

CONSUMER DIRECTED

HealthSelectSM

Master Benefit Plan Document

Employees Retirement System of Texas Consumer Directed HealthSelect[®] Prescription Drug Program

Effective: January 1, 2024

Important Notice: Beginning January 1, 2024, OptumRx will no longer be the pharmacy benefit administrator for the Consumer Directed HealthSelectSM of Texas Prescription Drug Program. The information in this document reflects prescription benefits for the timeframe January 1, 2024, through August 31, 2024.



TABLE OF CONTENTS

SECTION 1 - WELCOME4

 Getting Help in Other Languages or Formats6

 Express Script Nondiscrimination Notice7

 Multi-language Interpreter Services8

SECTION 2 - INTRODUCTION10

SECTION 3 - HOW THE PROGRAM WORKS.....11

 Accessing Benefits11

 Managing Your Prescription Drug Benefits Online11

 Network Pharmacies12

 Benefit Levels12

 Retail Coverage - for Up to a 30-Day Supply at Network Pharmacies13

 Retail Coverage – Extended Days’ Supply (EDS) Retail Pharmacies14

 Mail Order Pharmacy14

 Coverage While Traveling Outside of the United States15

 Annual Deductible16

 Coinsurance16

 Total Network Out-of-Pocket Maximum16

 Dispense As Written (DAW) Penalty17

 Assigning Prescription Drugs to the Prescription Drug List (PDL)17

 How the Program Works - Examples18

SECTION 4 - UTILIZATION MANAGEMENT21

 Clinical Requirements for Coverage21

 Prior Authorization21

 Quantity Limits22

 Step Therapy23

SECTION 5 - SCHEDULE OF BENEFITS AND COVERAGE24

SECTION 6 - DETAILS FOR COVERED DRUGS OR SUPPLIES35

 Coverage for COVID-19 Antigen Test Kits, Vaccines,35
 and Antiviral Medications35

 Diabetes Supplies and Insulin36

 Covered Diabetes Services36

 Drugs38

 Hormone Therapy38

 Family Planning Medications38

 Preventive Care Medications39

 Medication-Assisted Treatment (MAT)39

 Specialty Prescription Drugs39

 Routine Vaccines40

SECTION 7 - EXCLUSIONS: WHAT THE PRESCRIPTION DRUG PROGRAM WILL NOT COVER41

 Administration or Injection of a Drug41

 Devices or Durable Medical Equipment (DME)41

Homeopathic Products and Herbal Remedies	43
Over-the-Counter (OTC) Drugs, Vitamins, or Other Items	43
Cosmetic Drugs	43
Drugs Prescribed for the Treatment of Obesity	43
Products Containing Fluoride and Dental Products	43
Reproduction/Infertility	44
Services Provided Under Another Plan	44
All Other Exclusions	44
SECTION 8 - CLAIMS PROCEDURES	46
Network Benefits	46
Non-Network Benefits	46
Claim Payment and Assignment	47
Claim Denials and Appeals	48
Types of claims	48
First Internal Appeal	48
Second Internal Appeal to Express Scripts (of an Urgent Care Request for Benefits or a Pre-Service Request for Benefits).....	49
Second Internal Appeal to Express Scripts (of a Post-Service Claim).....	49
TABLE 4 – Urgent Care Request for Benefits ¹	50
TABLE 5 – Pre-Service Request for Benefits.....	51
TABLE 6 – Post-Service Claims	52
External Review Program.....	53
When and How to request an External Review	53
Standard External Review.....	54
TABLE 7 – External Review.....	56
Authorized Representative	56
Communication with Authorized Representative	57
SECTION 9 - COORDINATION OF BENEFITS (COB)	58
Determining Which Plan is Primary	58
When This Program is Secondary.....	60
Overpayment and Underpayment of Benefits	61
Refund of Overpayments	61
SECTION 10 - SUBROGATION AND REIMBURSEMENT	62
SECTION 11 - WHEN COVERAGE ENDS	63
COBRA	63
SECTION 12 - OTHER IMPORTANT INFORMATION	64
Your Relationship with Express Scripts and the Employees Retirement System of Texas	64
Interpretation of the Program	64
Records	64
How to Access the Master Benefit Plan Document	64
SECTION 13 - GLOSSARY	65
SECTION 14 - IMPORTANT ADMINISTRATIVE INFORMATION	78
ADDENDUM – LIST OF COVERED PREVENTIVE CARE MEDICATIONS AND DEVICES	81

SECTION 1 - WELCOME

Quick Reference Box

- Participant services, claim inquiries, Prior Authorization, appeals: **(800) 935-7189** toll-free
- Claims submittal address:
Express Scripts
P.O. Box 66577
St. Louis, MO 63166-6577
- Online assistance: **www.HealthSelectRx.com**
- For more information about COVID-19 Covered Health Services, see Section 6, *Details for Covered Drugs and Supplies* under the heading **COVID-19 Antigen Test Kits, Vaccines, and Antiviral Medications**.

The Consumer Directed HealthSelectSM Prescription Drug Program (Program) is a self-funded benefit plan offered through the Texas Employees Group Benefits Program (GBP) by the Employees Retirement System of Texas (ERS).

Consumer Directed HealthSelect contains both a High Deductible Health Plan (HDHP) that has a combined medical and pharmacy Annual Deductible and a Health Savings Account (HSA). The purpose of this Master Benefit Plan Document (MBPD) is to outline the Covered Drugs, Supplies and Benefits provided to you under the Consumer Directed HealthSelect Program. The Prescription Drug Program is separately administered by Express Scripts. This MBPD describes the Prescription Drug Benefits available to you and your eligible covered Dependents. It includes information regarding:

- who is eligible;
- medications and products that are covered under this Program, called Covered Drugs or Supplies;
- medications and products that are not covered, called exclusions. Exclusions are described in Section 7, *Exclusions: What the Prescription Drug Program Will Not Cover*;
- how Benefits are paid; and
- your rights and responsibilities under the Program.

This MBPD is designed to meet your information needs. It supersedes any previous printed or electronic MBPD for this Program.

IMPORTANT

A medication or product is only a Covered Drug or Supply if it meets Clinical Criteria. (See definitions of Clinical Criteria and Covered Drugs or Supply in Section 13, *Glossary*.) The fact that a Prescriber has prescribed a medication or product, or the fact that it may be the only available treatment for a Sickness, Injury, condition, disease or its symptoms does not make the product a Covered Drug or Supply under the Program.

ERS intends to continue this Program, but reserves the right, in its sole discretion, to modify, change, revise, amend or terminate the Program at any time, for any reason, and without prior notice, or as directed by the state of Texas. This MBPD is not to be construed as a contract for any purposes or employment benefits.

The GBP, as administered by ERS, is ultimately responsible for paying Benefits described in this MBPD.

Please read this MBPD thoroughly to learn how the Consumer Directed HealthSelect Prescription Drug Program works. If you have questions, contact your Benefits Coordinator or HHS Employee Service Center, or call Express Scripts at **(800) 935-7189** toll-free.

IMPORTANT

All definitions, terms, and provisions recited in the Master Benefit Plan Document -Employees Retirement System of Texas Consumer Directed HealthSelect of Texas are applicable to the Consumer Directed HealthSelect of Texas Prescription Drug Program, except those contained in Sections 3 through 7, and 11, which pertain to only to the respective medical plan. Each applicable definition, term and provision is hereby adopted and shall be construed to apply in like manner and with equal force to this Program; provided, that if any such provisions conflict with provisions herein contained, the provisions of this Program shall govern in any interpretations of rights or obligations accruing under the Plan

How to Use This MBPD

- Read the entire MBPD, and share it with your family. Then keep it in a safe place for future reference.
- Many of the sections of this MBPD are related to other sections. You may not have all the information you need by reading just one section.
- You can find copies of your MBPD and any future Amendments at **www.HealthSelectRx.com** or request printed copies by calling Express Scripts at **(800) 935-7189** toll-free.
- Capitalized words in the MBPD have special meanings and are defined in Section 13, *Glossary*.
- If eligible for coverage, the words “you” and “your” refer to Participants as defined in Section 13, *Glossary*.
- The Employees Retirement System of Texas (ERS) is also referred to as the Plan Administrator.
- If there is a conflict between this MBPD, MBPD Amendments and any benefit summaries provided to you, this MBPD and its Amendments will control.

**Claims Administrator Civil Rights
Coordinator**

**Civil Rights Coordinator
Express Scripts
P.O Box 4083
Dublin, Ohio 43016**

If you need help filing a grievance, the Civil Rights Coordinator identified above is available to help you.

You can also file a complaint directly with the U.S. Dept. of Health and Human services online, by phone or mail:

Online <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>

Complaint forms are available at <https://www.hhs.gov/ocr/complaints/index.html>

Phone: Toll-free 1-800-368-1019, 800-537-7697 (TDD)

Mail: U.S. Dept. of Health and Human Services. 200 Independence Avenue, SW Room 509F, HHH Building Washington, D.C. 20201

Getting Help in Other Languages or Formats

English Text:

You have the right to get help and information in your language at no cost. To request an interpreter, call Express Scripts at **(800) 935-7189** toll-free, press 0. TTY 711

This notice is also available in other formats such as large print. To request the document in another format, please call Express Scripts at **(800) 935-7189** toll-free, TTY 711, 24 hours, 7 days per week.

Express Script Nondiscrimination Notice

Express Scripts, Inc. is a wholly-owned subsidiary of Evernorth. Express Scripts/Evernorth complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Express Scripts does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Express Scripts:

Provides free aids and services to people with disabilities to communicate effectively with us, such as:

1. Qualified sign language interpreters
2. Written information in other formats (large print, audio, accessible electronic formats, other formats)

Provides free language services to people whose primary language is not English, such as:

1. Qualified interpreters
2. Information written in other languages

If you need these services, contact customer service at the toll-free number shown on your ID card, and ask a Customer Service Associate for assistance.

If you believe that Express Scripts has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance by sending an email to AffordableCareActGrievance@Evernorth.com or by writing to the following address:

Express Scripts / Evernorth
Nondiscrimination Complaint Coordinator
PO Box 188016
Chattanooga, TN 37422

If you need assistance filing a written grievance, please send an email to AffordableCareActGrievance@Evernorth.com or call (800) 935-7189 which is also the number on the back of your Prescription ID card.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights [Complaint Portal](#), or by mail or phone at:

U.S. Department of Health and Human Services
200 Independence Avenue, SW
Room 509F, HHH Building
Washington, DC 20201
1.800.368.1019, **800.537.7697 (TDD)**

Complaint forms are also found online at the following web address:
<https://www.hhs.gov/forms/index.html>

Multi-language Interpreter Services

English: We have free interpreter services to answer any questions you may have about our health or drug plan. To get an interpreter, just call us at the number on the back of your Member ID card. Someone who speaks English can help you. This is a free service.

Spanish: Tenemos servicios de intérprete sin costo alguno para responder cualquier pregunta que pueda tener sobre nuestro plan de salud o medicamentos. Para hablar con un intérprete, por favor llame al número que figura en el reverso de su tarjeta de identificación de miembro. Alguien que hable español le podrá ayudar. Este es un servicio gratuito.

Chinese Mandarin: 我们提供免费的翻译服务，帮助您解答关于健康或药物保险的任何疑问。如果您需要此翻译服务，请致电您的会员 ID 卡背面的电话号码。我们的中文工作人员很乐意帮助您。这是一项免费服务。

Chinese Cantonese: 您對我們的健康或藥物保險可能存有疑問，為此我們提供免費的翻譯服務。如需翻譯服務，請致電您的會員 ID 卡背面的電話號碼。我們講中文的人員將樂意為您提供幫助。這是一項免費服務。

Tagalog: Mayroon kaming libreng serbisyo sa pagsasalang-wika upang masagot ang anumang mga katanungan ninyo hinggil sa aming planong pangkalusugan o panggamot. Upang makakuha ng tagasalang-wika, tawagan lamang kami sa numero na nasa likod ng inyong ID card ng Miyembro. Maaari kayong tulungan ng isang nakakapagsalita ng Tagalog. Ito ay libreng serbisyo.

French: Nous proposons des services gratuits d'interprétation pour répondre à toutes vos questions relatives à notre régime de santé ou d'assurance-médicaments. Pour accéder au service d'interprétation, il vous suffit de nous appeler au numéro figurant au dos de votre carte d'identité de membre. Un interlocuteur parlant Français pourra vous aider. Ce service est gratuit.

Vietnamese: Chúng tôi có dịch vụ thông dịch miễn phí để trả lời các câu hỏi về chương sức khỏe và chương trình thuốc men. Nếu quý vị cần thông dịch viên xin gọi số trên mặt sau thẻ ID Hội viên sẽ có nhân viên nói tiếng Việt giúp đỡ quý vị. Đây là dịch vụ miễn phí.

German: Unser kostenloser Dolmetscherservice beantwortet Ihren Fragen zu unserem Gesundheits- und Arzneimittelplan. Unsere Dolmetscher erreichen Sie unter carder Nummer auf der Rückseite Ihrer Mitgliedskarte. Man wird Ihnen dort auf Deutsch weiterhelfen. Dieser Service ist kostenlos.

Korean: 당사는 의료 보험 또는 약품 보험에 관한 질문에 답해 드리고자 무료 통역 서비스를 제공하고 있습니다. 통역 서비스를 이용하려면 가입자 ID 카드 뒷면에 있는 전화번호로 문의해 주십시오. 한국어를 하는 담당자가 도와 드릴 것입니다. 이 서비스는 무료로 운영됩니다.

Russian: Если у вас возникнут вопросы относительно страхового или медикаментного плана, вы можете воспользоваться нашими бесплатными услугами переводчиков. Чтобы воспользоваться услугами переводчика, позвоните нам по телефону, указанному на оборотной стороне вашей идентификационной карты участника. Вам окажет помощь сотрудник, который говорит по-русски. Данная услуга бесплатная.

للحصول على مترجم فوري، ليس Arabic: إننا نقدم خدمات المترجم الفوري المجانية للإجابة عن أي أسئلة تتعلق بالصحة أو جدول الأدوية لدينا يتحدث العربية بمساعدتك. هذه خدمة مجانية سيقوم شخص ما. عليك سوى الاتصال بنا على الرقم الموجود خلف بطاقة هوية العضو الخاصة بك

Hindi: हमारे या दवा की योजना के बारे में आपके किसी भी प्रश्न के जवाब देने के लिए हमारे पास मुझे दुभाषिया सेवाएँ उपलब्ध हैं। एक दुभाषिया प्राप्त करने के लिए, बस हम अपने सदस्य आईडी कार्ड के पीछे दिए नंबर पर कॉल करें। कोई जो हिंदी बोलता है आपकी मदद कर सकता है। यह एक मुफ्त सेवा है।

Italian: È disponibile un servizio di interpretariato gratuito per rispondere a eventuali domande sul nostro piano sanitario e farmaceutico. Per un interprete, contattare il numero sul retro della sua scheda identificativa di membro del piano. Un nostro incaricato che parla Italiano vi fornirà l'assistenza necessaria. È un servizio gratuito.

Portuguese: Dispomos de serviços de interpretação gratuitos para responder a qualquer questão que tenha acerca do nosso plano de saúde ou de medicação. Para obter um intérprete, contacte-nos através do número indicado no verso seu cartão de identificação de membro. Irá encontrar alguém que fale o idioma Português para o ajudar. Este serviço é gratuito.

French Creole: Nou genyen sèvis entèprèt gratis pou reponn tout kesyon ou ta genyen konsènan plan medikal oswa dwòg nou an. Pou jwenn yon entèprèt, jis rele nou nan nimewo ki nan do kat Idantifikasyon Manm ou an. Yon moun ki pale Kreyòl kapab ede w. Sa a se yon sèvis ki gratis.

Polish: Umożliwiamy bezpłatne skorzystanie z usług tłumacza ustnego, który pomoże w uzyskaniu odpowiedzi na temat planu zdrowotnego lub dawkowania leków. Aby skorzystać z pomocy tłumacza znającego język polski, należy zadzwonić pod numer podany na odwrocie karty identyfikacyjnej członka. Ta usługa jest bezpłatna.

Japanese: 当社の健康 健康保険と薬品 処方薬プランに関するご質問にお答えするために、無料の通訳サービスがあります。通訳をご用命になるには、会員証の裏面に記載されている番号にお電話ください。日本語を話す人が支援いたします。これは無料のサービスです。

SECTION 2 - INTRODUCTION

IMPORTANT

Your enrollment in the Consumer Directed HealthSelectSM of Texas Prescription Drug Program is determined based upon your enrollment in the Consumer Directed HealthSelectSM of Texas Plan, HealthSelectSM of Texas Secondary Plan, and HealthSelectSM of Texas Out-of-State Plan (administered by Blue Cross and Blue Shield of Texas). If you are enrolled in the Consumer Directed HealthSelectSM of Texas Plan, you are automatically enrolled in the Consumer Directed HealthSelect of Texas Prescription Drug Program through Express Scripts.

For more information regarding:

- Who's eligible for coverage under the Plan;
- The factors that impact your cost for coverage;
- Instructions and timeframes for selecting coverage for yourself and your eligible Dependents;
- When coverage begins; and
- When you can make coverage changes under the Plan,

See Section 2, *Introduction* in the Consumer Directed HealthSelect High Deductible Health Plan Master Benefit Plan Documents. To review the Plan documents referenced above, go to www.healthselectoftexas.com.

SECTION 3 - HOW THE PROGRAM WORKS

What this section includes:

- Accessing Benefits;
- Managing Your Prescription Drug Benefits Online;
- Network Pharmacies;
- Benefit Levels;
- Retail and Mail Order Coverage;
- Coverage While Traveling Outside the United States;
- Annual Deductible;
- Coinsurance;
- Total Network Out-of-Pocket Maximum;
- Dispense As Written (DAW) Penalty; and
- Assigning Prescription Drugs to the Prescription Drug List (PDL)

Accessing Benefits

You can choose to receive Network Benefits or Non-Network Benefits. Generally, when you receive Covered Drugs or Supplies from a Network Pharmacy, you pay less than you would if you receive the same prescriptions from a Non-Network Pharmacy. Therefore, your out-of-pocket expenses may be less if you use a Network Pharmacy.

If you receive prescriptions from a Non-Network Pharmacy, the Program pays Benefits at a lower level. You may want to ask the Non-Network Pharmacy about drug costs before you receive your prescription.

Network Benefits apply to Covered Drugs or Supplies that are dispensed by a Network Pharmacy.

Non-Network Benefits apply to Covered Drugs or Supplies that are provided by a Non-Network Pharmacy.

Looking for a Participating Pharmacy?

In addition to other helpful information, www.HealthSelectRx.com, HealthSelect's dedicated website, contains a directory of Network Pharmacies. While Network status may change from time to time, www.HealthSelectRx.com has the most current source of Network information. Use www.HealthSelectRx.com to search for participating Pharmacies.

Managing Your Prescription Drug Benefits Online

Manage your Prescription Drug Benefits quickly and easily by registering for a free account with Express Scripts at www.HealthSelectRx.com. After registering, you can:

- refill prescriptions using Express Scripts Mail Order Pharmacy;
- check mail order status at any time;
- sign up for text message reminders;
- initiate a Prior Authorization;

- browse the Prescription Drug List and your prescription history;
- view real-time benefits of your Program, including out-of-pocket costs; and
- look up covered medications and estimated pricing.

Network Pharmacies

Express Scripts arranges for Pharmacies to participate in the Network. At your request, Express Scripts will send you a directory of Network Pharmacies free of charge. Keep in mind, a Pharmacy's network status may change so the most up-to-date source of Network Pharmacies is the Program's dedicated website. To verify a Pharmacy's status or request a directory, you can call Express Scripts at **(800) 935-7189** toll-free or go to **www.HealthSelectRx.com**.

