumstances, a delay until the third regularly scheduled

meeting following receipt of your request for review may be necessary. You will be advised in writing in advance if this extension is necessary.

APPEALS WITH A HEARING

You may also request a hearing of your appeal(s) before the **Board of Trustees**. If a hearing is requested, the **Board of Trustees** shall arrange for a hearing before the **Trustees** at the next regularly scheduled meeting of the **Board** if the request for a hearing is received at least 30 days prior to such meeting. Otherwise, the hearing shall be held at the second regularly scheduled **Board** meeting following receipt of the appeal. In special circumstances, a delay until the third regularly scheduled meeting following receipt of your request for hearing may be necessary. You will be advised in writing in advance if this extension is necessary.

The scope of such hearing shall be limited to the claim which was denied, the Documents used and relied upon by the **Trustees** in denying the claim, the pertinent Trust Documents, other evidence submitted in writing by the claimant as provided below and a review of the issues and such other oral testimony as may be submitted. In order to permit the **Trustees** to seek any necessary outside review and/or consultation prior to the appeal hearing, all additional information and materials requested to be reviewed by the claimant must be received by the Trust Office at least 10 business days prior to the hearing date.

The claimant shall be notified in writing at least 15 days prior to the commencement of said hearing as to the date, time and location of such hearing. In the event the **Trustees** should desire additional comment or evidence on any issue involving the claim, a request for same may be made.

If the claimant should request an appeal hearing before the **Trustees**, the hearing will be conducted in accordance with the then current Hearing Procedures.

PRE-SERVICE CLAIM APPEALS

If appropriate, the Trust Office will send the appeal to an independent review organization. If your claim was denied based on a medical judgment, an independent health care professional who has appropriate training and experience in the relevant medical field will be consulted. The **Board of Trustees** or the appeals sub-committee of the **Board of Trustees** will then review all relevant information and make a determination on your appeal within 30 days of receipt of the appeal by the Trust Office.

ELIGIBILITY ISSUES

The Trust Office is responsible for maintaining eligibility records derived from payroll reports remitted by **Contributing Employers**. Each month the Trust Office provides certain benefit providers to the Trust with a listing of eligible participants, based on the most current information at the time the data is transferred. There may be instances where a claimant has a claim denied because he or she has not met the Rules of Eligibility to be eligible for benefits under the **Plan**.

If a claim is denied because a claimant does not meet the eligibility requirements of the **Plan**, the claimant has the right to appeal this denial. The appeal should be in writing and sent to the Trust Office. The appeal should include the reason(s) believed to have satisfied the eligibility requirements and include any factual information believed to be pertinent to the review. Appeals will be considered within the time parameters described in the sections above entitled "Pre-Service Claims" and "Post Service Claims" as applicable.

TIMING OF NOTICE OF DECISION ON APPEAL

- **Disability** and Post-service claims appeals will be made at the next regularly scheduled meeting of the **Board** if the request for review is received at least 30 days prior to such meeting. Otherwise, the appeals hearing shall be held at the second regularly scheduled **Board** meeting following receipt of the appeal. In special circumstances, a delay until the third regularly scheduled meeting following receipt of your request for review may be necessary. You will be advised in writing in advance if this extension is necessary. Once a decision on review of your claim had been reached by the **Board**

of Trustees, you will be notified by the Trust Office of the decision no later than 5 days after the decision has been reached.

- For Pre-service claims appeals, you will be notified of the decision on appeal by the Trust Office within 30 days after receipt of the appeal by the Trust Office.

NOTICE OF DECISION ON APPEAL

The decision on any appeal for your claim will be sent to the claimant or the claimant's authorized representative. The notice of a denial of a claim on review will state:

- The specific reason(s) for the determination;
- Reference to the specific **Plan** provision(s) on which the determination is based;
- A statement that you are entitled to receive reasonable access to and copies of all documents relevant to your claim, upon written request and free of charge;
- A statement of your right to bring a civil action under ERISA section 502(a) following an adverse benefit determination on review;
- A statement of your right to external review, if applicable;
- If an internal rule, guideline, protocol or other similar criterion was relied upon in deciding your claim, you will receive either a copy of the rule or a statement that it is available upon written request at no charge;
- If the determination was based on the absence of medical necessity, or because the treatment was experimental or investigational, or other similar exclusion, you will receive an explanation of the scientific or clinical judgment for the determination, applying the terms of the **Plan** to your claim, or a statement that it is available upon written request at no charge.

