provider who participates in the network and who is availab



Direct Access to Obstetricians and Gynecologists - You do not need prior authorization from the plan or from any other person (including a primary care provider) in order to obtain access to obstetrical or gynecological care from a health care professional in our network who specializes in obstetrics or gynecology. The health care professional, however, may be required to comply with certain procedures, including obtaining prior authorization for certain services, following a pre-approved treatment plan, or procedures for making referrals. For a list of participating health care professionals who specialize in obstetrics or gynecology, visit www.mycigna.com or contact customer service at the phone number listed on the back of your ID card.

Your coverage includes a health savings account that you can use to pay for eligible out-of-pocket expenses.		
Employer Contribution	Employee - \$1,650 Family - \$2,750	

Plan Highlights	In-Network	Out-of-Network
Lifetime Maximum	Unlimited	Unlimited
Plan Year Accumulation	Your Plan's Deductibles, Out-of-Pockets and contract year basis unless otherwise stated. specific maximums (dollar and occurrence) of Network unless otherwise noted.	In addition, all plan maximums and service-
Plan Coinsurance	Plan pays 80%	Plan pays 60%
Maximum Reimbursable Charge	Not Applicable	200%

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Benefit	In-Network	Out-of-Network
lote: Services where plan deductible applies are noted with a ca	aret (^). Plan deductible always applies before b	penefit copays/deductibles.
/irtual Care		
edicated Virtual Providers - MDLIVE		
DLIVE Urgent Virtual Care Services	Plan pays 80% ^	Not Covered
DLIVE Primary Care Services	Plan pays 80% ^	Not Covered
DLIVE Specialty Care Services	Plan pays 80% ^	Not Covered
Primary Care cost share applies to routine care. Virtual v	wellness screenings are payable under Prevent	tive Care.
For MDLIVE Behavioral Services, please refer to the Me	ental Health and Substance Use Disorder section	on (below).
Lab services supporting a virtual visit must be obtained to		
Includes charges for the delivery of medical and health-reaudio, video, and secure internet-based technologies.	related services and consultations by dedicated	I virtual providers as medically appropriate through
rtual Physician Services - Office Visits		
rimary Care Physician (PCP) Services/Office Visit	Plan pays 80% ^	Plan pays 60% ^
pecialty Care Physician Services/Office Visit	Plan pays 80% ^	Plan pays 60% ^
Physicians may deliver services virtually that are payable Includes charges for the delivery of medical and health-rebased technologies that are similar to office visit services OTE: Obstetrician and Gynecologist (OB/GYN) visits are subjective.	related services and consultations as medically s provided in a face-to-face setting.	appropriate through audio, video, and secure inter-
Includes charges for the delivery of medical and health-rebased technologies that are similar to office visit services OTE: Obstetrician and Gynecologist (OB/GYN) visits are subjects PCP or as Specialist).	related services and consultations as medically s provided in a face-to-face setting.	appropriate through audio, video, and secure inter-
Includes charges for the delivery of medical and health-rebased technologies that are similar to office visit services IOTE: Obstetrician and Gynecologist (OB/GYN) visits are subjects PCP or as Specialist). Convenience Care Clinic	related services and consultations as medically s provided in a face-to-face setting.	appropriate through audio, video, and secure inter-
Includes charges for the delivery of medical and health-rebased technologies that are similar to office visit services OTE: Obstetrician and Gynecologist (OB/GYN) visits are subjects PCP or as Specialist). Convenience Care Clinic onvenience Care Clinic	related services and consultations as medically s provided in a face-to-face setting. act to either the PCP or Specialist cost share de	appropriate through audio, video, and secure interpending on how the provider contracts with Cigna (
Includes charges for the delivery of medical and health-re	related services and consultations as medically s provided in a face-to-face setting. act to either the PCP or Specialist cost share de	appropriate through audio, video, and secure interpending on how the provider contracts with Cigna (
Includes charges for the delivery of medical and health-rebased technologies that are similar to office visit services OTE: Obstetrician and Gynecologist (OB/GYN) visits are subjects PCP or as Specialist). Convenience Care Clinic Onvenience Care Clinic Preventive Care	related services and consultations as medically is provided in a face-to-face setting. Sect to either the PCP or Specialist cost share de Plan pays 80% ^	appropriate through audio, video, and secure interpending on how the provider contracts with Cigna (Plan pays 60% ^ Plan pays 60% ^
Includes charges for the delivery of medical and health-rebased technologies that are similar to office visit services OTE: Obstetrician and Gynecologist (OB/GYN) visits are subjects PCP or as Specialist). Convenience Care Clinic Onvenience Care Clinic Preventive Care Includes coverage of additional services, such as urinally billed as part of office visit. Annual Limit: Unlimited	related services and consultations as medically is provided in a face-to-face setting. Sect to either the PCP or Specialist cost share de Plan pays 80% ^	appropriate through audio, video, and secure interpending on how the provider contracts with Cigna (Plan pays 60% ^ Plan pays 60% ^ enting the standard Preventive Care benefit when Plan pays 60% ^
Includes charges for the delivery of medical and health-responsed technologies that are similar to office visit services OTE: Obstetrician and Gynecologist (OB/GYN) visits are subject PCP or as Specialist). Convenience Care Clinic Convenience Care Clinic Convenience Care Clinic Preventive Care Includes coverage of additional services, such as urinally billed as part of office visit. Annual Limit: Unlimited	related services and consultations as medically is provided in a face-to-face setting. For the PCP or Specialist cost share de Plan pays 80% ^ Plan pays 100% Plan pays 100% Prince PCP or Specialist cost share de Plan pays 80% ^	appropriate through audio, video, and secure interspending on how the provider contracts with Cigna (Plan pays 60% ^ Plan pays 60% ^ enting the standard Preventive Care benefit when
Includes charges for the delivery of medical and health-responded technologies that are similar to office visit services OTE: Obstetrician and Gynecologist (OB/GYN) visits are subjects PCP or as Specialist). Convenience Care Clinic Onvenience Care Clinic Preventive Care Includes coverage of additional services, such as urinally billed as part of office visit. Annual Limit: Unlimited	Plan pays 100% Plan pays 100%	Plan pays 60% ^
Includes charges for the delivery of medical and health-responsed technologies that are similar to office visit services OTE: Obstetrician and Gynecologist (OB/GYN) visits are subjects PCP or as Specialist). Convenience Care Clinic Onvenience Care Clinic Oreventive Care Includes coverage of additional services, such as urinally billed as part of office visit. Annual Limit: Unlimited Immunizations ammogram, PAP, and PSA Tests Coverage includes the associated Preventive Outpatient Diagnostic-related services are covered at the same lever	Plan pays 100% Plan pays 100%	Plan pays 60% ^