Identification Card (ID Card) - Network Pharmacy

You must either show your pharmacy ID card to a Network Pharmacy at the time you obtain your Prescription or you must provide the Network Pharmacy identifying information to verify your enrollment in the Program.

If you don't show your ID card or provide verifiable information at a Network Pharmacy, you will be required to pay the Usual and Customary Charge for the Prescription Drug at the Pharmacy.

You may seek reimbursement as described in Section 8, *Claims Procedures*, under the heading, *How to File a Claim*. When you submit a claim in this manner, you may pay more if you failed to verify your eligibility at the time the Prescription Drug was dispensed.

Benefit Levels

Program Benefits are available for those Prescription Drugs that are considered Covered Drugs or Supplies.

All Prescription Drugs covered by the Program are categorized into Tiers as shown on the Prescription Drug List (PDL). A Prescription Drug's Tier status can change periodically, based on the National Pharmacy & Therapeutics Committee's periodic decisions in connection with Tiering. Tier 1 includes all Generic Drugs, while Tier 2 and Tier 3 are Brand-name Drugs. Negative changes (e.g., when a drug moves to an excluded status, or Prior Authorization, Step Therapy, or a Quantity Limit is added to a Covered Drug or Supply) may occur twice a year (January 1 and July 1), and may result in additional costs to the Participant. Participants who have recently taken a drug that is impacted by a negative change will be notified by letter no fewer than 30 days prior to the change. Positive changes (e.g., a drug moves to covered status) may occur more often. As a result of such a change, you may pay less for that Prescription Drug. For the most up-to-date drug coverage and Tier information, you should visit **www.HealthSelectRx.com** or call Express Scripts at toll-free **(800) 935-7189**.

Both Brand-name and Generic Drugs are assigned Coinsurance, which is the amount you pay after you have met your Deductible whether you visit the Pharmacy or order your medications through Mail Order Pharmacy.

Your Coinsurance amount will also depend on whether you use a Network or Non-Network Pharmacy. See Section 5, *Schedule of Benefits and Coverage*, for further details. Here's how the Tier system works:

- Tier 1 drugs are typically Generic Drugs and therefore may have the lowest out-of-pocket expense. You should consider Generic Drugs if you and your Prescriber decide they are appropriate for your treatment.
- Tier 2 and Tier 3 represent Brand-name Drugs. Consider a Brand-name Drug if a Generic Drug is not available to treat your condition.

Coinsurance for a Prescription Drug at a Network Pharmacy is a percentage of the Prescription Drug Charge. Coinsurance for a Prescription Drug at a Non-Network Pharmacy is a percentage of the Predominant Reimbursement Rate.

For Prescription Drugs filled at a retail Network Pharmacy, you are responsible for paying the lower of:

- The applicable Coinsurance;
- The Network Pharmacy's Usual and Customary Charge for the Prescription Drug; or
- The Prescription Drug Charge that Express Scripts agreed to pay the Network Pharmacy.

For Prescription Drugs from a Network Mail Order Pharmacy, you are responsible for paying the lower of:

- The applicable Coinsurance; or
- The Prescription Drug Charge for that particular Prescription Drug.

Retail Coverage - for Up to a 30-Day Supply at Network Pharmacies

Express Scripts has a large Network of participating retail pharmacies, which includes many large drug store chains and several local, independent pharmacies. You can obtain information about Network Pharmacies by contacting Express Scripts toll-free at **(800) 935-7189** or by visiting **www.HealthSelectRx.com** and selecting *Find a Network Pharmacy*.

To obtain your Prescription Drug from a retail Pharmacy, simply present your pharmacy ID card and pay the Coinsurance. The Program pays benefits for certain covered Prescription Drugs described below:

- As written by a Prescriber.
- Fill up to a consecutive 30-day supply, unless adjusted based on the drug manufacturer's packaging size or based on Quantity Limits.
- When a Prescription Drug is packaged or designed to deliver in a manner that provides more than a consecutive 30-day supply, the applicable Coinsurance will reflect the number of days dispensed.
- Certain Preventive Care medications (including certain contraceptives) may be covered without Participant cost share depending on Generic availability. In some cases, you will be responsible for payment (for example, if you choose a Brand-name Drug when an equivalent Generic Drug is available you will be responsible for the difference in cost plus the applicable coinsurance.)

Retail Coverage – Extended Days’ Supply (EDS) Retail Pharmacies

Covered Maintenance Drugs are available for up to a 90-day supply when you fill your Prescription at a Network EDS Retail Pharmacy. In order to obtain a 90-day supply of your medication, your Prescriber must write your Prescription for the appropriate amount. Refer to Table 2 under Network Extended Days’ Supply (EDS) Retail Pharmacy in Section 5, Schedule of Benefits and Coverage, for supply limits and applicable Coinsurance.

The Program pays benefits for certain covered Prescription Drugs provided at Network EDS Retail Pharmacies, as described below:

- As written by a Prescriber.
- Fill up to a consecutive 90-day supply, unless adjusted based on the drug manufacturer’s packaging size or based on Quantity Limits.
- Certain Preventive Care medications (including certain contraceptives) may be covered without Participant cost share depending on Generic availability. In some cases, you will be responsible for payment (for example, if you choose a Brand-name Drug when an equivalent Generic Drug is available you will be responsible for the difference in cost plus the applicable coinsurance.)

Visit **www.HealthSelectRx.com** or contact Express Scripts toll-free at **(800) 935-7189** to find a Network EDS Retail Pharmacy.

Note: Pharmacy Benefits apply only if your prescription is for a Covered Drug or Supply, and not considered Experimental or Investigational, or for an Unproven Services. You are responsible for paying 100% of the cost if Pharmacy Benefits do not apply.

Mail Order Pharmacy

The Mail Order Pharmacy allows you to purchase up to a 90-day supply of a covered Maintenance Medication through the mail. Maintenance Medications help in the treatment of chronic illnesses, such as heart conditions, allergies, high blood pressure, and arthritis.

The Program pays mail order Benefits for certain covered Prescription Drugs:

- As written by a Prescriber.
- Fill up to a consecutive 90-day supply, unless adjusted based on the drug manufacturer’s packaging size or based on Quantity Limits.

Certain Preventive Care medications (including certain contraceptives) may be covered without Participant cost share depending on Generic availability. In some cases, you will be responsible for payment (for example, if you choose a Brand-name Drug when an equivalent Generic Drug is available you will be responsible for the difference in cost plus the applicable coinsurance.)

If you need your medication right away, you may need to fill an initial Prescription Drug order through a Network Retail Pharmacy to allow adequate time for delivery of your Mail Order Prescription. Your Prescriber should write one prescription for a 30-day supply to be filled at a local Network Retail Pharmacy, and a second prescription for a 90-day supply with three refills to be submitted to a Network Mail Order Pharmacy. This will allow you to obtain a local supply immediately while the Network Mail Order Pharmacy is shipping your 90-day supply.

To use the Mail Order Pharmacy, you will need to complete a patient profile. This can be completed using one of the options below:

- Complete the mail service order form online at **www.HealthSelectRx.com**; and
 - ask your Prescriber to fax, call or e-scribe the prescription; or
 - you may mail a paper copy of your Prescription Order to:
Express Scripts Pharmacy
P.O. Box 66577
St. Louis, MO 63166-6577
- Call Express Scripts for assistance completing the mail service order form at **(800) 935-7189** toll-free; then
 - ask your Prescriber to fax, call or e-scribe the prescription; or
 - you may mail a paper copy of your Prescription Order to the Express Scripts Home Delivery Pharmacy address listed above.
- Print the mail service order form from **www.HealthSelectRx.com** and fill out the form by hand; then
 - ask your Prescriber to fax, call or e-scribe the prescription; or
 - you may mail a paper copy of your Prescription Order to the Express Scripts Home Delivery Pharmacy address listed above.

Your medication, plus instructions for obtaining refills, will arrive about 14 days after your order is received. If you need a mail service order form, or if you have any questions, contact Express Scripts toll-free at **(800) 935-7189**.

Note: To maximize your Benefits, ask your Prescriber to write your Prescription for a 90-day supply (**not a 30-day supply**) with refills if appropriate.

Coverage While Traveling Outside of the United States

The Program pays limited Benefits for Participants who fill Prescriptions outside of the United States. In order for a claim to be considered a Covered Drug or Supply, a valid Prescription Order or Refill must be written by a Prescriber within the United States. No Benefits are paid for Prescription Orders or Refills written by a Prescriber outside of the United States.

Eligible Expenses for medications dispensed outside of the United States are reimbursed at the Non-Network Benefit level and will be subject to the Non-Network Annual Deductible. Any medication received must be a Covered Drug and Supply for benefits to apply. Prescription Drugs obtained outside the United States must have a Food and Drug Administration (FDA) approved equivalent drug in the United States for the claim to be reimbursed. You must pay the Pharmacy at the time the Covered Drug or Supply are received and obtain appropriate documentation of Prescription Drugs received and the cost of these drugs, including itemized bills and receipts.

This information should be included when you submit your claim to Express Scripts as described in Section 8, Claims Procedures. If you have any questions about benefits or coverage outside the United States, including while traveling abroad or before you travel, please call Express Scripts toll-free at **(800) 935-7189**. To obtain a claim reimbursement form, visit **www.HealthSelectRx.com**.

Don't Forget Your ID Card

Remember to show your pharmacy ID card every time you fill a prescription for Covered Drugs or Supplies from a Pharmacy. If you do not show your ID card, a Pharmacy has no way of knowing that you are enrolled in the Program.

Annual Deductible

The Annual Deductible is the amount you must pay each Calendar Year in both Covered Health Expenses and Covered Drugs or Supplies before the Consumer Directed HealthSelect Plan/Program begins to pay. Both medical and pharmacy Eligible Expenses count toward your Annual Deductible, as shown below.

Coverage Type	Network Annual Deductible	Non-Network Annual Deductible
Individual Coverage	\$2,100	\$4,200
Family Coverage	\$4,200	\$8,400

Coinsurance

Coinsurance is a fixed percentage that you are responsible for paying for Covered Drugs or Supplies received from a Pharmacy. The amount you pay for Coinsurance depends on whether you receive Covered Drugs or Supplies from a Network Pharmacy or a Non-Network Pharmacy. Your Coinsurance amount is determined after you meet your applicable Annual Deductible.

After you pay your Network Annual Deductible, if you receive Covered Drugs or Supplies from a Network Pharmacy, you will be responsible for 20% Coinsurance. If you receive Covered Drugs or Supplies from a Non-Network Pharmacy, you will be responsible for 40% Coinsurance after paying your Non-Network Annual Deductible.

Coinsurance payments apply to your Total Network Out-of-Pocket Maximum as defined in this section.

Total Network Out-of-Pocket Maximum

The Total Network Out-of-Pocket Maximum is your overall combined limit for the amount you will pay each Calendar Year for Network Covered Health Services and Covered Drugs or Supplies. The Total Network Out-of-Pocket Maximum includes Coinsurance and your Annual Deductible, as described below. Once you reach the applicable Total Network Out-of-Pocket Maximum, you will not be required to pay additional out-of-pocket expenses for Network Benefits for the remainder of the Calendar Year. The Plan will pay 100% for those Eligible Expenses for Covered Health Services and Covered Drugs or Supplies for that level of Benefits through the remainder of the Calendar Year, except as noted below.

Note: Non-Network Benefits do not have a Total Out-of-Pocket maximum. See Table 1 below and Table 2 in Section 5, *Schedule of Benefits and Coverage*, for details on those items that apply to the Total Network Out-of-Pocket Maximum.

Table 1 below identifies Program Features and how they apply toward your Total Network Out-of-Pocket Maximum.

TABLE 1

Program Features	Applies to the Calendar Year Total Network Out-of-Pocket Maximum?
Payments toward the Annual Deductible for Covered Drugs or Supplies received from a Network Pharmacy	Yes
Payments toward the Annual Deductible for Covered Drugs or Supplies received from a Non-Network Pharmacy	No
Coinsurance payments for Covered Drugs or Supplies received from a Network Pharmacy	Yes
Coinsurance payments for Covered Drugs or Supplies received from a Non-Network Pharmacy	No
The payment you make for a Brand-name Drug when a Generic, Chemically Equivalent drug, is available (also referred to as the Dispense As Written Penalty)	No
Medications, services or supplies that are for non-Covered Health Services, non-Covered Drugs or Supplies or conditions excluded under the Plan or Program	No
For Covered Drugs or Supplies that require Prior Authorization, the amount you pay if you do not obtain Prior Authorization	No
For Covered Drugs or Supplies that are subject to Step Therapy requirements, the amount you pay for a more costly drug if Step Therapy requirements have not been met	No
For Covered Drugs or Supplies that are subject to Quantity Limits, the amount you pay for any quantity of that drug above the quantity covered by the Program	No

Dispense As Written (DAW) Penalty

The Dispense As Written (DAW) Penalty is the amount you pay for a Brand-name Drug when a Generic Drug is available. If you or your Prescriber choose not to substitute a Generic drug for the higher cost Brand-name drug, you will pay the Generic Drug Coinsurance plus the difference in cost to the Program between the cost of the Generic Drug and the Brand-name Drug. If at any time the DAW Penalty is waived due to clinical necessity as determined via the appeal process, the Brand-name Covered Drug or Supply would then be covered at the lesser of the applicable Coinsurance or the cost of the drug to the Program.

Assigning Prescription Drugs to the Prescription Drug List (PDL)

On behalf of Express Scripts, the Express Scripts National Pharmacy and Therapeutics Committee manages the list of Covered Drugs and coordinates with ERS for Program approval. The Committee makes the final classification of an FDA-approved Prescription Drug or other pharmaceutical product, service or supply by considering a number of factors including, but not limited to, evaluation of therapy appropriateness, relative safety and relative efficacy of the Prescription Drug, as well as whether certain Quantity Limits or Prior Authorization requirements should apply.

All Prescription Drugs covered by the Program are categorized into three Tiers as shown on the Prescription Drug List (PDL). A Prescription Drug's Tier status can change periodically based on the Committee's frequent and ongoing evaluation of the PDL. Negative changes (e.g., a drug moves from Tier 2 to Tier 3 because the brand-name drug is no longer preferred) may occur twice a year (with effective dates of January 1 and July 1), and may result in additional costs to the Participant. Participants who have recently taken a drug that is moving to a higher tier or being excluded under the Program will be notified by letter no fewer than 30 days prior to the change. Positive changes (e.g., a drug moves from Tier 3 to Tier 1 because the Generic version becomes available) may occur more often. As a result of a positive change, you may pay less for that Prescription Drug. For the most up-to-date drug coverage and Tier information, you should visit www.HealthSelectRx.com or call Express Scripts at toll free (800) 935-7189.

How the Program Works - Examples

The following example illustrates how the Annual Deductible, Coinsurance, and the Total Network Out-of-Pocket Maximum work. These are examples only and the medications and costs are subject to change without notice.

Let's say Gary has individual coverage under the Program. He has met his Network Annual Deductible (\$2,100) and needs to fill a Prescription from a Pharmacy. He has not yet met his Non-Network Annual Deductible (\$4,200). The flow chart below shows what happens when he visits a Network Pharmacy instead of a Non-Network Pharmacy.

Network Benefits	Non-Network Benefits
1. Gary goes to his Network Pharmacy and presents his pharmacy ID card.	1. Gary goes to a Non-Network Pharmacy, presents his pharmacy ID card.
2. He gives the Pharmacy a Prescription Order for a 30-days' supply of a Maintenance Medication under the Program, covered at the Tier 1 level.	2. He gives the Non-Network Pharmacy a Prescription Order for a 30-days' supply of a Maintenance Medication under the Program, covered at the Tier 1 level.
3. The Prescription Drug Charge (medication's cost at the Network Pharmacy) is \$245 and Gary pays 20% Coinsurance, which is \$49. Covered Drugs or Supplies received at a Network Pharmacy are covered at 80% after the individual Network Annual Deductible (\$2,100) has been met.	3. The Pharmacy's charge for the drug is \$300. Since the Pharmacy does not participate in the Network, Gary pays the full cost (\$300) of the Covered Drug or Supply at the time the prescription is filled. Because he is filling the prescription at a Non-Network pharmacy, Gary must submit a claim to receive any reimbursement.
4. Gary's financial responsibility is \$49 and the Program pays \$196 (\$245 drug cost minus the \$49 Coinsurance).	Note: In some instances, Non-Network Pharmacies will charge more than the Predominant Reimbursement Rate, which is what the Program uses to calculate reimbursement amounts. In these instances, Participants may be responsible for a portion or all the medication's cost.

<p>5. Express Scripts applies the \$49 toward Gary's Total Network Out-of-Pocket Maximum (\$7,050).</p>	<p>4. Since the Non-Network Deductible was not met, the full \$300 would be applied to the deductible and no reimbursement would be made.</p> <p>Note: If the Non-Network Deductible was met then the predominant Reimbursement Rate for this example is \$245. Gary pays 40% coinsurance based off of the Predominant Reimbursement Rate (\$245 X 40% Coinsurance = \$98.00) and the Program pays the remaining 60% (\$245 x 60% = \$147.00). Gary also pays the difference between the Non-Network Pharmacy's charge (\$300) and the Predominant Reimbursement Rate (\$245), which is \$55.</p> <p>Gary's total financial responsibility was \$153.00 for his medication (\$98 Coinsurance + \$55 paid to the Non-Network Pharmacy above the Predominant Reimbursement Rate).</p>
	<p>5. Since this claim is for a Covered Drug or Supply at a Non-Network Pharmacy, no benefits apply to the Total Network Out-of-Pocket Maximum.</p>

Let's say Gary has individual coverage under the Program. He has met his Network Annual Deductible (\$2,100) and needs to fill a Prescription from a Pharmacy. He has not yet met his Non-Network Annual Deductible (\$4,200). The flow chart below shows what happens when he visits a Network Pharmacy versus a Non-Network Pharmacy. The following example illustrates how the Dispense as Written penalty works.

Network Benefits
1. Gary fills a prescription for Vyvanse at a Network Pharmacy.
2. Vyvanse is a Tier 3 Prescription Drug and for this example, the average Prescription Drug Charge is \$350.00.
3. The Generic alternative for Vyvanse is available as a Tier 1 Prescription Drug and has a Prescription Drug Charge to the program of \$90.00.
4. Gary chooses to fill his Prescription for Vyvanse instead of the Generic alternative.
5. For his Vyvanse, he pays a total of \$278, which is the sum of the 20% Coinsurance of \$18 plus \$260, which is the difference in cost between the Tier 1 and Tier 3 Prescription Drug Charge (DAW Penalty = \$350 minus \$90).

If Gary chooses to get his prescription filled at a Non-Network Pharmacy, Gary will be expected to pay for the prescription out of pocket and submit a claim to the plan for reimbursement. The HealthSelect plan will reimburse Gary the Prescription Drug Charge for the Tier 1 Medication minus the 40% Coinsurance.

Non-Network Benefits	
1.	Gary fills a prescription for Vyvanse at a Non-Network Pharmacy.
2.	Vyvanse is a Tier 3 Prescription Drug and for this example, the Predominant Reimbursement Rate is \$350.00. Note: Because the location is Non-Network, they might charge more.
3.	The Generic alternative for Vyvanse is available as a Tier 1 Prescription Drug under the Program, and has a Predominant Reimbursement Rate to the Program of \$90.00.
4.	Gary chooses to fill his Prescription for Vyvanse instead of the Generic alternative. He will have a DAW penalty.
5.	For his Vyvanse, Gary pays a total of \$296, which is the sum of the 40% Coinsurance of \$36 (40% of \$90) plus \$260 (the difference in cost between the Tier 1 and Tier 3 Prescription Drug).
6.	Plan responsibility is calculated on the predominant reimbursement rate of the generic drug, less the 40% Coinsurance. In this case that is \$54 (60% of \$90).

