



SILVER CW80

HEALTH PLAN

The services described in this brochure are your benefits as a member of StayWell's Silver CW80 Plan for non resident workers. In general, StayWell pays 80% of "eligible charges" for covered medical expenses when services are rendered at a participating provider. Eligible charges are the rates StayWell has agreed to pay its participating providers for covered services. All claims on eligible charges must be filed within 90 days after you receive the medical services or payment will be denied.

See how far we'll go.



Island Home Insurance
Company





2025 SILVER CW80 – SCHEDULE OF BENEFITS

YOUR BENEFITS: WHAT STAYWELL COVERS	PARTICIPATING PROVIDERS		NON-PARTICIPATING PROVIDERS
LIFETIME MAXIMUM	UNLIMITED		
ANNUAL MAXIMUM	UNLIMITED		
ANNUAL OUT OF POCKET MAXIMUM	MEDICAL	PRESCRIPTION DRUGS	There are no Out of Pocket Maximums at Non-Participating Providers*
Per Individual member per Plan year	\$2,900.00	\$2,900.00	
Per Family per Plan year	\$8,700.00	\$8,700.00	
MAXIMUM REFUND OF PRE-FUNDED DEDUCTIBLE**	Medical Only		Medical & Dental
Per Class 1 Subscriber per Plan year	\$250.20		\$450.60
Per Class 2 Subscriber per Plan year	\$500.40		\$800.40
Per Class 3 Subscriber per Plan year	\$825.00		\$1,175.40

*except as specifically provided by law

**may not apply to your plan

DEDUCTIBLE AND CO-PAY DO NOT APPLY TO THESE BENEFITS WHEN YOU GO TO A PARTICIPATING PROVIDER	PARTICIPATING PROVIDERS	NON-PARTICIPATING PROVIDERS
PREVENTIVE SERVICES (Outpatient Only) In accordance with guidelines by U.S. Preventive Services Task Force with Grades A & B recommendations WELL-ADULT CARE <ul style="list-style-type: none">• Blood Pressure Screening• Cholesterol Screening• Colon Cancer Screening• Immunizations• Tobacco Use Screening	Plan pays 100%	Not Covered
WELL-BABY / WELL- CHILD CARE <ul style="list-style-type: none">• Infancy (less than 1 year old) – maximum 7 visits per Plan Year• Early Childhood (1 to 4 years old) – maximum 7 visits per Plan Year• Middle Childhood/Adolescence (5 to 17 years old) – maximum 1 visit per Plan Year	Plan pays 100%	Not Covered
WELL-WOMAN CARE <ul style="list-style-type: none">• Breast Cancer Mammography Screening• Breast Feeding Support & Counseling• Breast Pump (Limited to one breast pump kit per year up to \$150.00)• Cervical Cancer Screening• Contraception• Well Women Visits• Pre-natal Care including routine labs• Postnatal Care	Plan pays 100%	Not Covered
IMMUNIZATIONS / VACCINATIONS	Plan pays 100%	Not Covered

MEDICAL BENEFITS	PARTICIPATING PROVIDERS	NON-PARTICIPATING PROVIDERS
AMBULATORY SURGICAL CENTER CARE Pre-certification required	Plan pays 80%; Member pays 20%	Plan pays 70%; Member pays 30%
BREAST RECONSTRUCTIVE SURGERY In accordance with 1998 W.H.C.R.A.	Plan pays 80%; Member pays 20%	Plan pays 70%; Member pays 30%