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Benefit

Benefit	In-Network	Out-of-Network
Note: Services where plan deductible applies are noted with a caret (^). Plan deductible always applies before benefit c	opays/deductibles.
Outpatient Therapy Services		
Outpatient Therapy Services	Covered same as Physician Services - Office Visit	Covered same as Physician Services - Office Visit
Annual Limits: All Therapies Combined - Includes Cognitive Therapy, Occup days	pational Therapy, Physical Therapy, Pulmonary Re	ehabilitation, and Speech Therapy - Unlimited
lote: Therapy days, provided as part of an approved Home Health C	are plan, accumulate to the applicable outpatient t	herapy services maximum.
Chiropractic Services	Covered same as Physician Services - Office Visit	Covered same as Physician Services - Office Visit
Annual Limit: Chiropractic Care - 40 days		
Cardiac Rehabilitation Services	Covered same as Physician Services - Office Visit	Covered same as Physician Services - Office Visit
nnual Limit: Cardiac Rehabilitation - Unlimited days		
Hospice		
npatient Facilities	Plan pays 80% ^	Plan pays 60% ^
Outpatient Services	Plan pays 80% ^	Plan pays 60% ^
lote: Includes Bereavement counseling provided as part of a hospice	e program.	
Bereavement Counseling (for services not provide	ed as part of a hospice program)	
ervices Provided by a Mental Health Professional	Covered under Mental Health benefit	Covered under Mental Health benefit
Medical Pharmaceutical Drugs		
Cigna Pathwell Specialty Medical Pharmaceuticals	Cigna Pathwell Specialty Network: Plan pays 80% ^ All other medical network providers:	Not Covered
	Not Covered	
Other Medical Pharmaceuticals	Plan pays 80% ^	Plan pays 60% ^
lote: This benefit only applies to the cost of Medical Pharmaceutical of the plan design.	drugs administered. Related Facility, Office Visit o	r Professional charges are covered accordi