SECTION 4 - UTILIZATION MANAGEMENT

What this section includes:

- Prior Authorization Requirements;
- What Covered Drugs or Supplies require Prior Authorization;
- Quantity Limits;
- What Covered Drugs or Supplies are Subject to Quantity Limits;
- Step Therapy; and
- What Covered Drugs or Supplies are subject to Step Therapy requirements.

Note: Some preventive medications are subject to additional Prior Authorization based on criteria that the Program and Express Scripts have developed, subject to periodic review and modification. See Addendum- List of Covered Preventive Care Medications and Devices at the end of this document for a list of covered Preventative Care Services.

Clinical Requirements for Coverage

Before coverage is approved for certain Prescription Drugs, including certain preventive medications described in *Addendum - List of Covered Preventive Care Medications and Devices* located at the end of this document, are dispensed to you, it is the responsibility of your Prescriber to obtain Prior Authorization from Express Scripts. You are responsible for ensuring Prior Authorization is obtained prior to receiving the Prescription Drug from a Pharmacy. The reason for obtaining Prior Authorization from Express Scripts is to determine if the Prescription Drug, in accordance with Express Script's approved guidelines:

- meets the definition of a Covered Drug or Supply as defined by the Program,
- is not Experimental or Investigational or an Unproven Service, as defined in Section 13, *Glossary*, and
- helps control misuse and protect patient safety to ensure the best possible therapeutic outcomes.

It is recommended you confirm with Express Scripts that all Covered Drugs or Supplies you have been prescribed are listed within the Prescription Drug List (PDL) and you have received authorization for coverage as required. To find out if a Prescription Drug you've been prescribed has additional authorization requirements for coverage, you can visit www.HealthSelectRx.com and select Prescription Drug List, or call a representative toll-free at (800) 935-7189.

Prior Authorization

When Prescription Drugs are dispensed at either a Network Pharmacy or a non-Network Pharmacy, your Prescriber is responsible for obtaining prior authorization from Express Scripts as required.

If Prior Authorization from Express Scripts is not obtained before the Prescription Drug is dispensed, the Program may not pay any benefits for your Prescription Drug, or you may pay more for that Prescription Drug. You will be required to pay for the Prescription Drug in full at the time of purchase.

You may seek paper claim reimbursement as described in Section 8, *Claims Procedures*. When you submit a claim on this basis, you may pay more if you did not obtain Prior Authorization from Express Scripts before the Prescription Drug was dispensed.

Reimbursement to you for a Prescription Drug received before Prior Authorization is obtained is not guaranteed and will be subject to Express Scripts coverage guidelines.

To determine if a Prescription Drug requires Prior Authorization, either visit **www.HealthSelectRx.com** and click on Prescription Drug List, or call Express Scripts toll-free at **(800) 935-7189**. The Prescription Drugs requiring Prior Authorization are subject to periodic review and modification.

Benefits may not be available for the Prescription Drug after Express Scripts reviews the documentation provided and determines that the Prescription Drug is not a Covered Drug or Supply or it is Experimental or Investigational or an Unproven Service.

In certain situations, your Network or Non-Network Provider may be exempt from the Prior Authorization requirement for specific medications. If a Provider is exempt from a Prior Authorization requirement on your specific medication at the time of your service, it is not a guarantee of continued exemption for the same service at a later date, or a guarantee of coverage or payment.

Quantity Limits

A Quantity Limit is a process applied to selected drugs to limit the amount of medication dispensed to an amount within nationally recognized guidelines. Quantity Limits are recommended by the National Pharmacy and Therapeutics Management Committee to ensure that drugs are being used in quantities that are safe and medically appropriate. Whether or not a Prescription Drug has a Quantity Limit is subject to periodic review and modification. For a single Coinsurance payment, you may receive a Prescription Drug up to the stated Quantity Limit.

If a Prescription Order or Refill for a drug filled by a Pharmacy exceeds the Quantity Limit established for that drug, you are responsible for the entire cost of the prescription. If there is an approved clinical justification for an additional quantity, you may submit an appeal to Express Scripts for review. See Section 8. "Claim Denials and Appeals" for more information on the process for submitting an appeal.

It is recommended that you and your Prescriber confirm whether your medication is subject to any Quantity Limits prior to having it filled at a Pharmacy.

To learn if your medication is subject to Quantity Limits, visit **www.HealthSelectRx.com** and click on Prescription Drug List or call Express Scripts toll-free at **(800) 935-7189** to obtain a copy of the Program's Prescription Drug List.

Note: Some preventive medications are subject to additional Quantity Limits based on criteria that the Program and Express Scripts have developed, subject to periodic review and modification. See *Addendum- List of Covered Preventive Care Medications and Devices* at the end of this document for a list of covered Preventative Care Services.

Step Therapy

Step Therapy is a process applied to certain Covered Drugs or Supplies under the Program to contain costs and ensure the most appropriate use of drugs for the treatment of your condition. For Covered Drugs that are subject to Step Therapy requirements, you must try the most cost-effective drug therapy first before the Program will cover the more costly drugs, if appropriate, for the treatment of your condition. For example, you may be required to try a Generic Drug within a drug class first before the Brand-name Drug would be covered.

It is recommended that you and your Prescriber confirm whether your medication is subject to Step Therapy requirements prior to having it filled at a Pharmacy.

To learn if your medication is subject to Step Therapy requirements, visit www.HealthSelectRx.com and click on *Prescription Drug List* or call Express Scripts at **(800) 935-7189** toll-free.

Utilization Note: If you are unable to take a Generic or a therapeutic equivalent of a Covered Drug or Supply due to a medical condition or complication, and the Utilization Management requirements cannot be met as a result, you may be eligible to obtain coverage of the Brand-name Drug if certain Clinical Criteria are met. For more information on the Utilization Management exception process, call Express Scripts at (800) 935-7189 toll-free.

SECTION 5 - SCHEDULE OF BENEFITS AND COVERAGE

Table 2 below contains the Program's Network Coinsurance, Annual Deductible, and Total Network Out-of-Pocket Maximum for Covered Drugs or Supplies under the Program.

TABLE 2 – Network Benefits for Covered Drugs or Supplies

Program Features	Individual Coverage	Family Coverage
Network Annual Deductible (per Calendar Year) ¹	\$2,100 per individual	\$4,200 per family

Important Notice on COVID-19 Benefits

- For more information about COVID-19 Covered Drugs and Supplies, see Section 6, *Details for Covered Health Services* under the heading *COVID-19 Antigen Test Kits, Vaccines, and Antiviral Medications*.

Network Retail Pharmacy: Up to a 30-Day Supply

Coinsurance ² (Coinsurance is per Prescription Order or Refill)		
Covered Drugs or Supplies (up to a 30-day supply)	Generic (Tier 1) You will pay:	Brand-name (Tier 2 and Tier 3) You will pay:
■ Per Prescription fill of Non-Maintenance Medication (refills allowed as prescribed) ²	20%	20%
■ Per Prescription fill of Maintenance Medication (refills allowed as prescribed) ²	20%	20%
■ Certain preventive medications, including contraceptives (refills allowed as prescribed) ^{2 and 5} Network Annual Deductible does not apply	No charge	20%
Diabetes-related Covered Drugs and Supplies		
See <i>Diabetes Supplies and Insulin</i> in Section 6, " <i>Details for Covered Drugs or Supplies</i> " for more details about covered diabetes supplies		
■ Insulin (refills allowed as prescribed) ² Network Annual Deductible does not apply	20% up to \$25	20% up to \$25
■ Diabetic oral agent (refills allowed as prescribed) ²	20%	20%

Coinsurance² (Coinsurance is per Prescription Order or Refill)		
Covered Drugs or Supplies (up to a 30-day supply)	Generic (Tier 1) You will pay:	Brand-name (Tier 2 and Tier 3) You will pay:
<p>■ Preferred blood glucose meter obtained through the Free Glucose Meter Program with voucher^{2 and 8}</p> <p>Network Annual Deductible does not apply</p> <p>Limited to one free glucose meter annually through the Free Glucose Meter Program</p> <p>See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies</p>	No charge	No charge
<p>■ Blood glucose meter purchased at a Network Retail Pharmacy (Applicable coinsurance will apply to all glucose meters not obtained through the Free Glucose Meter Program).</p>	20%	20%
<p>■ Preferred blood glucose test strips^{2 and 8}</p> <p>Network Annual Deductible does not apply</p> <p>See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for the list of preferred blood glucose test strips covered under this Benefit and more details about covered diabetic supplies.</p>	No charge	No charge
<p>■ Non-preferred blood glucose test strips</p>	20%	20%
<p>■ Continuous Glucose Monitors (CGMs) include Dexcom, Eversense, and Freestyle Libre.</p> <p>See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies.</p>	Generic Not Available	20%
<p>■ Lancets and lancing devices, disposable insulin syringes</p> <p>Network Annual Deductible does not apply</p>	No charge	No charge
<p>■ Other covered diabetic supplies (glucagon emergency kits, alcohol wipes and swabs, etc.)²</p> <p>See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies.</p>	20%	20%

Network Mail Order Pharmacy

Coinsurance² (Coinsurance is per Prescription Order or Refill)		
Covered Drugs or Supplies (up to a 90-day supply)	Generic (Tier 1) You will pay:	Brand-name (Tier 2 and Tier 3) You will pay:
<ul style="list-style-type: none"> ■ Per Prescription fill of Maintenance Medication (refills allowed as prescribed)² 	20%	20%
<ul style="list-style-type: none"> ■ Certain preventive medications, including female contraceptives (refills allowed as prescribed)^{2 and 5} Network Annual Deductible does not apply 	No charge	20%
<p>Diabetes-related Covered Drugs and Supplies</p> <p>See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies</p>		
<ul style="list-style-type: none"> ■ Insulin (refills allowed as prescribed)² Network Annual Deductible does not apply 	20% up to \$75	20% up to \$75
<ul style="list-style-type: none"> ■ Diabetic oral agent (refills allowed as prescribed)² 	20%	20%

Coinsurance² (Coinsurance is per Prescription Order or Refill)		
Covered Drugs or Supplies (up to a 90-day supply)	Generic (Tier 1) You will pay:	Brand-name (Tier 2 and Tier 3) You will pay:
<p>■ Preferred blood glucose meter obtained through the Free Glucose Meter Program with voucher^{2 and 8} Network Annual Deductible does not apply Limited to one free glucose meter annually through the Free Glucose Meter Program See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies.</p>	No charge	No charge
<p>Formulary-covered blood glucose meter purchased at a Network Mail Order Pharmacy (Applicable coinsurance will apply to all glucose meters not obtained through the Free Glucose Meter Program.)</p>	20%	20%
<p>■ Preferred blood glucose test strips^{2 and 8} Network Annual Deductible does not apply See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for the list of preferred blood glucose test strips covered under this Benefit and more details about covered diabetic supplies.</p>	No charge	No charge
<p>■ Non-preferred blood glucose test strips</p>	20%	20%
<p>■ Continuous Glucose Monitors (CGMs) include Dexcom, Eversense, and Freestyle Libre. See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies</p>	Generic not available	20%
<p>■ Lancets and lancing devices, disposable insulin syringes Network Annual Deductible does not apply</p>	No charge	No charge
<p>■ Other covered diabetic supplies (glucagon emergency kits, alcohol wipes and swabs, etc.)² See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies.</p>	20%	20%

Network Extended Days' Supply (EDS) Retail Pharmacy

Coinsurance² (Coinsurance is per Prescription Order or Refill)		
Covered Drugs or Supplies (up to a 90-day supply)	Generic (Tier 1) You will pay:	Brand-name (Tier 2 and Tier 3) You will pay:
<ul style="list-style-type: none"> ■ Per Prescription fill of Maintenance Medication (refills allowed as prescribed)² 	20%	20%
<ul style="list-style-type: none"> ■ Certain preventive medications, including female contraceptives (refills allowed as prescribed)^{2 and 5} Network Annual Deductible does not apply 	No charge	20%
<p>Diabetes-related Covered Drugs and Supplies</p> <p>See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies</p>		
<ul style="list-style-type: none"> ■ Insulin (refills allowed as prescribed)² Network Annual Deductible does not apply 	20% up to \$75	20% up to \$75
<ul style="list-style-type: none"> ■ Diabetic oral agent (refills allowed as prescribed)² 	20%	20%
<ul style="list-style-type: none"> ■ Preferred blood glucose meter obtained through the Free Glucose Meter Program^{2 and 8} Network Annual Deductible does not apply Limited to one free glucose meter annually through the Free Glucose Meter Program See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies. 	No charge	No charge
<ul style="list-style-type: none"> ■ Formulary-covered blood glucose meter purchased at a Network Retail Pharmacy (Applicable coinsurance will apply to all glucose meters not obtained through the Free Glucose Meter Program) 	20%	20%

Consumer Directed HealthSelect Prescription Drug Program

Coinsurance² (Coinsurance is per Prescription Order or Refill)		
Covered Drugs or Supplies (up to a 90-day supply)	Generic (Tier 1) You will pay:	Brand-name (Tier 2 and Tier 3) You will pay:
<ul style="list-style-type: none"> ■ Preferred blood glucose test strips^{2 and 8} Network Annual Deductible does not apply See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for the list of preferred blood glucose test strips covered under this Benefit and more details about covered diabetic supplies. 	No charge	No charge
<ul style="list-style-type: none"> ■ Non-preferred blood glucose test strips 	20%	20%
<ul style="list-style-type: none"> ■ Continuous Glucose Monitors (CGMs) include Dexcom, Eversense, and Freestyle Libre. See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies 	Generic not available	20%
<ul style="list-style-type: none"> ■ Lancets and lancing devices, disposable insulin syringes Network Annual Deductible does not apply 	No charge	No charge

Coinsurance² (Coinsurance is per Prescription Order or Refill)		
Covered Drugs or Supplies (up to a 90-day supply)	Generic (Tier 1) You will pay:	Brand-name (Tier 2 and Tier 3) You will pay:
<ul style="list-style-type: none"> ■ Other covered diabetic supplies (glucagon emergency kits, alcohol wipes and swabs, etc.)² See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies. 	20%	20%

Total Network Out-of-Pocket Maximum¹	
Total Network Out-of-Pocket Maximum (per Calendar Year)⁷	
Program Features	Amount
<ul style="list-style-type: none"> ■ Participant, per Calendar Year 	Effective 1/1/24: \$7,500
<ul style="list-style-type: none"> ■ Family, per Calendar Year (not to exceed the applicable Individual amount per Participant for Network Benefits)⁶ 	Effective 1/1/24: \$15,000

¹ The Network Annual Deductible and Total Network Out-of-Pocket Maximum are per Calendar Year (January 1 - December 31).

² Coinsurance only apply after the Annual Deductible has been met.

³ If the cost of your Covered Drug or Supply is less than the applicable Copay/Coinsurance, you pay the cost of the drug instead of the Copay/Coinsurance.

⁴ If a Generic Drug is available and you choose to buy the Brand-name Drug, you will pay the Generic Tier 1 Copay/ Coinsurance plus the difference in cost between the Brand-name Drug and the Generic Drug. (This is referred to as the Dispense As Written Penalty.)

⁵ Certain preventive medications (including certain contraceptives) may be covered without any Participant cost share dependent upon Generic availability. Under the Affordable Care Act, certain contraceptive methods for women with reproductive capacity are paid at 100% (i.e., at no cost to the Participant). In some cases, you will be responsible for payment (for example, if you choose a Tier 3 drug when a Tier 1 drug is available.)

⁶ No one individual within the family will pay more than the Per Participant Total Network Out-of-Pocket Maximum.

⁷ The Total Network Out-of-Pocket Maximum includes Coinsurance (medical and prescription), and the Annual Deductible for both medical and Prescription Drug Network Benefits.

⁸ The blood glucose meters and test strips available under this benefit are subject to change. You can find a list of covered glucometers and test strips at **www.HealthSelectRx.com** or call **(800) 935-7189 (TTY 711)**.

Table 3 below contains the Program’s Non-Network Coinsurance and Non-Network Annual Deductible for Covered Drugs or Supplies. **Note:** There is no total out-of-pocket maximum for Non-Network Benefits in the Consumer Directed HealthSelect Prescription Drug Program.

TABLE 3 – Non-Network Benefits for Covered Drugs or Supplies

Program Features	Amount	Family Coverage
Non-Network Annual Deductible (per Calendar Year) ¹	\$4,200 per individual	\$8,400 per family

Non-Network Retail Pharmacy

Percentage of Predominant Reimbursement Rate Payable by the Participant

Coinsurance ² (Coinsurance is per Prescription Order or Refill)		
Covered Drugs or Supplies (up to a 30-day supply)	Generic (Tier 1) You will pay:	Brand-name (Tier 2 and Tier 3) You will pay:
■ Per Prescription fill of Non-Maintenance Medication (refills allowed as prescribed) ²	40%	40%
■ Per Prescription fill of Maintenance Medication (refills allowed as prescribed) ²	40%	40%
■ Certain preventive medications, including contraceptives (refills allowed as prescribed) ^{2 and 4}	40%	40%
Diabetes-related Covered Drugs and Supplies		
See <i>Diabetes Supplies and Insulin</i> in Section 6, “ <i>Details for Covered Drugs or Supplies</i> ” for more details about covered diabetes supplies		
■ Insulin (refills allowed as prescribed) ²	40% up to \$25	40% up to \$25
■ Diabetic oral agent (refills allowed as prescribed) ²	40%	40%
■ Preferred blood glucose meter obtained through Free Glucose Meter Program with voucher ^{2 and 5} Limited to one free glucose meter annually through the Free Glucose Meter Program See <i>Diabetes Supplies and Insulin</i> in Section 6, “ <i>Details for Covered Drugs or Supplies</i> ” for more details about covered diabetes supplies.	No Charge	No Charge

<ul style="list-style-type: none"> ■ Blood glucose meter purchased at a Non-Network Retail Pharmacy (Applicable coinsurance will apply to all glucose meters not obtain through the Free Glucose Meter Program) 	40%	40%
<ul style="list-style-type: none"> ■ Continuous Glucose Monitors (CGMs) include Dexcom, Eversense, and Freestyle Libre. <p>See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies.</p>	Generic not available	40%
<ul style="list-style-type: none"> ■ Preferred blood glucose test strips^{2 and 5} <p>See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for the list of preferred blood glucose test strips covered under this Benefit and more details about covered diabetic supplies.</p>	40%	Brand not available
Coinsurance² (Coinsurance is per Prescription Order or Refill)		
Covered Drugs or Supplies (up to a 30-day supply)	Generic (Tier 1) You will pay:	Brand-name (Tier 2 and Tier 3) You will pay:
<ul style="list-style-type: none"> ■ Non-preferred blood glucose test strips 	40%	40%
<ul style="list-style-type: none"> ■ Lancets and lancing devices, disposable insulin syringes 	40%	40%
<ul style="list-style-type: none"> ■ Other covered diabetic supplies (glucagon emergency kits, alcohol wipes and swabs, etc.)² <p>See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetic supplies.</p>	40%	40%

Non-Network Mail Order Pharmacy

Percentage of Predominant Reimbursement Rate Payable by the Participant

Coinsurance² (Coinsurance is per Prescription Order or Refill)		
Covered Drugs or Supplies (up to a 90-day supply)	Generic (Tier 1) You will pay:	Brand-name (Tier 2 and Tier 3) You will pay:
<ul style="list-style-type: none"> ■ Per Prescription fill of Maintenance Medication (refills allowed as prescribed)² 	40%	40%

Consumer Directed HealthSelect Prescription Drug Program

<ul style="list-style-type: none"> ■ Certain preventive medications, including female contraceptives (refills allowed as prescribed)^{2 and 4} 	40%	40%
<p>Diabetes-related Covered Drugs and Supplies</p> <p>See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies</p>		
<ul style="list-style-type: none"> ■ Insulin (refills allowed as prescribed)² 	40% up to \$75	40% up to \$75
<ul style="list-style-type: none"> ■ Diabetic oral agent (refills allowed as prescribed)² 	40%	40%
<p>Coinsurance² (Coinsurance is per Prescription Order or Refill)</p>		
<p>Covered Drugs or Supplies (up to a 90-day supply)</p>	<p>Generic (Tier 1) You will pay:</p>	<p>Brand-name (Tier 2 and Tier 3) You will pay:</p>
<ul style="list-style-type: none"> ■ Preferred blood glucose meter through the Free Glucose Meter Program^{2 and 5} Limited to one free glucose meter annually through the Free Glucose Meter Program See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies. 	Generic not available	40%
<ul style="list-style-type: none"> ■ Formulary-covered blood glucose meter purchased at a Non-Network Mail Order Pharmacy (Applicable coinsurance will apply to all glucose meters not obtained through the Free Glucose Meter Program.) 	0%	40%
<p>Coinsurance² (Coinsurance is per Prescription Order or Refill)</p>		
<p>Covered Drugs or Supplies (up to a 90-day supply)</p>	<p>Generic (Tier 1) You will pay:</p>	<p>Brand-name (Tier 2 and Tier 3) You will pay:</p>
<ul style="list-style-type: none"> ■ Preferred blood glucose test strips^{2 and 5} See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for the list of preferred blood glucose test strips covered under this Benefit and more details about covered diabetic supplies. 	40%	Brand not available
<ul style="list-style-type: none"> ■ Non-preferred blood glucose test strips 	40%	40%
<ul style="list-style-type: none"> ■ Continuous Glucose Monitors (CGMs) include Dexcom, Eversense, and Freestyle Libre. See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetes supplies. 	Generic not available	40%

Consumer Directed HealthSelect Prescription Drug Program

<p>■ Lancets and lancing devices, disposable insulin syringes</p>	<p>40%</p>	<p>40%</p>
<p>■ Other covered diabetic supplies (glucagon emergency kits, alcohol wipes and swabs, etc.)² See <i>Diabetes Supplies and Insulin</i> in Section 6, “<i>Details for Covered Drugs or Supplies</i>” for more details about covered diabetic supplies.</p>	<p>40%</p>	<p>40%</p>

¹ The Non-Network Annual Prescription Drug Deductible is per Calendar Year (January 1 - December 31)

² Coinsurance only applies after the Non-Network Annual Deductible has been met.