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MEDICAL BENEFITS	PARTICIPATING PROVIDERS	NON-PARTICIPATING PROVIDERS
BLOOD ADMINISTRATION	Plan pays 80%; Member pays 20%	Plan pays 70%; Member pays 30%
CARDIAC SURGERY <ul style="list-style-type: none">• \$25,000.00 annual maximum• Maximum to include all services related to and any complications arising out of or resulting from the surgery	Plan pays 80%; Member pays 20%; Plan pays 100% at Philippines Center of Excellence	Plan pays 70%; Member pays 30%
CHEMICAL DEPENDENCY \$8,000.00 annual maximum	<u>For Groups that qualify under applicable law:</u> Plan pays 80%; Member pays 20%	<u>For Groups that qualify under applicable law:</u> Plan pays 70%; Member pays 30%
CIRCUMCISION (within 30 days of date of birth)	Plan pays 80%; Member pays 20%	Plan pays 70%; Member pays 30%
CONGENITAL ABNORMALITIES AND/OR COMPLICATIONS OF NEWBORN CARE AND INFANCY CARE <ul style="list-style-type: none">• Combined \$5,000.00 annual maximum	Plan pays 80%; Member pays 20%	Plan pays 70%; Member pays 30%
DIABETIC SUPPLIES (Glucometer, Strips, Lancets)	Plan pays 80%; Member pays 20%	Plan pays 70%; Member pays 30%
DIAGNOSTIC TESTING, LABORATORY, X-RAYS	Plan pays 80%; Member pays 20%; Plan pays 100% at Centers of Excellence in the Philippines; For selected clinical diagnostic laboratory services in the Service Area, Plan pays 80%; Member pays 20% up to a maximum of \$20.00	Plan pays 70%; Member pays 30%
DOCTOR'S OFFICE VISIT	Plan pays 80%; Member pays 20%; Plan pays 100% at Centers of Excellence in the Philippines	Plan pays 70%; Member pays 30%
EMERGENCY CARE	Plan pays 80%; Member pays 20%	Plan pays 80%; Member pays 20%
EYE EXAMS (Refraction) \$25.00 annual maximum	Plan pays 80%; Member pays 20%	Plan pays 70%; Member pays 30%
HOME HEALTH CARE 15 visits annual maximum	Plan pays 80%; Member pays 20%	Plan pays 70%; Member pays 30%
HOSPITAL (Outpatient Services) Including laboratory services	Plan pays 80%; Member pays 20%	Plan pays 70%; Member pays 30%
HOSPITALIZATION (In Service Area)	Plan pays 80%; Member pays 20%	Plan pays 70%; Member pays 30%
HOSPITALIZATION (Out of Service Area) Pre-certification required	Plan pays 80%; Member pays 20%; Plan pays 100% at a Center of Excellence	Plan pays 70%; Member pays 30%
IMPLANTS/RECONSTRUCTIVE SURGERY Limited to cardiac pacemakers, cardiac stents, and breast implants as required by WHCRA of 1998. <ul style="list-style-type: none">• Cardiac pacemakers will be paid at lesser of negotiated fee or billed charge up to a maximum of \$20,000.00 if service is rendered in the United States, including the US territories or \$10,000.00 elsewhere.• Cardiac stent will be paid at lesser of negotiated fee or billed charge up to a maximum of \$1,950.00 per stent.	Plan pays 80%; Member pays 20%, subject to applicable maximums	Plan pays 70%; Member pays 30%, subject to applicable maximums
MATERNITY CARE (Subscriber or Spouse) Delivery	Plan pays 80%; Member pays 20%	Plan pays 70%; Member pays 30%

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MEDICAL BENEFITS	PARTICIPATING PROVIDERS			NON-PARTICIPATING PROVIDERS
MENTAL HEALTH CARE (Inpatient)	<u>For Groups that qualify under applicable law:</u> Plan pays 80%; Member pays 20%			<u>For Groups that qualify under applicable law:</u> Plan pays 70%; Member pays 30%
MENTAL HEALTH CARE (Outpatient Care Only)	Plan pays 80%; Member pays 20% with 20 visits annual maximum <u>For Groups that qualify under applicable law:</u> Plan pays 80%; Member pays 20%			Plan pays 50%; Member pays 50% with 20 visits annual maximum <u>For Groups that qualify under applicable law:</u> Plan pays 70%; Member pays 30%
MENTAL HEALTH CARE (Autism Spectrum Disorder) In accordance with Public Laws 34-06 and 35-19 • Covered Persons under age 16 \$75,000.00 annual maximum • Covered Persons ages 16 to 20 \$25,000.00 annual maximum Applies only to groups with at least 10 employees Pre-certification required Limited to Guam Participating Providers only	Outpatient Care Only: Plan pays 80%; Member pays 20% Prescription Drugs: Please refer to Prescription Drugs member share below <u>For Groups that qualify under applicable law:</u> Inpatient Services: Plan pays 80%; Member pays 20%			Not Covered
NEWBORN CARE (at Hospital after delivery)	Plan pays 80%; Member pays 20%			Plan pays 70%; Member pays 30%
NUCLEAR MEDICINE \$25,000.00 annual maximum	Plan pays 80%; Member pays 20%			Plan pays 70%; Member pays 30%
PHYSICAL THERAPY Neuromuscular Rehabilitation 30 days annual maximum from date of first visit	Plan pays 80%; Member pays 20% for first 20 visits; Plan pays 50%; Member pays 50% after the 20 th visit			Plan pays 50%; Member pays 50%
PRESCRIPTION DRUGS Limited to generic drugs only unless otherwise medically justified by your doctor and approved by Company	Retail	Retail 90	Mail Order (maintenance drugs only)	
• Formulary Generic Drugs	Plan pays 80%; Member pays 20%	Requires an initial 30-day fill at Retail. For the 90-day fill, Member pays: (i)20% for the first month supply of the 90-day fill (ii)20% for the second month supply of the 90-day fill (iii)10% for the third month supply of the 90-day fill	Plan pays 100%	Plan pays 70%; Member pays 30% (retail only)