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Benefit	In-Network	Out-of-Network		
Note: Services where plan deductible applies are noted with a caret (^). Plan deductible always applies before benefit copays/deductibles.				
Maternity				
Initial Visit to Confirm Pregnancy	Covered same as Physician Services - Office Visit	Covered same as Physician Services - Office Visit		
All Subsequent Prenatal Visits, Postnatal Visits and Physician's Delivery Charges (Global Maternity Fee)	Plan pays 80% ^	Plan pays 60% ^		
Office Visits in Addition to Global Maternity Fee (Performed by OB/GYN or Specialist)	Covered same as Physician Services - Office Visit	Covered same as Physician Services - Office Visit		
Delivery - Facility (Inpatient Hospital, Birthing Center)	Covered same as plan's Inpatient Hospital benefit	Covered same as plan's Inpatient Hospital benefit		
Abortion				
Abortion Services	Coverage varies based on Place of Service	Coverage varies based on Place of Service		
Note: Elective and non-elective procedures				
Family Planning				
Women's Services	Plan pays 100%	Coverage varies based on Place of Service		
Includes contraceptive devices as ordered or prescribed by a physician and	surgical sterilization services, such as tubal li	gation (excludes reversals)		
Men's Services	Coverage varies based on Place of Service	Coverage varies based on Place of Service		
Includes surgical sterilization services, such as vasectomy (excludes revers	als)	·		
Infertility				
Infertility Treatment Infertility covered services: lab and radiology tests; counseling; accounted to the control of the counterpart of the counte				

Infertility covered services: lab and radiology tests; counseling; access to harvesting of sperm and oocytes for the purpose of cryopreservation and short term storage when an infertility condition is imminent; cryopreservation, storage and thawing of sperm, eggs and embryos; surgical treatment, including artificial insemination, invitro fertilization, GIFT, ZIFT, etc. Injectable infertility drugs are covered under the medical plan benefit.

Infertility services are managed via Progyny and available exclusively from their national network of providers. Members can activate their Progyny benefits by calling (833) 233-1088. Services include unlimited guidance and support from a dedicated Patient Care Advocate.

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Benefit	In-Network	Out-of-Network		
Note: Services where plan deductible applies are noted with a caret (^). Plan deductible always applies before benefit copays/deductibles.				
Outpatient Dialysis Services				
Physician's Services/Office Visit	Covered same as Physician Services - Office Visit	Covered same as Physician Services - Office Visit		
Home Dialysis Note: Dialysis visits will not accumulate to Home Health Care maximum	Covered same as plan's Home Health Care benefit	Covered same as plan's Home Health Care benefit		
Outpatient Facility Services	Covered same as plan's Outpatient Facility Services benefit	Covered same as plan's Outpatient Facility Services benefit		
Outpatient Professional Services	Covered same as plan's Outpatient Professional Services benefit	Covered same as plan's Outpatient Professional Services benefit		
Other Health Care Facilities/Services				
Home Health Care Annual Limit: 100 days (The limit is not applicable to mental health	Plan pays 80% ^ and substance use disorder conditions.)	Plan pays 60% ^		

Note:

16 hour maximum per day

Benefit	In-Network	Out-of-Network
Note: Services where plan deductible applies are noted with a caret (^). Pl	an deductible always applies before benefit	copays/deductibles.
Durable Medical Equipment Annual Limit: Unlimited	Plan pays 80% ^	Plan pays 60% ^
Breast Feeding Equipment and Supplies		
Limited to the rental of one breast pump per birth as ordered or prescribed by a physician	Plan pays 100%	Plan pays 60% ^
Includes related supplies		
External Prosthetic Appliances (EPA) Annual Limit: Unlimited	Plan pays 80% ^	Plan pays 60% ^
Temporomandibular Joint Disorder (TMJ) Unlimited Non-Surgical lifetime maximum	Coverage varies based on Place of Service	Coverage varies based on Place of Service
Note: Provided on a limited, case-by-case basis. Excludes appliances and	orthodontic treatment.	
Bariatric Surgery Unlimited lifetime limit	Coverage varies based on Place of Service	Not Covered
Treatment of Clinically severe obesity, as defined by the body mass index	(BMI) is covered. The following are exclude	d:
medical and surgical services to alter appearances or physical cha	anges that are the result of any surgery perfe	ormed for the management of obesity or

medical and surgical services to alter appearances or physical changes that are the result of any surgery performed for the management of obesity or

clinically severe (morbid) obesity

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Pharmacy	In-Network	Out-of-Network
Cost Share and Supply		
Cigna Pharmacy Cost Share Retail – up to 90-day supply (except Specialty up to 30-day supply) Home Delivery – up to 90-day supply (except Specialty up to 30-day supply)	Retail (per 30-day supply): Generic: You pay 20% ^ Preferred Brand: You pay 20% ^ Non-Preferred Brand: You pay 20% ^ Retail and Home Delivery (per 90-day supply):	Retail: You pay 40% ^ Your plan pays 60% ^ Home Delivery: Not Covered
	Generic: You pay 20% ^ Preferred Brand: You pay 20% ^ Non-Preferred Brand: You pay 20% ^	
Retail drugs may be obtained In-Network at a wide range of pharma You can choose to fill your medications in a 30- or 90-day supply at Specialty medications are used to treat an underlying disease which	any network pharmacy.	ng, but not limited to, multiple sclerosis,

hepatitis C or rheumatoid arthritis. Specialty Drugs may include high cost medications as well as medications that may require special handling and close

supervision when being administered.