³ If a Generic Drug is available and you choose to buy the Brand-name Drug, you will pay the Coinsurance plus the difference in cost between the Brand-name Drug and the Generic Drug. (This is referred to as the Dispense As Written Penalty).

⁴ Certain preventative medications (including certain contraceptives) may be covered without any Participant cost share dependent upon Generic availability if they are provided by a Network Pharmacy. Any preventative medications filled at a Non-Network Pharmacy will be subject to the Non-Network Annual Deductible and Coinsurance amounts.

⁵ The blood glucose meters and test strips available under this benefit are subject to change. You can find a list of covered glucometers and test strips at www.HealthSelectRx.com or call **(800) 935-7189 (TTY 711)**.

SECTION 6 - DETAILS FOR COVERED DRUGS OR SUPPLIES

What this section includes:

- Covered Drugs or Supplies for which the Program pays Benefits.

While Table 2 and Table 3 provide you with the percentage Benefits payable by the Program, along with Coinsurance, Total Network Out-of-Pocket Maximums, and Annual Prescription Drug Deductible information for each Covered Drug or Supplies, this section provides more details on Covered Drugs or Supplies. Pharmaceutical drugs and services that are not covered are described in Section 7, *Exclusions: What the Prescription Drug Program Will Not Cover*.

Reminders:

All Covered Drugs or Supplies must be determined by the Program to meet Clinical Criteria. Capitalized terms are defined in Section 13, *Glossary*, and may help you to understand the Benefits in this section.

Coverage for COVID-19 Antigen Test Kits, Vaccines, and Antiviral Medications

The White House and the Department of Health and Human Services (HHS) announced an end to the federal Public Health Emergency (PHE) for COVID-19, declared under Section 319 of the Public Health Service (PHS) Act, effective May 11, 2023. You may experience changes to coverage of COVID-19 related products and services effective September 1, 2023.

Consistent with established plan criteria for over-the-counter products, Participants are responsible for the full cost of at-home over-the-counter COVID-19 antigen tests and test kits.

Emergency Use Authorization has been declared by the US Food and Drug Administration (FDA) for two oral, antiviral medications intended for the treatment of mild-to-moderate COVID-19 disease. Both medications are authorized for a five-day course of treatment for patients who have contracted COVID-19. These medications are not authorized for pre-exposure or post-exposure prevention of COVID-19. Participants can obtain these medications at Tier 3 copay when a valid prescription is presented. Future antivirals approved by the FDA will be individually evaluated for coverage as they come available.

Pharmacists will continue to administer vaccines at retail pharmacy locations and COVID-19 vaccines will continue to be covered at no cost to participants. See Section 6 - *Preventive Care Medications* for more information.

If you have questions regarding Benefits related to COVID-19, call Express Scripts toll-free at **(800) 935-7189**.

Diabetes Supplies and Insulin

The Program pays benefits for the Covered Drugs, Supplies and services identified below.

Covered Diabetes Services

The following diabetes self-management items are covered under the Program:

- insulin
- diabetic oral agents
- Continuous Glucose Monitors (CGMs) and related supplies
- test strips
- lancets and lancing devices
- alcohol wipes and swabs
- glucagon emergency kits
- syringes/pen needles for the administration of insulin
- Omnipod and V-Go Products
- glucometers

The Consumer Directed HealthSelect Prescription Drug Program covers Formulary insulin products without requiring the Network Annual Deductible to be met first when filled at a Network Pharmacy. Participants are still responsible for the applicable Coinsurance.

Coverage of Certain Diabetes-Related Covered Supplies at No Cost:

Certain brands of preferred blood glucose test strips are covered under the Program at no cost to Participants when purchased at Network Pharmacies. Note that non-preferred brands of blood glucose test strips are covered at the applicable Tier coinsurance.

Lancets, lancing devices and disposable insulin syringes are covered are no cost to Participants when purchased at Network Pharmacies.

Insulin pumps are not covered under the Consumer Directed HealthSelect Prescription Drug Program. This is typically covered under the Consumer Directed HealthSelect High Deductible medical Plan administered by Blue Cross and Blue Shield of Texas. For more information on diabetes-related supplies specific to continuous glucose monitors and insulin pumps covered under the medical Plans, go to www.healthselectoftexas.com.

HealthSelect Medical Plan Coverage of Diabetic Equipment and Supplies: Blood glucose meters, test strips, and diabetic supplies are not covered under the Consumer Directed HealthSelect medical plans. Insulin pumps and continuous glucose monitors, and supplies specific to covered insulin pumps and continuous glucose monitors are available through the medical plan coverage administered by Blue Cross and Blue Shield of Texas. For more information, please go to www.healthselectoftexas.com.

Note: The brands of blood glucose meters and test strips covered under this Benefit are subject to change. You can also find a list of covered glucometers and test strips **online** or by calling **(800) 935-7189 (TTY 711)**.

Free Glucose Meter Program¹: Both LifeScan (the manufacturer of OneTouch®) and Abbott (the manufacturer of FreeStyle®) offer Free Glucose Meter Programs. These programs allow Participants to receive a free glucometer annually. The LifeScan Program is limited to the OneTouch Verio Flex® or OneTouch Verio Reflect® glucometer. After speaking with your doctor about which meter is best for you, contact the appropriate service center using the information below. Be sure to provide the corresponding order code. Your free blood glucose meter voucher will be delivered to your address or you can take the processing information listed below to your local pharmacy to obtain your device.

For your free OneTouch meter, contact the OneTouch Service Center at:

Phone: (866) 355-9962

Website: www.onetouch.orderpoints.com

Order Code: 236DMT001 Voucher will be mailed to obtain at retail pharmacy

Retail Pharmacy: Present Voucher information and valid prescription to the pharmacy

BIN: 601341

Rx PCN: OHS

Group ID: OH6504161

ID #: NOCHARGEMETR

For your free FreeStyle brand meter, contact the Abbott Service Center at:

Phone: (866) 224-8892

Website: www.ChooseFreeStyle.com

Order Code: RAFITLWP Voucher will be mailed to obtain at retail pharmacy

Retail Pharmacy: Present Voucher information and valid prescription to the pharmacy

For more information about the Free Glucose Meter Program, visit www.HealthSelectRx.com

¹ The blood glucose meters and test strips available under this benefit are subject to change.

Drugs

Prescription Orders or Refills for Covered Drugs or Supplies that are filled at a Pharmacy that meet the Clinical Criteria are covered under the Program.

This includes, but is not limited to, drugs within the following classes:

- analgesics, excluding topical analgesics;
- anti-inflammatory agents;
- anti-bacterials;
- antidepressants;
- anti-migraine agents;
- anti-psychotics;
- anti-virals;
- blood glucose regulators;
- cardiovascular agents;
- central nervous system agents;
- dermatological agents;
- gastrointestinal agents;
- hormonal agents, suppressants;
- immunological agents;
- respiratory tract agents;
- skeletal muscle relaxants; and
- sleep disorder agents.

For a full list of Covered Drugs, Supplies and classes, visit www.HealthSelectRx.com and click on *Prescription Drug List* or call Express Scripts toll-free at **(800) 935-7189** to obtain a copy of the Program's Prescription Drug List.

Important

A medication is only a Covered Drug or Supply if it meets Clinical Criteria. (See definitions of *Clinical Criteria* and *Covered Drug or Supply* in Section 13, *Glossary*.) The fact that a Prescriber has prescribed a medication, or the fact that it may be the only available treatment for a Sickness, Injury, condition, disease or its symptoms does not make the product a Covered Drug or Supply under the Program.

Hormone Therapy

Various hormone therapies are covered by the program. Express Scripts may need to gather more information from the participant's prescriber to authorize coverage of products utilized for hormone replacement therapy. For a complete listing of covered products, visit www.HealthSelectRx.com and click on *Prescription Drug List* or call Express Scripts toll free at **(800) 935-7189** to obtain a copy of the Program's Prescription Drug List.

Family Planning Medications

The Program pays Benefits for voluntary family planning services and supplies. Coverage is provided for contraceptive classes required by the Affordable Care Act, including, but not limited to: oral contraceptives, injectable contraceptives, and implantable devices.

For a complete listing of covered contraceptives, see *Addendum-List of Covered Preventative Care Services*.

Note: Contraceptive counseling, elective sterilization procedures (tubal ligation or vasectomy), contraceptive drugs administered by a Provider (e.g., Norplant) and contraceptive devices (e.g., intrauterine device (IUD) including fitting and removal), are covered under the HealthSelect Plan administered by Blue Cross and Blue Shield of Texas. For more information please go to www.healthselectoftexas.com.

For services specifically excluded, refer to Section 7, *Exclusions: What the Prescription Drug Program Will Not Cover*, under the heading *Reproduction/Infertility*.

Preventive Care Medications

The Program pays Benefits for Preventive Care medications and other items that have been demonstrated by clinical evidence to be safe and effective in either the early detection of disease or in the prevention of disease, have been proven to have a beneficial effect on health outcomes and include, as required under applicable law, evidence-based medications that have a rating of “A” or “B” in the current recommendations of the United States Preventive Services Task Force. Preventive Care medications described in this section are those that are relevant for implementing the Affordable Care Act to the extent required by applicable law, and as it may be amended, and subject to determination and interpretation by the Program.

Preventive medications that are currently rated as A or B according to the United States Preventive Services Task Force (USPSTF) are listed in *Addendum -List of Covered Preventive Care Medications*. This list is subject to change according to the guidelines and recommendation provided by USPSTF as determined and interpreted by the Program. Coverage is subject to guidelines based on age, risk factors, dosage, and frequency.

Medication-Assisted Treatment (MAT)

The Program pays benefits for Covered Drugs that are used for the purpose of Medication-Assisted Treatment (MAT). MAT drugs are prescribed along with behavioral therapy.

Note: If a drug or therapy treatment is administered in a Physician, Therapist or Other Provider’s office, Outpatient Facility, or during confinement while a patient in a Hospital, it may be covered under the HealthSelect Plan administered by Blue Cross and Blue Shield of Texas. Go to www.healthselectoftexas.com for more information.

Specialty Prescription Drugs

Accredo Specialty Pharmacy provides home delivery services and educational materials for most Specialty Prescription Drugs. In addition to using Accredo Specialty Pharmacy, Participants can receive Specialty Prescription Drugs at a retail Network Pharmacy. For a list of Express Scripts Network Pharmacies, go to www.HealthSelectRx.com and click on Locate a Pharmacy.

Specialty Prescription Drugs are injectable, oral, or inhaled drugs may be limited to a 30-day supply that and usually:

- are administered by injection or infusion;
- are high-cost;
- have special delivery and storage requirements, such as refrigeration;
- may not be available at retail pharmacies; and/or
- require close monitoring, additional education or care coordination by a pharmacist and Prescriber.

Specialty Prescription Drugs include, but are not limited to, certain drugs for the treatment of: Hepatitis C, Multiple Sclerosis, cancer, and Rheumatoid Arthritis. To find out whether a medication you take is considered a Specialty Prescription Drug, call Express Scripts at **(800) 935-7189** toll-free or go to www.HealthSelectRx.com, choose your medication name and click on “More Information”.

Most Specialty Prescription Drugs require the Prescriber to submit for a Prior Authorization and meet drug specific criteria before the product is covered.

Note: When Specialty Prescription Drugs are provided as part of a Physician's or Other Provider's office visit, Outpatient Facility visit, or during confinement while a patient in a Hospital, they are typically covered under the HealthSelect of Texas or the Consumer Directed HealthSelect High Deductible Health Plan administered by Blue Cross and Blue Shield of Texas. For more information on medications covered under the medical Plan, go to www.healthselectoftexas.com.

Accredo Specialty Pharmacy provides:

- access to your Specialty Prescription Drugs;
- pharmacists available 24/7;
- support through clinical and adherence programs;
- any medication-related supplies at no additional cost;
- proactive refill reminders; and
- timely delivery and shipping in confidential, temperature-sensitive packaging.

To fill a prescription at Accredo Specialty Pharmacy, call a customer care representative toll-free at **(800) 455-8340**.

Routine Vaccines

The Program pays Benefits for the flu vaccine and other Routine Vaccines. Express Scripts contracts with a variety of national Pharmacy chains to provide members with easy access to flu shots and other Routine Vaccines. These Routine Vaccines are covered at \$0 coinsurance under this Program's Preventative Care coverage when administered at a Network Pharmacy. Routine Vaccines are determined to prevent illnesses like tetanus, pneumonia and shingles. Please see the following list. Coverage may be subject to guidelines based on age, risk factors, dosage, and frequency.

- COVID-19
- Hepatitis A and Hepatitis B
- Herpes Zoster and Recombinant Zoster
- Human Papilloma Virus (HPV)
- Influenza (Flu)
- Measles, Mumps, Rubella
- Meningococcal
- Pneumococcal
- Respiratory Syncytial (RSV)
- Tetanus, Diphtheria, Pertussis (Tdap)
- Tetanus, Diphtheria Varicella

SECTION 7 - EXCLUSIONS: WHAT THE PRESCRIPTION DRUG PROGRAM WILL NOT COVER

What this section includes:

- Drugs and services that are not covered under the Program, except as may be specifically provided for in Section 6, *Details for Covered Drugs or Supplies*.

Please review all limits of Covered Drugs or Supplies as described in Section 4, *Utilization Management* and Section 6, *Details for Covered Drugs or Supplies* carefully, as the Program will not pay benefits for any of the medications or services that exceed the benefit limits or have not been Prior Authorized when required. For a list of all drugs subject to Prior Authorization, Quantity Limits, or Step Therapy requirements, please see the Prescription Drug List at www.HealthSelectRx.com.

Please note that in listing services or examples, when the MBPD says “this includes,” or “including, but not limited to,” it is not the Program’s intent to limit the items to that specific list.

The Program does not pay benefits for the excluded drugs, supplies, or other items even if they are recommended or prescribed by a Provider, are the only available treatment for your condition or are determined by the Program to meet Clinical Criteria. You are solely responsible for payment of charges for all drugs, supplies, or other items excluded by the Program.

Contacting Express Scripts is easy.

Simply call Express Scripts toll-free at **(800) 935-7189**.

The following pharmaceutical services, supplies, and items are excluded from coverage under the Consumer Directed HealthSelect of Texas Prescription Drug Program:

Administration or Injection of a Drug

1. Except for administration of COVID-19 vaccine as required by law, administration or injection by Provider of any drug is excluded under the Program.

Note: If a drug is administered or injected in a Physician's or Other Provider's office, Outpatient Facility, or during confinement while a patient in a Hospital, it may be covered under the HealthSelect Plan administered by Blue Cross and Blue Shield of Texas. Go to www.healthselectoftexas.com for more information.

Devices or Durable Medical Equipment (DME)

1. Devices or Durable Medical Equipment of any type such as therapeutic devices, artificial prosthetics, or similar devices.
2. Insulin pumps.

Note: Certain devices and DME, including CGMs and insulin pumps, and diabetic supplies specific to that equipment, may be covered under the Consumer Directed HealthSelect High Deductible Health Plan administered by Blue Cross and Blue Shield of Texas. Go to www.healthselectoftexas.com for more information on covered devices and DME.

Drugs, Devices, or Supplies without a Valid Prescription Order

1. Drugs, insulin, or covered devices and supplies without a valid Prescription Order or Refill from a Prescriber.

Drugs Dispensed in a Home Setting, Physician's or Other Provider's Office, Inpatient or Outpatient Setting, Nursing Home, or Other Facility

1. Drugs dispensed in a Physician's or Other Provider's office, including take-home drugs.
This exclusion does not apply to contraceptives as listed in the *Addendum - List of Covered Preventative Care Services* at the end of this document.
2. Drugs dispensed or intended for use during confinement while a patient in a Hospital or Facility, including take-home drugs; and drugs dispensed by a nursing home or custodial or chronic care institution or Facility.

Note: These drugs may be covered under the Consumer Directed HealthSelect High Deductible Health Plan administered by Blue Cross and Blue Shield of Texas. Go to www.healthselectoftexas.com for more information.

3. Fluids, solutions, nutrients, or medications (including all additives and chemotherapy) used or intended to be used by intravenous or gastrointestinal (internal) infusion or by intravenous injection in the home setting. This does not include intravenous Specialty Prescription Drugs covered under the Program as described in Section 6, *Details for Covered Drugs or Supplies*. To find out whether a medication you take is considered a Specialty Prescription Drug, call Express Scripts at **(800) 935-7189** toll-free or go to www.HealthSelectRx.com, choose your medication name and click on "More Information".

Note: These fluids, solutions, nutrients, and medications may be covered under the Consumer Directed HealthSelect High Deductible Health Plan administered by Blue Cross and Blue Shield of Texas. Go to www.healthselectoftexas.com for more information.

Drugs Obtained through Illegal or Fraudulent Activity

1. Drugs obtained by unauthorized, fraudulent, abusive, or improper activity.
2. Drugs used or drugs intended to be used illegally or unethically.