Except for claims eligible for External Review, the decision of the **Board of Trustees** shall be final and binding upon all parties. However, if the **Participant, Retiree, Spouse or Beneficiary** is dissatisfied with the written decision of the **Trustees**, they shall have the right to appeal the matter to arbitration in accordance with the Employee Benefit Plan Claims Arbitration Rules of the American Arbitration Association, provided that he or she submit a request for arbitration to the **Trustees** within 60 days of receipt of the written decision of the **Board**. If an appeal to arbitration is made, the **Trustees** shall submit to the arbitrator a copy of the record upon which the **Trustees'** decision was made. The **Trustees** shall be responsible for the costs of such arbitration. However, the party requesting arbitration shall be responsible for their attorney's fees, if any. At the conclusion of the arbitration proceeding, the prevailing party may be entitled to recover their reasonable attorney's fees. The question(s) for the arbitrator shall be the following: (1) whether the **Trustees** were in error upon an issue of law; (2) whether the **Trustees** acted arbitrarily or capriciously in the exercise of their discretion; and (3) whether the **Trustees'** findings of fact were supported by substantial evidence. The decision of the arbitrator shall be final and binding upon all parties whose interests are affected thereby, unless a petition for judicial review is commenced within the statutory period for vacating an arbitration award.

In the event the **Plan** does not adhere to all requirements of this Internal Review Process, with the exception of violations deemed to be: de minimis, non-prejudicial, attributable to good cause or matters beyond the **Plan's** control, in the context of ongoing good-faith exchange of information and not reflective of a pattern or practice of non-compliance, the claimant has a right request a written response from the **Plan**, which must be provided within 10 days and include an explanation of the **Plan's** basis for asserting that the **Plan** has complied with these requirements or why an error should not cause the internal claims and appeals process to be deemed exhausted.

If the claimant skips the internal appeals process and files for external or judicial review, the external reviewer or court may reject the claimant's attempt at immediate review on the basis the **Plan's** violation was de minimis, in which case the claimant may resubmit the denied claim to the **Plan** and pursue an internal appeal. The **Plan** must notify the claimant of their right to resubmit the

claim for internal appeal within 10 days after the external reviewer or court rejects the claimant's attempt at immediate external or judicial review, and the time period for refiling the claim begins to run upon the claimant's receipt of such notice.

EXTERNAL REVIEW PROCESS

The following External Review Process for a self-insured group plan is intended to comply with the Affordable Care Act ("ACA") and the Department of Labor Technical Release 2010-01 as amended and is effective January 1, 2012.

Generally, a **Participant, Covered Person**, former **Participant** or an Authorized Representative of a **Participant, Covered Person** or former **Participant** may only request an External Review after they have exhausted the internal review and appeal processes described above.

Only claims that involve medical judgment (including, but not limited to, issues related to the medical necessity, appropriateness, the location of services, a level of care, the effectiveness of a covered benefit, or a determination that a treatment is experimental or investigational) and rescission of coverage are eligible for External Review. However, claims pertaining to a contractual or legal interpretation of the terms of the **Plan** without any use of medical judgment are not eligible for External Review.

The Independent Review Organization ("IRO") is not eligible for any financial incentive or payment based on the likelihood that the IRO would support the denial of benefits. The **Plan** may rotate assignment among IRO's with which it contracts.

Standard External Review:

Request for External Review - A **Participant, Covered Person** or a former **Participant Covered Person** may request an External Review within four calendar months from the date they received notice of an adverse determination or a final internal review adverse benefit determination. A notice sent via first class mail to the last known address reported to the Trust Office will be considered to have been received on the third business day following the date of said notice on the premise it was mailed on said date.