Additional Information

Maximum Reimbursable Charge

The allowable covered expense for non-network services is based on the lesser of the health care professional's normal charge for a similar service or a percentage of a fee schedule (200%) developed by Cigna that is based on a methodology similar to one used by Medicare to determine the allowable fee for the same or similar service in a geographic area. In some cases, the Medicare based fee schedule will not be used and the maximum reimbursable charge for covered services is based on the lesser of the health care professional's normal charge for a similar service or a percentile (80th) of charges made by health care professionals of such service or supply in the geographic area where it is received. If sufficient charge data is unavailable in the database for that geographic area to determine the Maximum Reimbursable Charge, then data in the database for similar services may be used. Out-of-network services are subject to a Contract Year deductible and maximum reimbursable charge limitations.

Out-of-Network Emergency Services Charges

- 1. Emergency Services are covered at the In-Network cost-sharing level as required by applicable state or federal law if services are received from a non-participating (Out-of-Network) provider.
- 2. The allowable amount used to determine the Plan's benefit payment for covered Emergency Services rendered in an Out-of-Network Hospital, or by an Out-of-Network provider in an In-Network Hospital, is the amount agreed to by the Out-of-Network provider and Cigna, or as required by applicable state or federal law.

The member is responsible for applicable In-Network cost-sharing amounts (any deductible, copay or coinsurance). The member is not responsible for any charges that may be made in excess of the allowable amount. If the Out-of-Network provider bills you for an amount higher than the amount you owe as indicated on the Explanation of Benefits (EOB), contact Cigna Customer Service at the phone number on your ID card.

Medicare Coordination

Additional Information

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Exclusions

What's Not Covered (not all-inclusive):

Your plan provides for most medically necessary services. The complete list of exclusions is provided in your Certificate or Summary Plan Description. To the extent there may be differences, the terms of the Certificate or Summary Plan Description control. Examples of things your plan does not cover, unless required by law or covered under the pharmacy benefit, include (but aren't limited to):

Care for health conditions that are required by state or local law to be treated in a public facility.

Care required by state or federal law to be supplied by a public school system or school district.

Care for military service disabilities treatable through governmental services if you are legally entitled to such treatment and facilities are reasonably available.

Treatment of an Injury or Sickness which is due to war, declared, or undeclared.

Exclusions

All non-injectable prescription drugs, unless Physician administration or oversight is required, injectable prescription drugs to the extent they do not require Physician supervision and are typically considered self-administered drugs, non-prescription drugs, and investigational and experimental drugs, except as provided in this plan.

Routine foot care, including the paring and removing of corns and calluses or trimming of nails. However, services associated with foot care for diabetes and peripheral vascular disease are covered when Medically Necessary.

Membership costs or fees associated with health clubs, weight loss programs and smoking cessation programs.

Genetic screening or pre-implantations genetic screening. General population-based genetic screening is a testing method performed in the absence of any symptoms or any significant, proven risk factors for genetically linked inheritable disease.

Dental implants for any condition.

Fees associated with the collection or donation of blood or blood products, except for autologous donation in anticipation of scheduled services where in the utilization review Physician's opinion the likelihood of excess blood loss is such that transfusion is an expected adjunct to surgery.

Blood administration for the purpose of general improvement in physical condition.

Cost of biologicals that are immunizations or medications for the purpose of travel, or to protect against occupational hazards and risks.

Cosmetics, dietary supplements and health and beauty aids.

All nutritional supplements and formulae except for infant formula needed for the treatment of inborn errors of metabolism.

For or in connection with an Injury or Sickness arising out of, or in the course of, any employment for wage or profit.

Charges for the delivery of medical and health-related services via telecommunications technologies, including telephone and internet, unless provided as specifically described under Covered Expenses.

Massage therapy.

These are only the highlights

This summary outlines the highlights of your plan. For a complete list of both covered and not covered services, including benefits required by your state, see your employer's insurance certificate, service agreement or summary plan description -- the official plan documents. If there are any differences between this summary and the plan documents, the information in the plan documents takes precedence.

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