Experimental or Investigational or Unproven Services

1. Drugs required by law to be labeled: "Caution - Limited by Federal Law to Investigational Use," or Experimental or Investigational Services or Unproven Services, as described in Section 13, *Glossary*.
2. Drugs used for conditions and/or at dosages determined to be Experimental or Investigational, or Unproven.
3. Drugs used for purposes other than those approved by the Food & Drug Administration (FDA) or consistent with the applicable Clinical Criteria approved by the National Pharmacy & Therapeutics Committee. This includes multi-ingredient compound medications and topical analgesics that are not FDA- approved for a particular Indication and/or the route of administration in which they are being used.

Note: These exclusions apply even if Experimental or Investigational Services or Unproven Services, treatments, devices or pharmacological regimens are the only available treatment options for your condition.

Homeopathic Products and Herbal Remedies

1. Homeopathic products and herbal remedies, including but not limited to: over-the-counter allergy drops and teething tablets.

Over-the-Counter (OTC) Drugs, Vitamins, or Other Items

1. Drugs that are available OTC that do not require a Prescription Order or Refill by federal or state law before being dispensed.
 - This exclusion does not apply if the Program has designated an OTC medication as eligible for coverage as if it were a Prescription Drug and it is obtained with a Prescription Order or Refill from a Prescriber.
2. Certain Prescription Drugs that Express Scripts and ERS have determined are Therapeutically Equivalent to an OTC drug. Such determinations resulting in negative changes may occur twice a year (January 1 and July 1), and Participants who have recently taken a drug that is moving to a higher tier or being excluded under the Program will be notified by letter no fewer than 30 days prior to the change. Positive changes may occur monthly throughout the year, and the Program may decide at any time to reinstate Benefits for a Prescription Drug that was previously excluded under this provision.
 - This exclusion does not apply to OTC drugs prescribed at a strength requiring a Prescription Order or Refill, even if available without a prescription at a lesser strength.
 - This exclusion does not apply to OTC preventive drugs that are rated an “A” or “B” by the United States Preventive Services Task Force (USPSTF) and that are accompanied by a valid Prescription Order or Refill. Examples of OTC Preventive drugs that are covered under the Program include, but are not limited to: folic acid for women, iron supplements, aspirin, and vitamin D. See Addendum-List of Covered Preventative Care Services for more details.
3. Vitamins, except those vitamins which by law require a Prescription Order and for which there is no OTC alternative.
4. OTC tobacco cessation products, except for those specifically listed in *Addendum-List of Covered Preventative Care Services* as covered.

Cosmetic Drugs

1. Drugs used primarily for cosmetic purposes such as, but not limited to: Retin-A, Renova, Solage, Rogaine.

Drugs Prescribed for the Treatment of Obesity

1. Drugs prescribed and dispensed for the treatment of obesity, with an FDA Indication for weight loss or for use in any program of weight reduction, weight loss, or dietary control, even if the Participant has medical conditions which might be helped by a reduction of obesity or weight and even though prescribed by a Physician or Other Provider (ex. Wegovy, Saxenda, Qsymia).

Products Containing Fluoride and Dental Products

1. Dental products including, but not limited to, prescription fluoride topicals.
2. Any prescription mouthwashes, mouth rinses, topical oral solutions, pastes, gels or lozenges containing Fluoride.

Reproduction/Infertility

1. Contraceptive devices and contraceptive materials other than those listed in Section 6, *Details for Covered Drugs or Supplies* under the heading *Family Planning and Infertility*, and *Addendum List of Covered Preventive Care Medications*.

Note: Contraceptive counseling, elective sterilization procedures (tubal ligation or vasectomy), contraceptive drugs administered by a Provider (e.g., Norplant) and contraceptive devices (e.g., intrauterine device (IUD) including fitting and removal), are covered under the Consumer Directed HealthSelect High Deductible Health Plan administered by Blue Cross and Blue Shield of Texas. For more information please go to www.healthselectoftexas.com.

2. Any drugs, services, or supplies used in any procedure in preparation for or performed as a direct result of and immediately after in vitro fertilization.
3. Artificial reproductive treatments done for genetic or eugenic (selective breeding) purposes.
4. Elective drug induced pregnancy termination.

Services Provided Under Another Plan

Services for which coverage is available:

1. Under another plan, except for Eligible Expenses payable as described in Section 9, *Coordination of Benefits (COB)*.
2. For any condition, Injury, Sickness or illness arising out of, or in the course of, employment for which benefits are available under any workers' compensation law or other similar laws, whether or not a claim for such benefits is made or payment or benefits are received.
3. Under no-fault automobile coverage or similar plan if you could purchase or elect it, or could have it purchased or elected for you.
4. While on active military duty.
5. For treatment of military service-related disabilities when you are legally entitled to other coverage, and Facilities are reasonably accessible, as determined by the Program.

All Other Exclusions

1. Expenses for pharmaceutical drugs, services, and supplies:
 - A. that would otherwise be considered Covered Drugs, Supplies or services and are received as a result of war or any act of war, whether declared or undeclared, while part of any armed service force of any country. This exclusion does not apply to Participants who are civilians injured or otherwise affected by war, any act of war or terrorism in a non-war zone,
 - B. that are received after the date your coverage under the Program ends, including pharmaceutical drugs or services for conditions that began before the date your coverage under the Program ends,
 - C. for which you have no legal responsibility to pay, or for which a charge would not ordinarily be made in the absence of coverage under this Program.

- D. that are dispensed in quantities in excess of the amounts stipulated in the Prescription Drug List for this Program, or Refills of any prescriptions in excess of the number of Refills specified by the Physician or Other Provider or by law, or dispensed in quantities in excess of the amounts stipulated in the Prescription Drug List for this Program, or any drugs or medications dispensed more than one year following the Prescription Order or Refill date.
 - E. Drugs used or intended to be used in the treatment of a condition, sickness, disease, injury, or bodily malfunction which is not covered under the Master Benefit Plan Document for the HealthSelect Plan administered by Express Scripts for which benefits have been exhausted.
2. Drugs, vaccinations, immunizations or treatments when:
 - A. required solely for purposes of education, sports or camp, travel, career or employment, insurance, marriage or adoption; or as a result of incarceration.
 - B. conducted for purposes of medical research.
 - C. related to judicial or administrative proceedings or orders.
 - D. required to obtain or maintain a license of any type.
 3. Compounded drugs that contain certain bulk chemicals.
 4. Prescription Drug as a replacement for a previously dispensed Prescription Drug that was lost, stolen, broken or destroyed. This exclusion does not apply when a police report is filed for a stolen Prescription Order or Refill.
 5. Prescription Order or Refill dispensed (days' supply or Quantity Limit) which exceeds the Quantity Limit.
 6. Prescription Drugs that the Program determines do not meet the definition of a Covered Drug or Supply.
 7. Any product for which the primary use is a source of nutrition, nutritional supplements, or dietary management of disease, and prescription medical food products even when used for the treatment of Sickness or Injury.

Note: Coverage for nutritional products such as enteral feedings or other nutritional formulas that are the only source or the majority of nutrition or that are specifically created to treat inborn errors of metabolism or heritable diseases such as phenylketonuria (PKU) and certain amino-acid based elemental formulas that meet Clinical Criteria may be covered.

8. A Prescription Drug that contains medical marijuana including cannabidiol (CBD) products except for Epidiolex as prescribed.
9. Hormone therapies for the purpose of gender transition or affirmation in children under the age of 18. This exclusion does not apply to certain drugs when used for the treatment of precocious puberty, certain genetic disorders or chromosomal differences.

SECTION 8 - CLAIMS PROCEDURES

What this section includes:

- How Network and Non-Network claims work;
- What to do if your pharmacy does not file your claim;
- Claim payment and assignment; and
- What you may do if your claim is denied, in whole or in part.

Note: You may designate an Authorized Representative who has the authority to represent you in all matters concerning your claim or appeal of a claim determination. If you have an Authorized Representative, any references to “you” or “Participant” in this Section 8 will refer to the Authorized Representative. See *Authorized Representative* below for details.

Network Benefits

In general, if you receive a Covered Drug or Supply from a Network Pharmacy, Express Scripts will pay the Pharmacy directly. If a Network Pharmacy bills you for any amount other than your Annual Deductible or Coinsurance, please contact the Pharmacy or call Express Scripts toll-free at (800) 935-7189 for assistance.

Important: Keep in mind; you are responsible for paying any Annual Deductible or Coinsurance amounts owed to a Pharmacy at the time of service. You are also responsible for the full cost of medications that are not covered by your Program.

Non-Network Benefits

You are responsible for paying the full cost for any drug or other item received from a Non-Network Pharmacy at the time of service.

You may then submit the Non-Network Pharmacy claim, along with a completed paper claim reimbursement form, to Express Scripts for reimbursement at the Non-Network Benefit level, if the drug is a Covered Drug or Supply under the Program. To download a copy of the paper claim reimbursement form, please go to www.HealthSelectRx.com.

To make sure the claim is processed promptly and accurately, a completed paper claim reimbursement form must be mailed to Express Scripts at:

ATTN: Express Scripts
Commercial Claims
P.O. Box 14711
Lexington, KY 40512-4711

If Your Pharmacy Does Not File Your Claim

You can obtain a prescription claim form by visiting www.HealthSelectRx.com or calling Express Scripts at (800) 935-7189 toll free. You may also fax your claim to (608) 741-547

If you do not have a paper claim reimbursement form, simply submit a brief letter containing the items listed below. Make sure that all of your Pharmacy claim receipts and cash register receipts accompany either your claim form or a letter containing your Participant information.

- Participant first and last name;
- Address;
- Date of birth;
- ID number as it's shown on your card;
- Pharmacy prescription receipts; and
- Pharmacy cash register receipts.

Mail your prescription claims to:

Express Scripts
ATTN: Commercial Claims
P.O. Box 14711
Lexington, KY 40512-4711

Failure to provide all the information listed on the claim form may delay any reimbursement that may be due you.

Claim Payment and Assignment

After Express Scripts has processed your claim, you will receive payment for Benefits that the Program allows. It is your responsibility to pay the Non-Network Pharmacy the charges you incurred, including any difference between what you were billed and what the Program paid.

You may review your prescription history by visiting www.HealthSelectRx.com or by calling Express Scripts at **(800) 935-7189** toll-free.

Express Scripts will pay Benefits to you unless:

- the Provider notifies Express Scripts that you have provided signed authorization to assign Benefits directly to that Provider; or
- you make a written request for the Non-Network Provider to be paid directly at the time you submit your claim.

Express Scripts will only pay Benefits to you or, with written authorization by you, to your Provider, and not to another third party, even if your Provider has assigned Benefits to that party.

Important - Timely Filing of Claims

All claim forms for Network and Non-Network Covered Drugs or Supplies must be submitted within 365 days after the date of service. Otherwise, the Program will not pay any benefits for that expense, or benefits will be reduced, as determined by Express Scripts. This 365-day requirement does not apply if you are legally incapacitated.

Claim Denials and Appeals

If Your Claim is Denied

If a claim for Benefits is denied in part or in whole, you may call Express Scripts toll-free at **(800) 935-7189** before requesting a formal appeal. If Express Scripts cannot resolve the issue to your satisfaction over the phone, you have the right to file a formal appeal as described below.

How to Appeal a Denied Claim

If you wish to appeal a denied Pre-Service Request for Benefits, a non-covered Benefit or a Post-Service Claim, you or your Authorized Representative must submit your appeal as described below in writing within 180 days from the date of the adverse benefit determination. This communication should include:

- the Participant's name;
- ID number as shown on the card;
- the date of service;
- the reason you disagree with the denial or the coverage decision; and
- any documentation or other written information to support your appeal.

For Appeal requests, you or your Authorized Representative may send a written appeal to:

Express Scripts Attn: Appeals Department
P.O. Box 66588
St. Louis, MO 63166-6588

Fax Number: 877-852-4070
Call Toll Free: 800-753-2851

You do not need to submit appeals of Urgent Care Requests for Benefits in writing. For Urgent Care Requests for Benefits that have been denied, you or your Provider should call Express Scripts toll-free at **(800) 935-7189** to request an appeal.

Types of claims

The timing of the claims appeal process is based on the type of claim you are appealing.

If you wish to appeal a claim, it helps to understand whether it is an:

- Urgent Care Request for Benefits;
- Pre-Service Request for Benefits; or
- Post-Service Claim.

First Internal Appeal

Express Scripts will conduct a full and fair review of your appeal. The appeal may be reviewed by:

- an appropriate individual(s) who did not make the initial benefit determination; and
- a health care professional with appropriate expertise who was not consulted during the initial benefit determination process.

Once the review is complete, if Express Scripts upholds the denial, you and your Provider will receive a written explanation of the reasons and facts relating to the denial and a description of the additional appeal procedures. If Express Scripts overturns the denial, you and your Provider will receive written notification of its decision and Benefits will be paid, as appropriate.

Notes:

- A denial of Benefits for prescription coverage does not mean that you cannot receive the drugs or supplies. A denial of the benefits simply means that the drugs or supplies are not covered under the Program and no payments will be made to you or any Providers or Pharmacies by the Program if you receive the denied drugs or supplies, unless the denial is overturned on a subsequent appeal.

If your Urgent Care Request for Benefits was denied, you may request an expedited external review at the same time that you request an expedited internal appeal to Express Scripts. Immediately upon receipt of your request for an expedited external review, Express Scripts will determine whether the request meets reviewability requirements for an external review. Immediately upon completing this review, Express Scripts will notify you that: (i) the request is complete and may proceed; (ii) the request is not complete, and additional information is needed (along with a list of the information needed to complete the request); or (iii) the request is complete, but not eligible for expedited external review. If the request for appeal does not meet the expedited external appeal criteria as determined by Express Scripts, the appeal will be handled as an expedited internal appeal to Express Scripts.

Second Internal Appeal to Express Scripts (of an Urgent Care Request for Benefits or a Pre-Service Request for Benefits)

If you are not satisfied with the first internal appeal decision regarding an Urgent Care Request for Benefits or a Pre-Service Request for Benefits, you have the right to request a second internal appeal from Express Scripts. You must file a written request for the second internal appeal within 60 days from your receipt of the first internal appeal determination notification.

If the denial is upheld at the second internal appeal level, Express Scripts will notify you of the reasons for its decision and that your internal appeal options are exhausted. If the appeal involves issues of medical judgment, you may request an external review of the denial within four months of receiving Express Scripts' notice. If Express Scripts overturns its decision at the second internal appeal level, Express Scripts will notify you of its decision and benefits will be paid, as appropriate.

Note: Upon written request and free of charge, Participants may examine documents relevant to their claims and/or appeals and submit opinions and comments. Express Scripts will review all claims in accordance with the rules established by the U.S. Department of Labor.

Second Internal Appeal to Express Scripts (of a Post-Service Claim)

If you are not satisfied with the first internal appeal decision regarding a Post-Service Claim, you have the right to request a second internal appeal from Express Scripts. You must file a written request for the second internal appeal within 90 days from your receipt of the first level appeal determination notification.

If Express Scripts upholds the denial at the second internal appeal level, Express Scripts will notify you of the reasons for its decision and that your internal appeal options are exhausted. If your appeal involves issues of medical judgment, you may request an external review of the denial within four months of receiving Express Scripts' notice. If Express Scripts overturns the denial, Express Scripts will notify you and benefits will be paid, as appropriate.

Express Scripts will complete reviews within legally applicable time periods.

Tables 4 through 6 below describe the time frames which you and Express Scripts are required to follow

TABLE 4 – Urgent Care Request for Benefits¹

Action to Be Taken	Timing ²
If your Request for Benefits is complete, Express Scripts must notify you and your Provider of the benefit determination within:	72 hours
If your Request for Benefits is incomplete, Express Scripts must notify you that it is incomplete within:	24 hours
You must then provide the completed Request for Benefits to Express Scripts within:	48 hours after receiving notice of additional information required
Express Scripts must notify you and your Provider of the Benefit determination within:	72 hours after receipt of additional information
If Express Scripts denies your Request for Benefits, you must appeal an adverse benefit determination no later than:	180 calendar days from the date of the adverse benefit determination letter
Express Scripts must notify you of the first internal appeal decision within:	72 hours after receiving the appeal

¹ You do not need to submit Urgent Care appeals in writing. You should call Express Scripts as soon as possible to appeal an Urgent Care Request for Benefits.

² From when the request is made unless otherwise noted below.

TABLE 5 – Pre-Service Request for Benefits

Action to Be Taken	Timing ¹
If your Request for Benefits is filed improperly with Express Scripts, must notify you within:	5 calendar days
If your Request for Benefits is incomplete Express Scripts must notify you within:	15 calendar days
You must then provide completed Request for Benefits information to Express Scripts within:	45 calendar days
Express Scripts must notify you of the Benefit determination: ■ if your Request for Benefits is complete, within:	15 calendar days
Express Scripts must notify you of the Benefit determination: ■ after receiving the completed Request for Benefits (if your Request for Benefits was incomplete as filed), within:	15 calendar days
You must appeal an adverse benefit determination no later than:	180 calendar days from the date of the adverse benefit determination letter
Express Scripts must notify you of the first internal appeal decision within:	15 calendar days after receiving the first internal appeal
You must appeal the denial of your first internal appeal (by filing a second internal appeal) no later than:	60 calendar days after receiving the first internal appeal decision
Express Scripts must notify you of the second internal appeal decision within:	15 calendar days after receiving the second internal appeal

¹ From when the request is made unless otherwise noted below.

TABLE 6 – Post-Service Claims

Action to Be Taken	Timing ¹
If your claim is incomplete, Express Scripts must notify you within:	30 calendar days
You must then provide completed claim information to Express Scripts within:	45 calendar days
Express Scripts must notify you of the Benefit determination: ■ if the claim was complete as filed, within:	30 calendar days
Express Scripts must notify you of the Benefit determination: ■ after receiving the completed claim (if the claim was incomplete as filed), within:	30 calendar days
You must appeal an adverse benefit determination no later than:	180 calendar days from the date of the adverse benefit determination letter
Express Scripts must notify you of the first internal appeal decision no later than:	30 calendar days after receiving the first internal appeal
You must appeal the denial of your first internal appeal (by filing a second internal appeal to Express Scripts) no later than:	90 calendar days after receiving the first internal appeal decision
Express Scripts must notify you of the second internal appeal decision within:	30 calendar days after receiving the second internal appeal

¹ From when the request is made unless otherwise noted below.

External Review Program

If, after exhausting your internal appeals, you are not satisfied with the determination made by Express Scripts and the determination was based on an issue of medical judgment, or if Express Scripts fails to respond to your appeal in accordance with applicable regulations regarding internal review, you may be entitled to request an immediate external review of the determination made by Express Scripts. The process is available at no charge to you.

If one of the above conditions is met, you may request an external review of an adverse benefit determination based upon any of the following:

- clinical reasons (the determination involves a question of medical judgment); or
- as otherwise required by applicable law.

Note: You may also have the right to pursue external review under the above criteria in the event that Express Scripts has failed to comply with the internal claims and appeals process, except for those failures that are based on de minimis violations that do not cause, and are not likely to cause, prejudice or harm to you.

When and How to request an External Review

The right to request an independent external review may be available for an adverse benefit determination involving medical judgment, rescission, or a decision based on medical information, including determinations involving treatment that is considered experimental or investigational. Generally, all internal appeal rights must be exhausted prior to requesting an external review. The external review will be conducted by an independent review organization with medical experts that were not involved in the prior determination of the claim.

You or your Authorized Representative may request a standard external review by sending a written request to the address sent out in the determination letter, and listed below. MCMC will facilitate, on behalf of Express Scripts, your request for an external review by sending it to an independent review organization.

To submit an external review, the request must be mailed or faxed to:

MCMC
Attn: Express Scripts Appeal Program
1451 Rockville Pike, Suite 440
Rockville, MD 20852

Phone: (617)375-7700 ext. 28253
Fax: (617) 375-7683

The request must be received within 4 months of the date of the final internal adverse benefit determination (if the date that is 4 months from that date is a Saturday, Sunday or holiday, the deadline will be the next business day).