Preliminary Review - Within 5 business days following receipt of a request for External Review the **Plan** shall complete a preliminary review of said request to determine:

- a. If the claimant was a **Covered Person** under the **Plan** at the time a request for medical service(s) was requested or at the time medical service(s) were rendered;
- b. If the adverse benefit determination does not relate to failure of the person submitting the request to qualify as a **Covered Person** under the **Plan**;
- c. If the claimant had exhausted the **Plan's** Internal Appeals Process as is required by the **Plan** (except, in limited, exceptional circumstances when under the regulations you are not required to do so); and
- d. If the claimant has provided all information and documents required to process an External Review.

Within one business day of completing the Preliminary Review the **Plan** will notify the claimant in writing as to whether the claimant's request for External Review meets the above requirements. This notification will inform the claimant:

- a. Whether the claimant's request is complete and eligible for External Review; or
- b. Whether the claimant's request is complete but not eligible for External Review, in which case the notice will include the reasons for its ineligibility, and contact information for the Employee Benefits Security Administration (toll-free number 866-444-EBSA (3272)).
- c. If the claimant's request is not complete, the notice will describe the information or materials needed to complete the request, and allow the claimant to request External

Review within the four (4) month filing period, or within a 48 hour period following receipt of notification, whichever is later.

Review of Standard Claims by an Independent Review Organization (“IRO”).

If the request is complete and eligible for an External Review, the **Plan** will assign the request to an IRO. Once the claim is assigned to an IRO, the following procedures will apply:

- a. The assigned IRO will timely notify the claimant in writing of the request’s eligibility and acceptance for External Review, including directions about how the claimant may submit additional information regarding the claim (generally, the claimant will need to submit such information within 10 business days).
- b. Within five (5) business days after the External Review is assigned to the IRO, the **Plan** will provide the IRO with the documents and information the **Plan** considered in making its adverse determination.
- c. If the claimant submits additional information related to the claim to the IRO, the assigned IRO must, within one (1) business day, forward the information to the **Plan**. Upon receipt of any such information, the **Plan** may reconsider its adverse determination that is subject of the External Review. Reconsideration by the **Plan** will not delay the External Review. However, if upon reconsideration, the **Plan** reverses its adverse determination, the **Plan** will provide written notice of its decision to the claimant and the IRO within one (1) business day after making that decision. Upon receipt of such notice, the IRO will terminate its External Review.
- d. The IRO will review all the information and documents timely received. In reaching a decision, the IRO will review the claim de novo (as if it is new) and will not be bound by any decisions or conclusions reached during the **Plan’s** internal claims and appeals process. However, the IRO will be bound to observe the terms of the **Plan** to ensure that the IRO decision is not contrary to the terms of the **Plan**, unless the terms are inconsistent with applicable law. The IRO also must observe the **Plan’s** requirements for benefits.

In addition to the documents and information provided, the assigned IRO, to the extent the information or documents are available and appropriate⁸, may consider additional information, including information from the claimant’s medical records, recommendations or other information from the claimant’s treating health care providers, other information from the claimant or the **Plan**, reports from appropriate health care professionals, appropriate practice guidelines and applicable evidence-based standards, the **Plan’s** applicable clinical review criteria and/or the opinion of the IRO’s clinical reviewer.

- e. The assigned IRO will provide written notice of its final External Review decision to the claimant and the **Plan** within 45 days after the IRO receives the request for External Review.
- f. The assigned IRO’s decision notice will contain:
 - (1) A general description of the reason for the request for External Review, including information sufficient to identify the claim (including the date or dates of service, health care provider, claim amount (if applicable), and reason for previous denial).
 - (2) The date that the IRO received the request to conduct the External Review and the date of the IRO decision;
 - (3) References to the evidence or documentation considered in reaching its decision, including the specific coverage provisions and evidence-based standards;
 - (4) A discussion of the principal reason(s) for IRO’s decision, including rational for its decision and any evidence based standards that were relied on in making the decision;