An external review request should include all of the following:

- a specific request for an external review;
- the Participant's name, address, and pharmacy card ID number;
- your Authorized Representative's name and address, when applicable;
- the service that was denied, the date of service, the Provider's name; and
- any new, relevant information that was not provided during the internal appeal.

An external review will be performed by an Independent Review Organization (IRO). Express Scripts has entered into agreements with MCMC to perform such reviews. There are two types of external reviews available:

- a standard external review; and
- an expedited external review.

Standard External Review

A standard external review is comprised of the following:

- MCMC receives request;
- MCMC checks with Express Scripts to confirm that the participant is eligible for the external appeal. This is referred to as a preliminary review by Express Scripts of the request;
- if the preliminary review by Express Scripts is verified per the step above, MCMC sends the request to the IRO;
- the request is reviewed by the IRO; and
- a decision by the IRO is mailed to the participant.

During the preliminary review stage, Express Scripts determines whether the requesting Participant meets all of the following requirements:

- was covered under the Program at the time the Prescription Drug that is at issue in the request was provided;
- has exhausted the applicable internal appeals process;
- has provided all the information and forms required so that Express Scripts may process the request; and
- has met the legal requirements for external review.

Express Scripts will provide MCMC with the documents and information considered in making Express Scripts' determination. The documents include:

- all relevant medical records;
- all other documents relied upon by Express Scripts;
- all other information or evidence that you or your Provider submitted regarding the claim; and
- all other information or evidence that you or your Provider wish to submit regarding the claim, including, as explained below, any information or evidence you or your Provider wish to submit that was not previously provided.

If the request is eligible to be forwarded to an IRO, MCMC will assign to an IRO and the appeal information will be compiled and sent to the IRO within 5 business days of assigning the IRO. The IRO will notify the claimant in writing that it has received the request for an external review and if the IRO has determined that the claim involves medical judgment or rescission, the letter will describe the claimant's right to submit additional information within 10 business days for consideration to the IRO. Any additional information the claimant submits to the IRO will also be sent back to MCMC for reconsideration. The IRO will review the claim within 45 calendar days from receipt of the request and will send the claimant, MCMC and Express Scripts written notice of its decision. If the IRO has determined that the claim does not involve medical judgment or rescission, the IRO will notify the claimant in writing that the claim is ineligible for a full external review.

Expedited External Review for Urgent Care Matters

An expedited external review is similar to a standard external review. The most significant difference between the two is that the time periods for completing certain portions of the review process are much shorter, and in some instances you may file an expedited external review before completing the internal appeals process.

You may make a written or verbal request for an expedited external review if you receive either of the following:

- an adverse benefit determination of a claim or appeal if the adverse benefit determination involves a medical condition for which the time frame for completion of an expedited internal appeal would seriously jeopardize the life or health of the Participant or would jeopardize the Participant's ability to regain maximum function and you have filed a request for an expedited internal appeal; or
- a final appeal decision, if the determination involves a medical condition where the time frame for completion of a standard external review would seriously jeopardize the life or health of the Participant or would jeopardize the Participant's ability to regain maximum function, or if the final appeal decision concerns an admission, availability of care, continued stay, or health care service, procedure or product for which the Participant received Emergency services, but has not been discharged from a Facility.

Immediately upon receipt of the request, Express Scripts will determine whether the Participant meets all of the following:

- was covered under the Program at the time the Prescription Drug that is at issue in the request was provided;
- has provided all the information and forms required so that Express Scripts may process the request; and
- met the legal requirements for expedited external review.

Urgent External Review: Once an urgent external review request is submitted, the claim will immediately be reviewed to determine if it is eligible for an urgent external review. An urgent situation is one where in the opinion of the attending provider, the application of the time periods for making non-urgent care determinations could seriously jeopardize the life or health or the ability for the patient to regain maximum function or would subject the patient to severe pain that cannot be adequately managed without the care or treatment that is the subject of the claim.

If the claim is eligible for urgent processing, the claim will immediately be reviewed to determine if the request is eligible to be forwarded to an IRO, and the claimant will be notified of the decision. If the request is eligible to be forwarded to an IRO, the request will be assigned to an IRO and the appeal information will be compiled and sent to the IRO. The IRO will review the claim within 72 hours from receipt of the request and will send the claimant written notice of its decision.

All Final External Review Decisions by an IRO are final and binding on all parties and not subject to further appeal rights.

You may contact MCMC at **(617) 375-7700** toll-free for more information regarding external review rights, or if making a verbal request for an expedited external review.

Table 7 below describes the time frames which you, Express Scripts and the IRO are required to follow.

TABLE 7 – External Review

Action to Be Taken	Timing ¹
You must submit a request for external review to Express Scripts within:	4 months after the date you receive the second internal appeal determination
For an expedited external review, the IRO will provide notice of its determination within:	72 hours
For a standard external review, Express Scripts will complete a preliminary review to ensure the request meets requirements for an external review within:	5 business days
You may submit in writing to the IRO any additional information that you want the IRO to consider within:	10 business days
For a standard external review, the IRO will provide written notice of its determination within:	45 days² after receiving the request for the external review

¹ From when the request is made unless otherwise noted below.

² This time frame may be extended if the IRO requests additional time and you agree.

Authorized Representative

A Participant may have one Authorized Representative, and only one Authorized Representative at a time, to assist in submitting a claim or appealing a claim.

Except as set forth below with respect to a health care Provider acting as an Authorized Representative, an Authorized Representative shall have the authority to represent the Participant in all matters concerning the Participant's claim or appeal of a claim determination. If the Participant has an Authorized Representative, any references to "you" or "Participant" in this Section 8 will refer to the Authorized Representative.

One of the following persons may act as a Participant's Authorized Representative:

- an eligible individual designated by the Participant in writing on a form approved by Express Scripts;
- a health care Provider designated by the Participant in writing on a form approved by Express Scripts. For Urgent Care claims, a health care Provider may act as a Participant's Authorized Representative without the Participant's designation.
- a person holding the Participant's durable power of attorney;
- if the Participant is incapacitated due to illness or injury, a person appointed as guardian of the Participant by a court of competent jurisdiction; or
- if the Participant is a minor, the Participant's parent or legal guardian, unless Express Scripts is notified that the Participant's claim involves prescription drug services where the consent of the Participant's parent or legal guardian is or was not required by law in which case the Participant may represent himself or herself with respect to the claim

The authority of an Authorized Representative shall continue for the period specified in the Participant's appointment of the Authorized Representative or until the Participant is legally competent to represent himself or herself and notifies Express Scripts in writing that the Authorized Representative is no longer required.

Communication with Authorized Representative

1. If the Authorized Representative represents the Participant because the Authorized Representative is the Participant's parent or legal guardian or attorney in fact under a durable power of attorney, Express Scripts shall send all correspondence, notices and benefit determinations in connection with the Participant's Claim to the Authorized Representative.
2. If the Authorized Representative represents the Participant in connection with the submission of a Pre-Service Claim, including a claim involving Urgent Care, Express Scripts shall send all correspondence, notices and benefit determinations in connection with the Participant's claim to the Authorized Representative.
3. If the Authorized Representative represents the Participant in connection with the submission of a Post-Service Claim, Express Scripts will send all correspondence, notices and benefit determinations in connection with the Participant's Claim to the Participant, and the Authorized Representative.
4. It will take Express Scripts at least 30 days to notify all of its personnel about the termination of the Participant's Authorized Representative. It is possible that Express Scripts may communicate information about the Participant to the Authorized Representative during this 30-day period.

SECTION 9 - COORDINATION OF BENEFITS (COB)

What this section includes:

- How your Benefits under this Program coordinate with other plans;
- Procedures in the event the Program overpays Benefits.

Coordination of Benefits (COB) applies to you if you are covered by more than one prescription drug plan, including, but not limited to, any one of the following:

- another employer-sponsored prescription drug plan;
- another group insurance plan;
- no-fault or traditional “fault” type pharmaceutical payment benefits or personal injury protection benefits under an automobile insurance policy;
- pharmaceutical benefits under any premises liability or other types of liability coverage; or
- Medicare or other governmental prescription drug benefit plan.

If coverage is provided under two or more plans, COB determines which plan is Primary and which plan is Secondary. The plan considered Primary pays its benefits first, without regard to the possibility that another plan may cover some expenses. Any remaining expenses may be paid under the other plan, which is considered Secondary. The Secondary Plan may determine its benefits based on the benefits paid by the Primary Plan.

Determining Which Plan is Primary

If you are covered by two or more plans, the benefit payment follows the rules below in this order:

- a plan that covers a Participant as an employee pays benefits before a plan that covers the Participant as a dependent;
- the plan that has covered the individual claimant for the longest period will pay first; the expenses must be covered in part under at least one of the plans;
- the plan that covers an active employee pays before a plan covering a laid-off or retired employee;
- your Dependent children will receive Primary coverage from the parent whose birth date occurs first in a Calendar Year. If both parents have the same birth date, the plan that has been in effect the longest is the Primary Plan. This birthday rule applies only if:
 - A. the parents are married or living together whether or not they have ever been married and not legally separated; or
 - B. a court decree awards joint custody to the parents without specifying that one parent has the responsibility to provide health care coverage;
- if two or more plans cover a Dependent child of divorced or separated parents and if there is no court decree stating that one parent is responsible for health care, the child will be covered under the plan of:
 - A. the parent with custody of the child; then
 - B. the spouse of the parent with custody of the child; then
 - C. the parent not having custody of the child; then
 - D. the spouse of the parent not having custody of the child;

- if you have coverage under two or more prescription drug plans and only one has COB provisions, the plan without COB provisions will be the Primary Plan;
- if you are covered as an active employee by two plans, or you are covered as a retiree by two plans, the plan that has covered the individual claimant for the longest period will pay first; the expenses must be covered in part under at least one of the plans;
- if you are receiving COBRA continuation coverage under another employer plan, this Program is the Primary Plan; and
- finally, if none of the above rules determines which plan is Primary or Secondary, the allowable expenses shall be shared equally between the plans meeting the definition of an eligible plan for COB purposes.

The following examples illustrate how the Program determines which plan pays first and which plan pays second.

Determining Primary and Secondary Plan – Examples

1. Let's say you and your spouse both have family prescription drug coverage through your respective employers. You are unwell and go to see a Physician. The Physician provides you with a Prescription Order or Refill for a Covered Drug or Supply, which you take to a Pharmacy. Since you're covered as a Subscriber under this Program, and as a Dependent under your spouse's plan, this Program will pay Benefits for any Covered Drugs, Supplies or pharmaceutical items first.
2. Again, let's say you and your spouse both have family prescription drug coverage through your respective employers. You take your Dependent child to fill a Prescription Order or Refill at the Pharmacy. This Program will look at your birthday and your spouse's birthday to determine which plan pays first. If you were born on June 11 and your spouse was born on May 30, your spouse's plan will pay first.

Table 8 summarizes common situations of dual coverage and whether HealthSelect would be considered the Primary Program or the Secondary Program.

TABLE 8

Subscriber is...	...and is covered as a Dependent under another plan by:	...then Consumer Directed HealthSelect is:
an Active Employee	spouse's employer plan	the Primary Plan
an Active Employee	spouse's retiree plan	the Primary Plan
a Retiree	spouse's employer plan	the Primary Plan
a Retiree	spouse's retiree plan	the Primary Plan

Subscriber is...	...and has other coverage through:	...then Consumer Directed HealthSelect is:
an Active Employee	the Subscriber's second active employment	either Primary or Secondary depending on which plan is in force the longest
an Active Employee	the Subscriber's retirement from another employer	the Primary Plan

Subscriber is...	...and has other coverage through:	...then Consumer Directed HealthSelect is:
a Retiree	the Subscriber's second active employment	the Secondary Plan
a Retiree	the Subscriber's retirement from another employer	either Primary or Secondary depending on which plan is in force the longest

Dependent is...	...and is covered by a Subscriber who is:	...then Consumer Directed HealthSelect is:
an active employee of a non-GBP Employer	an Active Employee	the Secondary Plan
an active employee of a non-GBP Employer	a Retiree	the Secondary Plan
a retiree of a non-GBP Employer	an Active Employee	the Primary Plan
a retiree of a non-GBP Employer	a Retiree	the Secondary Plan

When This Program is Secondary

When this Program is the Secondary Plan, the Program determines the amount it will pay for a Covered Drug or Supply according to the following:

- the Program determines the amount it would have paid based on the Program's Discounted Average Wholesale Price (AWP) or Maximum Allowable Cost (MAC) for the Covered Drug or Supply.
- the Program pays the difference between the amount paid by the Primary Plan and this Program's AWP.
- the Program does not pay more than the amount the Program would have paid had it been the only plan providing coverage.
- the maximum combined payments from all plans cannot exceed 100% of the total allowable expense.

See Section 13, *Glossary* for the definition of Average Wholesale Price.

Example 1:

Let's assume you have primary prescription drug coverage through your own employment (your Primary Plan), and secondary prescription drug coverage in the Consumer Directed HealthSelect Program (your Secondary Plan) through your spouse's employment. You have not met your family In-Network Annual Deductible of \$4,200 for the Calendar Year yet. The total cost of a Covered Drug or Supply is \$20 and you paid a \$10 copay for the drug under your Primary Plan. Under Consumer Directed HealthSelect (your Secondary Plan), you would have paid \$20 (i.e., the full cost for this drug) since you have not met your Annual Deductible. Since the Program's liability for this drug is \$0 (because you have not met your Annual Deductible), you will not receive a reimbursement under the Program. Once you meet your Annual Deductible, the Program would begin to pay Benefits.

Example 2:

Let's assume you have primary prescription drug coverage through your own employment (your Primary Plan), and secondary prescription drug coverage in the Consumer Directed HealthSelect Program (your Secondary Plan) through your spouse's.

You have met your family In-Network Annual Deductible of \$4,200 in this Program. You go to a Network Pharmacy and fill a Prescription Order for a Covered Drug or Supply. The total cost of a Covered Drug or Supply is \$200 and you paid a \$60 copay for the drug under your Primary Plan. Under your Secondary Plan, you would have paid \$40 in Coinsurance (20%) for this drug, and the plan cost would have been \$160 (\$200 minus \$40 Coinsurance). Since the cost the Secondary Plan would have paid for your medication (\$160) is greater than the copay you paid under your Primary Plan, you receive the full reimbursement of \$60.

Note: You will not receive a reimbursement for Covered Drugs or Supplies under this Program until your Annual Deductible has been met. After your Annual Deductible has been met, you may be responsible for any Coinsurance payments as part of the COB payment.

What is an allowable expense? For purposes of COB, an allowable expense is a prescription drug expense that meets the definition of a Covered Drug or Supply under this Program.

Overpayment and Underpayment of Benefits

If you are covered under more than one prescription drug plan, there is a possibility that the other plan will pay a benefit that the Program should have paid. If this occurs, the Program may pay the other plan the amount it should have paid.

If the Program pays you more than it should under this COB section, you should pay the excess back promptly. Otherwise, ERS may recover the overpayment by offsetting the amount owed to ERS from future Benefits or by taking other legal action.

If the Program overpays a Pharmacy, the Program may recover the excess amount from the Pharmacy pursuant to *Refund of Overpayments*, below.

Refund of Overpayments

If the Program pays Benefits to or for a Participant, that Participant, or any other person or organization that was paid, must make a refund to the Program if:

- the Program's obligation to pay Benefits was contingent on the expenses incurred being legally owed and paid by the Participant, but all or some of the expenses were not paid by the Participant or were not legally required to be paid by the Participant;
- all or some of the payment the Program made exceeded the benefits under the Program; or
- all or some of the payment was made in error.

The amount that must be refunded equals the amount the Program paid in excess of the amount that the Program should have paid under the Program. If the refund is due from another person or organization, the Participant agrees to help the Program get the refund if requested.

If the Participant, or any other person or organization that was paid, does not promptly refund the full amount owed, the Program may recover the overpayment by reallocating the overpaid amount to pay, in whole or in part, (i) future Benefits for the Participant that are payable under the Program; or (ii) future Benefits that are payable to other Participants under the Program, with the understanding that Express Scripts will then reimburse the Program the amount of the reallocated payment. The reallocated payment amount will equal the amount of the required refund or, if less than the full amount of the required refund, will be deducted from the amount of refund owed to the Program. The Program may have other rights in addition to the right to reallocate overpaid amounts and other enumerated rights, including the right to commence a legal action. Alternatively, ERS may impose one or more sanctions against the involved Participant(s) under Section 1551.351, Texas Insurance Code.

SECTION 10 - SUBROGATION AND REIMBURSEMENT

What this section includes:

- How your Benefits are impacted if you suffer a Sickness or Injury caused by a third party.

See Section 10, *Subrogation and Reimbursement* in the Consumer Directed HealthSelectSM High Deductible Health Plan Master Benefit Plan Document. To review the Plan document referenced above, go to www.healthselectoftexas.com.

SECTION 11 - WHEN COVERAGE ENDS

Important

Your coverage in the Consumer Directed HealthSelect Prescription Drug Program is determined based upon your coverage in the Consumer Directed HealthSelect High Deductible Health Plan (administered by Blue Cross and Blue Shield of Texas). If your coverage under the HealthSelect Plan is terminated or comes to an end, your coverage in the Consumer Directed HealthSelect Prescription Drug Program will also end.

For more information regarding:

- Circumstances that cause coverage to end;
- Extended coverage; and
- How to continue coverage after it ends:

See Section 11, *When Coverage Ends* in the Consumer Directed medical Plan Master Benefit Plan Document (MBPD). To review the Plan document referenced above, go to www.healthselectoftexas.com.

COBRA

If you lose your Plan coverage, you may have the right to extend it under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), as defined in Section 13, *Glossary*.

For information on COBRA eligibility and enrollment, see Section 11, *When Coverage Ends* in the Consumer Directed HealthSelect High Deductible Health Plan Master Benefit Plan Document. To review the Plan document referenced above, go to www.healthselectoftexas.com.

SECTION 12 - OTHER IMPORTANT INFORMATION

What this section includes:

- Your relationship with Express Scripts and the Employees Retirement System of Texas;
- Interpretation of the Program;
- Records; and
- How to access the Master Benefit Plan Document.

Your Relationship with Express Scripts and the Employees Retirement System of Texas

In order to make choices about your Prescription Drug coverage, it is important for you to understand how Express Scripts interacts with the Program and how it may affect you.

ERS has contracted with Express Scripts as a third-party administrator of the Program to assist in the administration of the Program.

Express Scripts processes claims for benefits and communicates with you regarding decisions about whether the Program will cover the drugs or services that you may receive. The Program pays for Covered Drugs or Supplies, which are more fully described in this MBPD.

Express Scripts is not an employer or employee of ERS for any purpose with respect to the administration or provision of benefits under this Program.

Interpretation of the Program

ERS has discretion to interpret Program provisions, including this MBPD and any Amendment or Addendum.

ERS has delegated to Express Scripts the discretion to determine whether a drug service is a Covered Drug or Supply and how the Eligible Expenses will be determined and otherwise covered under the Program, according to guidelines established by the Program and/or Express Scripts.

In certain circumstances, for purposes of overall cost savings or efficiency, ERS, in its discretion, may approve Benefits for drugs or services that would otherwise not be Covered Drugs or Supplies. The fact that ERS does so in any particular case shall not in any way be deemed to require ERS to do so in other similar cases.

Records

All Participant records that are in the custody of ERS or Express Scripts are confidential and not subject to public disclosure under Chapter 552, Texas Government Code; Section 1551.063, Texas Insurance Code; they are subject to the federal Health Insurance Portability and Accountability Act of 1996 (HIPAA).

How to Access the Master Benefit Plan Document

A copy of this Master Benefit Plan Document and other Program information may be downloaded from **www.HealthSelectRx.com**. You may also request a copy of this Master Benefit Plan Document by making a written request to Express Scripts.

SECTION 13 - GLOSSARY

What this section includes:

- Definitions of terms used throughout this Master Benefit Plan Document (MBPD).

Many of the terms used throughout this MBPD may be unfamiliar to you or have a specific meaning with regard to the way the Program is administered and how Benefits are paid. This section defines terms used throughout this MBPD, but it does not describe the Benefits provided by the Program.

Accredo Specialty Pharmacy – the Express Scripts specialty pharmacy.

Act – the Texas Employees Group Benefits Act (Texas Insurance Code, Chapter 1551).

Addendum – an attached written description of additional or revised provisions to the Program. The Benefits and exclusions of this Master Benefit Plan Document and any Amendments thereto shall apply to the Addendum except that in the case of any conflict between the Addendum and Master Benefit Plan Document and/or Amendments to the Master Benefit Plan Document, the Addendum shall be controlling.

Affordable Care Act (ACA) – federal law that includes the Patient Protection and Affordable Care Act (Public Law 111-148; March 23, 2010; 124 Stat. 119) and the Health Care and Education Reconciliation Act of 2010 (Public Law 111-152; March 30, 2010; 124 Stat. 1029), as amended. This is also referred to as the federal health care reform statute.

Allowable Amount – the allowable amount is the lesser of:

1. The Usual and Customary charge
2. The price specified on the Maximum Allowable Cost (MAC) List
3. The Average Wholesale Price less a contractually determined discount amount plus Dispensing Fee

See definitions within the Glossary for more information on Usual and Customary, Maximum Allowable Cost List, Dispensing Fee, and Average Wholesale Price.

Amendment – any attached written description of additional or alternative provisions to the Program. Amendments are effective only when distributed by the Plan Administrator. Amendments are subject to all conditions, limitations and exclusions of the Program, except for those that the Amendment specifically changes.

Annual Deductible – a set amount you pay out of pocket each Calendar Year for Covered Drugs or Supplies before the Program begins to pay for anything except preventive services.

Authorized Representative – a person authorized to act on behalf of a Participant. This does not include a Provider or other entity acting as an assignee of a Participant's claim. See Authorized Representative in Section 8, *Claims Procedures*, for information on how to properly designate an Authorized Representative. An Authorized Representative must be properly designated in order to protect against improper disclosure of information about a Participant including protected health or other confidential information.

Average Wholesale Price (AWP) – AWP is the list price charged by wholesalers in the United States for the drug products they sell to a Pharmacy.

Benefits – Program payments for Covered Drugs or Supplies, subject to the Act, the ACA, the Rules of the ERS Board of Trustees, the terms and conditions of the Program and any Addendums and/or Amendments.

Benefits Coordinator – a person employed by your Employer to provide assistance for Participants with various benefit programs, including the Program. ERS is the Benefits Coordinator for Retirees.

Biological Product – A prescription drug that is made from natural and living sources like animal cells, plant cells, bacteria, or yeast. Biological products are more complex than other drugs and cannot be copied exactly, so alternative forms are called biosimilars. Biosimilars generally work just as well, and are as safe, as the original biological products.

Biosimilars – products that are alternatives to biological products and, like generics, biosimilars work just as well as the brand-name drug or biological product and usually cost less. Just like there are generic drug substitutes available for many brand-name drugs, there are biosimilar alternatives for some biological products.

Brand-name – a Prescription Drug that is either:

- Manufactured and marketed under a trademark or name by a specific drug manufacturer.
- Identified by Express Scripts as a Brand-name product based on available data resources including, but not limited to, Medi-Span, that classify drugs as either brand or generic based on a number of factors.

You should know that all products identified as “brand name” by the manufacturer, Pharmacy, or your Prescriber may not be classified as Brand-name by Express Scripts.

Calendar Year – the annual period of time from January 1 to December 31, as distinguished from Plan Year which is from September 1 through August 31.

Clinical Criteria – Specific qualitative/quantitative guidelines used by Express Scripts for the purpose of determining drug coverage. These include criteria for Prior Authorization drugs (including Step Therapy), Quantity Limit drugs, formulary exception drugs, and benefit exclusion drugs. The criteria comes from the National Pharmacy and Therapeutics Committee. The committee is designed to ensure an unbiased clinical perspective from practicing physicians and pharmacists who reflect a variety of practice specialties. Before drug criteria is put into use, the committee thoroughly reviews and approves all criteria. Criteria is updated annually and more frequently when clinical changes are necessary.

Chemically Equivalent – when Prescription Drugs contain the same active ingredient.

COBRA – see Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).

Coinsurance – the percentage of Eligible Expenses you are required to pay for certain Covered Drugs at a Non-Network Pharmacy as described in Section 3, *How the Program Works*. The percentage of Eligible Expenses paid by the Program for Covered Drugs or Supplies is shown in Table 3 in Section 5, *Schedule of Benefits and Coverage*.

Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) – a federal law that requires employers to offer continued health insurance coverage at the insured’s expense to certain Employees and their Dependents whose group health insurance has been terminated.

Copayment (or Copay) – the set dollar amount you are required to pay for certain Covered Drugs or Supplies as described in Section 3, *How the Program Works*.

Cosmetic Drug – a drug that is used primarily to enhance appearance, including, but not limited to: correction of skin wrinkles, skin aging and hair loss, even if the drug may have other non-cosmetic uses.

Covered Drug or Supply – any Prescription Drugs or supplies, other pharmaceutical products, services or supplies dispensed by a Pharmacy to a Participant for which coverage is provided in accordance with this Program and which meets the following requirements:

- that meets Clinical Criteria and is ordered by a Prescriber naming a Participant as the recipient;
- for which a written or verbal Prescription Order or Refill is prepared by a Prescriber;
- for which a separate charge is customarily made;
- that is used for the purpose for which U.S. Food and Drug Administration (FDA) approval has been given, or used consistent with the applicable program criteria approved by the National Pharmacy & Therapeutics Committee;
- that is dispensed by a Pharmacy and is received by the Participant while covered under this Program, except when received in a Physician's or Other Provider's office, or during confinement while a patient in a Hospital or other acute care institution or Facility; and
- that is not identified in Section 7, *Exclusions: What the Prescription Drug Program Will Not Cover*, as not covered.

Covered Health Services – those health services, supplies and pharmaceutical products, which the Plan determines to be:

- meets Clinical Criteria;
- included in Sections 5 and 6, Schedule of Benefits and Details for Covered Health Services, described as a Covered Health Service in the Consumer Directed HealthSelect High Deductible Health Plan;
- provided to a Participant who meets the Plan's eligibility requirements, as described under Eligibility in Section 2, Introduction in the Consumer Directed HealthSelect High Deductible Health Plan; and
- not identified in Section 7, *Exclusions: What the Medical Plan Will Not Cover*, as not covered in the Consumer Directed HealthSelect High Deductible Health Plan. To review the Plan document referenced above, go to www.healthselectoftexas.com.

Dependent – an individual who, because of a statutorily defined relationship with a Subscriber, meets the eligibility requirements specified in the Plan, as described under *Eligibility* in Section 2, *Introduction*, and is enrolled as a Participant in the Plan. A Dependent does not include anyone who is enrolled in the Plan as a Subscriber. No one can be enrolled as a Dependent of more than one Subscriber.

Dispense As Written (DAW) Penalty – the amount you pay for a Brand-name Drug when a Generic Drug is available. If you or your Prescriber chooses not to substitute a Generic Drug for the Brand-name Drug, you will pay the Generic Drug Coinsurance plus the difference in cost to the Program between the Generic Drug and the Brand-name Drug.

Dispensing Fee – agreed upon rate paid to the Pharmacy to cover costs associated with dispensing a medication.

DME – see Durable Medical Equipment (DME).

Durable Medical Equipment (DME) – any medical equipment appropriate for use in the home to aid in a better quality of living for Participants with a Sickness, Injury or disability.

Eligible Expenses – prescription costs or other charges deemed under the Program contract as being eligible for coverage.

Employee – an appointive or elective state officer (including a judicial officer) or employee in the service of the state of Texas, including an employee of an Institution of Higher Education, as defined in Section 1551.003 of the Act and in this Glossary, and any persons required or permitted by the Act to enroll as Subscribers. Eligibility for participation in the Plan for Employees is limited to the specific statutes that include them as Employees. This definition does not infer any greater eligibility for or right of access to the Benefits provided by this Program than the statutes establishing each class of eligible persons.

Employer – the state of Texas and all its agencies, certain political subdivisions or Institutions of Higher Education, as defined in this Glossary, that employ or employed a Subscriber.

Experimental or Investigational Services – drugs or other therapies, medications or devices that, at the time the Program makes a determination regarding coverage in a particular case, the Program determines to be any of the following:

- not approved by the U.S. Food and Drug Administration (FDA) to be lawfully marketed for the proposed use and not identified in the American Hospital Formulary Service or the United States Pharmacopoeia Dispensing Information as appropriate for the proposed use;
- subject to review and approval by any institutional review board for the proposed use (Devices which are FDA approved under the *Humanitarian Use Device* exemption are not considered to be Experimental or Investigational); or
- the subject of an ongoing Clinical Trial that meets the definition of a Phase I, II or III Clinical Trial set forth in the FDA regulations, regardless of whether the trial is actually subject to FDA oversight.

Exception:

- If you have a significantly life-threatening Sickness, Injury or other medical condition, ERS, or Express Scripts as its designee, may, at its discretion, consider an otherwise Experimental or Investigational item to be a Covered Drug, Supply and/or Covered Health Service for that Sickness, Injury or other medical condition. Prior to such a consideration, the Program must first establish, based on good faith medical judgment supported by sufficient scientific evidence, that although Experimental or Investigational, the item has significant potential as an effective life-sustaining treatment for that Sickness, Injury or other medical condition.

In making its determination, ERS, or Express Scripts as its designee, will refer to a certification the Participant's Physician must provide stating that he or she, based on good-faith medical judgment, believes:

- the Sickness, Injury or other medical condition is significantly life threatening and imminently fatal if the treatment is limited to Covered Drugs, Supplies and/or Covered Health Services; and
- although designated as Experimental or Investigational, the item has significant potential as an effective life-sustaining treatment for the Sickness, Illness or condition.

In addition to clinical studies regarding the Experimental or Investigational Service, the Program may consider scientifically grounded standards based on Physician specialty society recommendations and professional standards of care. The Program reserves the right to obtain expert opinion(s) in determining whether an otherwise Experimental or Investigational item shall be considered as a Covered Drug, Supply and/or Covered Health Service for a particular Sickness, Injury or other medical condition. The decision to apply Physician specialty society recommendations, the choice of expert and the determination of when to use any such expert opinion, shall be within the Program's sole discretion.

Appeals from an Express Scripts pre-service decision not to consider the Experimental or Investigational Service to be a Covered Drug, Supply and/or Covered Health Service will be handled as an appeal of an Urgent Care Request for Benefits under Section 8, *Claims Procedures* of this MBPD.

Extended Days' Supply (EDS) Retail Pharmacy – a retail Pharmacy that has agreed to dispense up to a 90-day supply of certain Maintenance Medications to you at the same rates as a Mail Order Pharmacy.

Facility – a Hospital, alternate Facility, inpatient rehabilitation Facility, skilled nursing Facility, residential treatment Facility or urgent care center or other institution that is licensed to provide services and supplies covered by the Plan. In states where there is a licensure requirement, other Facilities must be licensed by the appropriate state administrative agency.

Formulary – the list of Prescription Drugs or other pharmaceutical products, services or supplies as developed by the Program and approved by ERS for use with and as covered by this Program. The Formulary will be made available to Physicians, Pharmacies and other healthcare Providers to guide the prescribing, dispensing, and sale of Covered Drugs or Supplies. See Prescription Drug List (PDL).

Generic – a Prescription Drug that is either:

- Chemically Equivalent to a Brand-name drug.
- Identified by Express Scripts as a Generic Drug based on available data resources, including, but not limited to, Medi-Span, that classify drugs as either brand or generic based on a number of factors.

You should know that all products identified as a “generic” by the manufacturer, Pharmacy or your Prescriber may not be classified as a Generic by Express Scripts.

Group Benefits Program (GBP) – the Texas Employees Group Benefits Program as established by the Act and administered by the Employees Retirement System of Texas and its Board of Trustees pursuant to the Act.

HealthSelectSM of Texas Plan or HealthSelect – a self-funded health benefit plan offered by ERS through the Texas Employees Group Benefits Program. It includes an In-Area Plan, a HealthSelectSM Out-of-State Plan, a High Deductible Health Plan that is part of Consumer Directed HealthSelectSM, a HealthSelectSM Secondary Plan, and a Prescription Drug Program.

Hospital – an institution, operated as required by law, that:

- is primarily engaged in providing health care services, on an Inpatient basis, for the acute care and treatment of sick or injured individuals. Care is provided through medical, mental health, substance-related and addictive disorder, diagnostic and surgical Facilities, by or under the supervision of a staff of Physicians; and
- has 24-hour nursing services.

A Hospital is not primarily a place for rest, custodial care, domiciliary care or care of the aged and it is not a skilled nursing Facility, convalescent home or similar institution.

High Deductible Health Plan, or HDHP – a self-funded health benefit plan offered through the Group Benefits Program by ERS as part of Consumer Directed HealthSelect.

Indication – the FDA-approved use of the drug.

Injury – bodily damage other than Sickness or disability, including all related conditions and recurrent symptoms.

Institution of Higher Education – a public junior college, a senior college or university, or any other agency of higher education within the meaning and jurisdiction of Chapter 61, Texas Education Code. It does not include an entity in The University of Texas System, as described in Section 65.02, Texas Education Code, or an entity in The Texas A&M University System, as described in Subtitle D, Title 3, Texas Education Code, including the Texas Veterinary Medical Diagnostic Laboratory.

Mail Order Pharmacy – a Pharmacy that dispenses up to a 90-day supply of certain Maintenance Medications to you through the mail.

Maintenance Medication – medications used for long periods of time to treat chronic conditions, for example, cholesterol-stabilizing or hypertension medications.

Maximum Allowable Cost (MAC) List – a list of Generic Prescription Drugs that will be covered at a price level that Express Scripts establishes. This list is subject to Express Scripts' periodic review and modification.

Medical Emergency – a serious medical condition or symptom resulting from Injury, Sickness, or condition which:

- arises suddenly; and
- in the judgment of a reasonable person, requires immediate care and treatment, generally received within 24 hours of onset, to avoid jeopardy to life or health.

The Program determines if a medical condition is an Emergency based on factors that include, but are not limited to, medical information supplied by the Participant's Provider.

Medically Necessary – Covered Drugs or supplies that meet "Clinical Criteria". Refer to the glossary term "Clinical Criteria".

Medicare – Parts A, B, C and D of the insurance program for Americans 65 years of age and over as well as younger Americans with certain disabilities, established by Title XVIII, United States Social Security Act, as amended by 42 U.S.C. Sections 1394, et seq. and as later amended.

Medication-Assisted Treatment (MAT) – is the use of FDA-approved medications, in combination with counseling and behavioral therapies, for the treatment of substance use disorders.

Mental Health Services – Covered Drugs used for the treatment of Mental Illness. The inclusion of a condition in the current Diagnostic and Statistical Manual of the American Psychiatric Association does not independently mean that medications for treatment of the condition are Covered Drugs.

Mental Illness – mental health or psychiatric diagnostic categories listed in current clinical literature such as the Diagnostic and Statistical Manual of the American Psychiatric Association. Inclusion in such literature does not independently mean that medications for treatment of a particular diagnostic category are Covered Drugs.

National Pharmacy & Therapeutics Committee – the committee that Express Scripts designates for, among other responsibilities, determining if a Prescription Drug should be considered a Covered Drug or Supply by the Program and classifying Covered Drugs or Supplies into specific Tiers.

Network – for purposes of this MBPD, Network means a group of independent Pharmacies and chains of Pharmacies having a particular agreement for providing Prescription Drug services in a Network serving this Program.

Network Benefits – Benefits that the Program pays for Covered Drugs or Supplies provided by Network Pharmacies. Refer to Section 5, Schedule of Benefits and Coverage, for details about how Network Benefits apply.

Network Pharmacy – a Pharmacy that has:

- Entered into an agreement with Express Scripts or an organization contracting on its behalf to provide Prescription Drugs to Participants;
- Agreed to accept specified reimbursement rates for dispensing Prescription Drugs; and
- Been designated by Express Scripts as a Network Pharmacy.

Non-Maintenance Medication – medications that are prescribed for temporary and often short-term conditions (for example, antibiotics and decongestants).

Non-Network – Non-Network means a Pharmacy or group of Pharmacies which have not entered into an agreement with Express Scripts to provide Pharmacy services to Participants covered under this Program.

Non-Network Benefits – Benefits that the Program pays for Covered Drugs or Supplies provided by Non-Network Pharmacies. Refer to Section 5, **Schedule of Benefits and Coverage**, for details about how Non-Network Benefits apply.

Over-the-Counter Drugs (OTC) – drugs that may be purchased without a Prescription Order or Refill. A drug that may be otherwise purchased without a Prescription Order or Refill but is prescribed at a strength requiring a Prescription Order or Refill is not considered to be OTC.

Participant – an Employee, Retiree, or a Dependent, as defined in the Act, and surviving Dependents of deceased Employees and Retirees, or other persons eligible for coverage as provided under the Act while eligible for coverage and enrolled under the Plan/Program. References to “you” and “your” throughout this Master Benefit Plan Document are references to a Participant.

PDL – see Prescription Drug List (PDL).

Pharmacy – a state and federally licensed establishment where the practice of pharmacy occurs that is physically separate and apart from any Physician’s or Other Provider’s office and where legend drugs (drugs that, by law, can be obtained only by prescription) and devices are dispensed under Prescription Orders to the general public by a pharmacist licensed to dispense such drugs and devices under the laws of the state in which he/she practices.

Physician – any Doctor of Medicine or Doctor of Osteopathy who is properly licensed and qualified by law. **Please Note:** The fact that a Provider is described as a Physician does not mean that Benefits for services from that Provider are available to you under the Plan.

Please note: The fact that a Provider is described as a Physician does not mean that Benefits for medications prescribed by that Provider are available to you under the Program.

Plan – HealthSelect of Texas, administered by Blue Cross and Blue Shield of Texas, including each of the HealthSelectSM of Texas In-Area Plan, Consumer Directed HealthSelectSM High Deductible Health Plan, HealthSelectSM of Texas Secondary Plan HealthSelectSM of Texas Out-of-State Plan. For more information please go to www.healthselectoftexas.com.

Plan Administrator – the Employees Retirement System of Texas (ERS) or its designee.

Post-Service Claim – a claim for Benefits that is not a Pre-Service Request for Benefits or Urgent Care Request for Benefits. Post-Service Claims include claims that involve only the payment or reimbursement of Eligible Expenses for Covered Drugs or Supplies that have already been provided.

Preauthorization or Predetermination – see Prior Authorization under this section.

Predominant Reimbursement Rate – the amount Express Scripts will pay to reimburse you for a Prescription Drug that is dispensed at a Non-Network Pharmacy. At a Non-Network pharmacy, you are responsible for 100% of the Usual and Customary Charge, which includes the dispensing fee and any applicable sales tax. Express Scripts calculates the Predominant Reimbursement Rate using Express Scripts' Prescription Drug Charge that applies for that particular Prescription Drug at most Network Pharmacies.

Prescriber – any health care professional who is properly licensed and qualified by law to prescribe Prescription Drugs to humans and acts within the scope of that license. The fact that a Prescriber has prescribed a medication or product, or the fact that it may be the only available treatment for a Sickness (including mental illness, substance-related and addictive conditions), Injury, or disease (or its symptoms) does not make the product a Covered Drug or Supply under the Program.

Prescription Drug Charge – the rate Express Scripts has agreed to pay its Network Pharmacies, including the applicable dispensing fee and any applicable sales tax, for a Prescription Drug dispensed at a Network Pharmacy. You are responsible for paying the lowest of the:

- Applicable Copayment or Coinsurance amount;
- Network pharmacy's Usual and Customary Charge for the Prescription Drug; or
- Prescription Drug Charge that Express Scripts agreed to pay the Network Pharmacy.

Prescription Drug – a Brand-name or Generic medication or product that can, under federal or state law, only be dispensed as authorized by a Prescription Order by a Prescriber. A Prescription Drug includes a medication that, due to its characteristics, is appropriate for self-administration or administration by a non-skilled caregiver. For purposes of Benefits under this Program, this definition includes, but is not limited to:

- inhalers (with spacers);
- insulin; and
- standard insulin syringes with needles.

Prescription Drug List (PDL) – a list that categorizes Covered Drugs or Supplies into Tiers. This list is subject to the Program’s periodic review and modification. Negative changes may occur twice a year (January 1 and July 1), and Participants who have recently taken a drug that is moving to a higher tier or being excluded under the Program will be notified by letter no fewer than 30 days prior to the change. Positive changes may occur monthly throughout the year. When that occurs, you may pay more or less for a Prescription Drug, depending on its Tier assignment. Since the PDL may change periodically, you can visit www.HealthSelectRx.com or call Express Scripts at (800) 935-7189 toll-free for the most current information.

Prescription Drug List (PDL) Management Committee – the committee that Express Scripts designates for, among other responsibilities, determining if a Prescription Drug should be considered a Covered Drug or Supply by the Program and classifying Covered Drugs or Supplies into specific Tiers.

Prescription Order or Refill – a written or verbal order from a Prescriber to a pharmacist for a drug to be dispensed.

Pre-Service Request for Benefits – a claim for Benefits where the Program conditions receipt of the Benefit, in whole or in part, on approval of the Benefit in advance of obtaining the drug(s). This includes Covered Drugs or Supplies which the Program must approve or for which you must obtain Prior Authorization from Express Scripts before non-urgent care is provided.

Preventive Care – Services, medications and other items that have been demonstrated by clinical evidence to be safe and effective in either the early detection of disease or in the prevention of disease, have been proven to have a beneficial effect on health outcomes and include, as required under applicable law, evidence-based medications that have a rating of “A” or “B” in the current recommendations of the United States Preventive Services Task Force.

Primary or Primary Plan – when you are covered by more than one health benefit plan, the Primary Plan is the plan that pays benefits first under coordination of benefits (COB) guidelines. Remaining Eligible Expenses may be paid under the other plan, which is called the Secondary Plan. Refer to Section 9, *Coordination of Benefits (COB)*, for details on COB guidelines.

Prior Authorization – (sometimes known as preauthorization or predetermination) the utilization review process that the Program uses to determine whether certain drugs are Covered Drugs or Supplies under the Program. The drugs and conditions for coverage are recommended by the National Pharmacy and Therapeutics Management Committee and are subject to periodic review and modification. If a Prescription Drug is not prior authorized or exceeds the Quantity Limit, the Participant will be responsible for the entire cost of the Prescription Drug once the limits have been exceeded. See Section 4, *Utilization Management* for the list of drugs requiring Prior Authorization and for details on the Prior Authorization process.

Program – The Consumer Directed HealthSelect Prescription Drug Program, administered by Express Scripts.

Provider – a Facility, Hospital, Physician or other Provider (all as defined in this section) or other Provider that is licensed to provide health care services and supplies and acts within the scope of that license. Other Providers include, but are not limited to, the following when acting within the scope of his or her license:

- Doctor of Chiropractic;
- Doctor of Medical Dentistry;
- Doctor of Dental Surgery;
- podiatrist;
- licensed audiologist;
- licensed dietitian;
- licensed hearing aid fitter and dispenser;
- licensed speech, physical or occupational therapist;
- optometrist or ophthalmologist;
- Physicians' Assistant;
- advanced practice nurse;
- licensed surgical assistant;
- Nurse-Anesthetist;
- DME/prosthetics provider;
- Home Health Agency;
- Network home infusion therapy provider; and
- Convenience Care Clinic.

In states where there is a licensure requirement, other Providers must be licensed by the appropriate state administrative agency.

Quantity Limit – a process applied to selected classes of drugs to limit the amount of medication dispensed to an amount agreed upon per nationally recognized guidelines. Quantity Limits are recommended by the National Pharmacy and Therapeutics Management Committee and are subject to periodic review and modification. If a Prescription Drug exceeds the Quantity Limit, the Participant will be responsible for the entire cost of the Prescription Drug. See Section 4, *Utilization Management*, for more information on Quantity Limits and drugs that may be subject to them.

Retiree – (also known as annuitant) an Employee who has retired as defined in the Act.

Routine Vaccines – the following scheduled immunizations Coverage may be subject to guidelines based on age, risk factors, dosage, and frequency.

- COVID-19
- Hepatitis A and Hepatitis B
- Herpes Zoster (shingles)
- Human Papilloma Virus (HPV)
- Influenza (flu)
- Measles, Mumps, Rubella
- Meningococcal
- Pneumococcal
- Respiratory Syncytial (RSV)
- Tetanus, Diphtheria, Pertussis (Tdap)
- Tetanus, Diphtheria
- Varicella

Secondary or Secondary Plan – when you are covered by more than one health benefits plan, the Secondary Plan is the plan that pays benefits second, following the Primary Plan, under coordination of benefits (COB) guidelines. The Secondary Plan may or may not pay all remaining Allowable Amounts after the Primary Plan has paid, depending on how COB is determined. Refer to Section 9, *Coordination of Benefits (COB)*, for details on COB guidelines.

Sickness – physical illness, disease or conditions related to pregnancy. The term Sickness as used in this MBPD includes mental illness and substance-related and addictive disorder, regardless of the cause or origin of the mental illness or substance-related and addictive disorder.

Specialty Prescription Drugs – Prescription Drugs that are used in the treatment of rare or complex conditions and may be administered by injection or infusion, may be high cost, may have special delivery and storage requirements, and/or require close monitoring or care coordination by a pharmacist or Prescriber. To find out whether a medication you take is considered a Specialty Prescription Drug, call Express Scripts at **(800) 935-7189** toll-free or go to **www.HealthSelectRx.com**, choose your medication name and click on “More Information.”

Step Therapy – Step Therapy is a process applied to certain Covered Drugs or Supplies under the Program to contain costs and ensure the most appropriate use of drugs for the treatment of your condition. For Covered Drugs or Supplies that are subject to Step Therapy requirements, you must try the most cost-effective drug therapy first before the Program will cover the more costly drugs, if appropriate, for the treatment of your condition.

Subscriber – the Participant who is the Employee, Retiree, or other person enrolled in the Program as provided for under the Act, and who is not a Dependent.

Therapeutically Equivalent – when Prescription Drugs have essentially the same clinical effectiveness and safety characteristics.

Tier – a Copay/Coinsurance level for Covered Drugs or Supplies. There are three Tiers for Covered Drugs or Supplies on the Prescription Drug List (PDL) under the Program. See Section 3, *How the Program Works*, for information.

Trustee – the Board of Trustees of the Employees Retirement System of Texas.

Total Network Out-of-Pocket Maximum – the most you are required to pay each Calendar Year for both Network Prescription Drug and Network medical benefits including: Annual Deductibles and Coinsurance, as detailed in Section 5, *Schedule of Benefits and Coverage*. Refer to Section 3, *How the Program Works*, for a description of how the Total Network Out-of-Pocket Maximum works.

Unproven Services –drugs or other therapies, medications or devices that have not been determined to be effective for treatment of the Sickness, Injury or other medical condition and/or not to have a beneficial effect on health outcomes due to insufficient and inadequate clinical evidence from well-conducted randomized controlled trials or cohort studies in the prevailing published peer-reviewed medical literature.

- Well-conducted randomized controlled trials are two or more treatments compared to each other, with the patient not being allowed to choose which treatment is received.
- Well-conducted cohort studies from more than one institution are studies in which patients who receive study treatment are compared to a group of patients who receive standard therapy. The comparison group must be nearly identical to the study treatment group.

Express Scripts has a process by which it compiles and reviews clinical evidence with respect to certain covered services. From time to time, Express Scripts issues drug policies that describe the clinical evidence available with respect to specific prescription drug services. These drug policies are subject to change without prior notice. For information on a certain policy, please call a representative toll-free at **(800) 935-7189**.

Please note: If you have a significantly life-threatening Sickness, Injury or other condition, ERS, or Express Scripts as its designee may, at its discretion, consider an otherwise Unproven item to be a Covered Drug, Supply and/or Covered Health Service for that Sickness, Injury or other condition. Prior to such a consideration, the Program must first establish, based on good faith medical judgment supported by sufficient scientific evidence that albeit unproven, the item has significant potential as an effective treatment for that Sickness, Injury or other condition.

In making its determination, ERS, or Express Scripts as its designee, will refer to a certification the Participant's Physician must provide stating that he or she, based on good-faith medical judgment, believes:

- the Sickness, Injury or other condition is significantly life threatening and imminently fatal if the treatment is limited to Covered Drugs, Supplies and/or Covered Health Services; and
- although designated as Experimental or Investigational, the item has significant potential as an effective life-sustaining treatment for the Sickness, Illness or condition.

- In addition to clinical studies regarding the Unproven item, the Program may consider scientifically grounded standards based on Physician specialty society recommendations and professional standards of care. The Program reserves the right to obtain expert opinion(s) in determining whether an otherwise Unproven item shall be considered as a Covered Drug, Supply and/or Covered Health Service for a particular Sickness, Injury or other medical condition. The decision to apply Physician specialty society recommendations, the choice of expert and the determination of when to use any such expert opinion, shall be within the Program's sole discretion.

Appeals from an Express Scripts decision not to consider the Unproven item to be a Covered Drug, Supply and/or Covered Health Service will be handled as an appeal of an Urgent Care Request for Benefits under Section 8, *Claims Procedures of this Master Benefit Plan Document*.

Urgent Care – Health care services provided in a situation other than an emergency which are typically provided in a setting such as a physician or individual provider's office or urgent care center, as a result of an acute injury or illness that is severe or painful enough to lead a prudent layperson, possessing an average knowledge of medicine and health, to believe that his or her condition, illness or injury is of such a nature that failure to obtain treatment within a reasonable period of time would result in serious deterioration of the condition of his or her health,

Urgent Care Request for Benefits – for the purposes of this MBPD, a claim for medications with respect to which application of the time periods for making non-urgent determinations (a) could seriously jeopardize the life or health of the Participant or the ability of the Participant to regain maximum function, or (b) in the opinion of the Participant's Prescriber, would subject the Participant to severe pain that could not be adequately managed without the care or treatment that is the subject of the claim.

Usual and Customary Charge – the usual fee that a Pharmacy charges individuals for a Prescription Drug without reference to reimbursement to the Pharmacy by third parties. The Usual and Customary Charge includes a dispensing fee and any applicable sales tax

SECTION 14 - IMPORTANT ADMINISTRATIVE INFORMATION

What this section includes:

- Program administrative information.

This section includes information on the administration of the Program. While you may not need this information for your day-to-day participation, it is information you may find important.

Plan Administrator: The Plan Administrator is the Employees Retirement System of Texas (ERS). ERS may, from time to time in its sole discretion, contract with outside parties to arrange for the provision of administrative services including arrangement of access to a Network Pharmacy; claims processing and payment services, including coordination of Benefits, utilization management and complaint resolution assistance. This contracted administrator for the Program is the claims administrator, Express Scripts, a subsidiary of UnitedHealth Group. For Benefits as described in this MBPD, ERS also has selected a Pharmacy Network established by Express Scripts.

The Employees Retirement System of Texas
200 East 18th Street
Austin, TX 78701

(877) 275-4377

ERS retains all fiduciary responsibilities with respect to the Program except to the extent ERS has allocated to other persons or entities one or more fiduciary responsibility(s), as it has to Express Scripts with respect to the Program.

Claims Administrator: The company that provides certain administrative services for the Program described in this MBPD. The claims administrator for the Program is Express Scripts

Express Scripts
1 Express Way
St. Louis, MO 63121

(800) 935-7189

Express Scripts Pharmacy shall not be deemed or construed as Employers for any purpose with respect to the administration or provision of Benefits under the Program. Express Scripts Pharmacy shall not be responsible for fulfilling any duties or obligations of an Employer with respect to the Program.

ATTACHMENT I - THE EMPLOYEES RETIREMENT SYSTEM OF TEXAS SUMMARY NOTICE OF PRIVACY PRACTICES

The Employees Retirement System of Texas (“ERS”) administers the Texas Employees Group Benefits Program, including your health plan, pursuant to Texas law. THIS NOTICE DESCRIBES HOW ERS MAY USE OR DISCLOSE MEDICAL INFORMATION ABOUT YOU AND HOW YOU CAN GET ACCESS TO YOUR OWN INFORMATION PURSUANT TO THE HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT OF 1996 (“HIPAA”) PRIVACY RULE. PLEASE REVIEW THIS NOTICE CAREFULLY.

Uses and Disclosures of Health Information:

ERS and/or a third-party administrator under contract with ERS may use health information about you on behalf of your health plan to authorize treatment, to pay for treatment, and for other allowable health care purposes. Health care providers submit claims for payment for treatment that may be covered by the group health plan. Part of payment includes ascertaining the medical necessity of the treatment and the details of the treatment or service to determine if the group health plan is obligated to pay. Information may be shared by paper mail, electronic mail, fax, or other methods.

By law, ERS may use or disclose identifiable health information about you without your authorization for several reasons, including, subject to certain requirements, for public health purposes, for auditing purposes, for research studies, and for emergencies. ERS provides information when otherwise required by law, such as for law enforcement in specific circumstances. In any other situation, ERS will ask for your written authorization before using or disclosing any identifiable health information about you. If you choose to sign an authorization to disclose information, you can later revoke that authorization to stop any future uses and disclosures. ERS cannot use or disclose your genetic information for underwriting purposes. ERS may change its policies at any time. When ERS makes a significant change in its policies, ERS will change its notice and post the new notice on the ERS website at www.ers.texas.gov. Our full notice is available at [https://www.ers.texas.gov/PDFs/Forms/HIPAA-Notice-of-Privacy-Practices-\(Long-Form\)](https://www.ers.texas.gov/PDFs/Forms/HIPAA-Notice-of-Privacy-Practices-(Long-Form)).

For more information about our privacy practices, contact the ERS Privacy Officer. ERS originally adopted its Notice of Privacy Practices and HIPAA Privacy Policies and Procedures Document April 14, 2003, and subsequently revised them effective February 17, 2010, and September 23, 2013.

Individual Rights:

In most cases, you have the right to look at or get a paper or electronic copy of health information about you that ERS uses to make decisions about you. If you request copies, we will charge you the normal copy fees that reflect the actual costs of producing the copies including such items as labor and materials. For all authorized or by law requests made by others, the requestor will be charged for production of medical records per ERS' schedule of charges. You also have the right to receive a list of instances when we have disclosed health information about you for reasons other than treatment, payment, healthcare operations, related administrative purposes, and when you explicitly authorized it. If you believe that information in your record is incorrect or if important information is missing, you have the right to request that ERS correct the existing information or add the missing information. You have the right to request that ERS restrict the use and disclosure of your health information above what is required by law. If ERS accepts your request for restricted use and disclosure then ERS must abide by the request and may only reverse its position after you have been appropriately notified. You have the right to request an alternative means of communications with ERS. You are not required to explain why you want the alternative means of communication.

Complaints:

If you are concerned that ERS has violated your privacy rights, or you disagree with a decision ERS has made about access to your records, you may contact the ERS Privacy Officer. You also may send a written complaint to the U.S. Department of Health and Human Services. The ERS Privacy Officer can provide you with the appropriate address upon request.

Our Legal Duty:

ERS is required by law to protect the privacy of your information, provide this notice about our information practices, follow the information practices that are described in this Notice, and obtain your acknowledgment of receipt of this Notice.

Detailed Notice of Privacy Practices:

For further details about your rights and the federal Privacy Rule, refer to the detailed statement of this Notice. You can ask for a written copy of the detailed Notice by contacting the Office of the Privacy Officer or by visiting ERS' web site at www.ers.texas.gov. If you have any questions or complaints, please contact the ERS Privacy Officer by calling **(512) 867-7711** or toll-free **(877) 275-4377** or by writing to ERS Privacy Officer, The Employees Retirement System of Texas, P.O. Box 13207, Austin, TX 78711-3207.

ADDENDUM – LIST OF COVERED PREVENTIVE CARE MEDICATIONS AND DEVICES

Preventive medications that are currently rated as A or B according to the United States Preventive Services Task Force (USPSTF) are listed below. This list is subject to change according to the guidelines and recommendation provided by USPSTF. Coverage is subject to guidelines based on age, risk factors, dosage, and frequency.

Covered Preventive Care Medications^{1,2,3}

- Tobacco cessation medications (Age: 18 years and older), max quantity of 180 days/365 day period; additional Rx at standard coinsurance
 - Nicotine replacement gum, lozenge, or patch
 - bupropion, Nicotrol, Varenicline
 - Aspirin only generic, single-entity aspirin 81mg
 - Statins available at \$0 cost-share
 - Lovastatin (all strengths)
 - Atorvastatin 10 & 20mg
 - Simvastatin 5, 10, 20 & 40mg
 - Routine Vaccines (when administered at a Network Pharmacy) please see list found in Section 6.
 - Colonoscopy preparation products (generics only) ages 45 to 75
 - Bisacodyl EC tab
 - Magnesium Citrate Sol
 - PEG 3350 (generic Miralax)
 - Generic Colyte, Generic Golytely, Generic Nulytely
 - HIV Pre-exposure Prophylaxis (PrEP)
 - Emtricitabine/Tenofovir Disoproxil Fumarate 200mg/300mg (Generic Truvada)
 - Generic Rx/OTC single-entity and combination Fluoride oral tablets and solution providing greater than or equal to 1.0mg/day for children age 6 months through 16 years
 - Breast cancer preventive medications, tamoxifen, raloxifene, Anastrozole, exemestane, and Soltamox
 - Folic Acid – Generic only (Rx/OTC) 0.4-0.8mg; single-entity and combination products
 - Contraceptive Methods including:
 - Birth Control Shot/Injection
 - Oral Contraceptives, Birth Control Pills
 - Birth Control Patch
 - Vaginal Contraceptive Ring
 - Diaphragm
 - Sponge
 - Cervical Cap
 - Female and Male Condom
 - Spermicide
 - Emergency Birth Control
- Note:** Surgical contraceptive categories (surgical sterilization and surgical sterilization implant) may be covered under the HealthSelect of Texas plan. For more information, visit www.healthselectoftexas.com.

¹ In order to be considered a Covered Drug or Supply under the Program, a valid Prescription Order or Refill must be provided for all Preventive Care medications and devices listed within this Addendum.

² Certain preventive medications (including certain contraceptives) may be covered without any Participant cost share dependent upon Generic availability. Under the Affordable Care Act, certain contraceptive methods are paid at 100% (i.e., at no cost to the Participant). In some cases, you will be responsible for payment.

³ If a Generic Drug is available and you choose to buy the Brand-name Drug, you will pay the Copay/Coinsurance plus the difference in cost between the Brand-name Drug and the Generic Drug. (This is referred to as the Dispense As Written Penalty.)