MEDICAL BENEFITS	PARTICIPATING PROVIDERS			NON-PARTICIPATING PROVIDERS
<ul style="list-style-type: none"> Formulary Brand Name Drugs 	Plan pays 80%; Member pays 20%	Requires an initial 30-day fill at Retail. For the 90-day fill, Member pays: (i) 20% for the first month supply of the 90-day fill (ii) 20% for the second month supply of the 90-day fill (iii) 10% for the third month supply of the 90-day fill	Plan pays 100%	Plan pays 70%; Member pays 30% (retail only)
<ul style="list-style-type: none"> Non-Formulary Drugs 	Plan pays 50%; Member pays 50%	Not covered	Plan pays 50%; Member pays 50%	Plan pays 30%; Member pays 70% (retail only)
<ul style="list-style-type: none"> Specialty Drugs (Except Biologics and Biosimilars) Pre-certification required	Plan pays 80%; Member pays 20%	Not covered	Not covered	Not Covered
<ul style="list-style-type: none"> Biologics and Biosimilars Pre-certification required \$25,000.00 annual maximum (If several Plan benefit limitations bear on a Covered Service, the lowest Plan benefit limitation shall apply.)	Plan pays 80%; Member pays 20%	Not Covered	Not Covered	Not Covered
PRESCRIPTION DRUGS <ul style="list-style-type: none"> Non Self-Administered Cancer Chemotherapy and Non Self-Administered Cancer Biologic Therapy Drugs Pre-certification required \$25,000.00 Biologics and Biosimilar annual maximum above applies if the drug is Biologic or Biosimilar	Plan pays 80%; Member pays 20%			Not Covered
PROSTATE CANCER SCREENING – Prostate Specific Antigen (PSA) For men age 40-49 at high risk for prostate cancer; For men age 50 to 75	Plan pays 100% for PSA screening test performed during annual preventive exam			Not Covered
RADIATION THERAPY \$25,000.00 annual maximum	Plan pays 80%; Member pays 20%			Plan pays 70%; Member pays 30%
SKILLED NURSING FACILITY 30 days annual maximum	Plan pays 80%; Member pays 20%			Plan pays 70%; Member pays 30%



2025 SILVER CW80 – SCHEDULE OF BENEFITS

MEDICAL BENEFITS	PARTICIPATING PROVIDERS	NON-PARTICIPATING PROVIDERS
TELEHEALTH Payable only if Services are received through Company approved program and designated Participating Providers	Plan pays 80%; Member pays 20%; Plan pays 100% at Centers of Excellence in the Philippines	Not Covered
URGENT CARE	Plan pays 80%; Member pays 20%	Plan pays 70%; Member pays 30%
VASECTOMY	Plan pays 80%; Member pays 20%	Plan pays 70%; Member pays 30%
WELLNESS Must be a Company approved Wellness program	For first \$200.00, Plan pays 80%; Member pays 20% After first \$200.00, Plan pays 50% Member pays 50%	Not Covered

Member

RIGHTS & RESPONSIBILITIES

RIGHTS

As a valued StayWell Member, you have the right to:

- Be treated with respect, consideration, and dignity regardless of race, religion, national origin, gender, cultural background, educational or economic status, age, sexual orientation, type of illness, or mental or physical disability.
- Privacy and confidentiality of health information. Member disclosures and records are treated confidentially. Members are given the opportunity to approve or refuse the release of records except when required by law.
- Receive information about the out-of-pocket share and fees you must pay.
- Receive information about your plan benefits, coverage, limitations, and exclusions.
- Be advised by a health care professional on how to schedule appointments and get health care during and after office hours, and for emergent care. This includes continuity of care.
- Obtain medically necessary emergency and urgent care.
- Know your access to out of area care and covered services, as applicable.
- Access the network for primary and specialty care, including behavioral/mental health care.
- Select and change providers within your plan's network. Refer to the provider directory for a list of all participating providers.
- Know the names, credentials, and qualifications of healthcare professionals providing your health treatment.
- Talk about appropriate or medically necessary care options, regardless of cost or coverage.
- Be informed if a healthcare professional plans to use an experimental treatment or procedure.
- You have the right to refuse to participate in research projects.
- Complete an advance directive, living will, or other directive, and to place that directive in your medical record.
- Actively participate in decisions that relate to your health and your medical care through discussions with your health care provider or through written advance directives.
- Receive complete information concerning your evaluation, diagnosis, treatment, and prognosis.
- Receive interpretive services, as necessary.
- File complaints or grievances about the plan, your provider, or care you receive.
- File an Appeal for reconsideration of an Adverse Determination of a health service request or benefit.
- Have any questions or concerns about your rights and protections answered by us.

RESPONSIBILITIES

As a valued StayWell Member, you are responsible to:

- Treat all healthcare providers, staff, and others with respect.
- Provide an accurate health history, including information about medications and over-the-counter products, dietary supplements, and allergies or sensitivities.
- Follow the treatment plan prescribed by your provider and to participate in your care.
- Inform your provider about any living will, medical power of attorney, or other directive that could affect your care.
- Accept personal financial responsibility for any charges not covered by insurance, if applicable.
- Be familiar with your coverage. Pay your premiums and any copayments, coinsurance, and deductibles you may owe.



Member **StayWell** ACCESS

WEB PORTAL

What is StayWell Access?

StayWell Access is an online web portal that gives members the ability to access coverage, benefits and claims information online **24-hours a day, 7-days a week.**

Follow the instructions below to connect to StayWell Access:

1. Visit www.staywellguam.com
2. Click on ACCESS at the top of the page
3. Select Member
4. Click on Register Account
5. Read the License Agreement
6. Select Accept and click Next
7. Log in with your 11-digit member ID (no spaces or dashes).

Members can view the following:

- ID card
- Current coverage and benefits
- Processed health claims
- Deductible and coinsurance/copayment
- Prior authorization requests
- Forms

Questions?

Contact StayWell Customer Care at (671) 477-5091
or by email at customercare@staywellguam.com





2025 SILVER CW80 – EXCLUSIONS & LIMITATIONS

No benefits will be paid for Injury or Illness, (a) when the Covered Person is entitled to receive disability benefits or compensation (or forfeits his or her right thereto) under Worker's Compensation or Employer's Liability Law for such Injury or Illness or (b) when Services for an Injury or Illness are rendered to the Covered Person by any federal, state, territorial, municipal or other governmental instrumentality or agency without charge, or (c) when such Services would have been rendered without charge but for the fact that the person is a Covered Person under this Plan.

No benefits will be paid if any material statement made in an application for coverage, in enrollment of any Dependent or in any claim for benefits is false. Upon identifying any such false statement, Company shall give the Covered Person at least 30 days notice that his or her benefits have been suspended and that his or her coverage is to be terminated. If the false statement is fraudulent or is an intentional misrepresentation of a material fact, such termination shall be retroactive to the date coverage was provided or continued based on such fraudulent statement or intentional misrepresentation of material fact. If the false statement was not a fraudulent statement or intentional misrepresentation of a material fact, termination of coverage shall be effective no earlier than the date of suspension. The Covered Person may dispute any termination of coverage by filing an appeal under the member appeals process provided for in the Schedule of Benefits. If such an appeal is filed, the resolution of the matter shall be in accordance with the outcome of such appeals process. If no appeal is filed for any retroactive termination and Company paid benefits prior to learning of any such false statement, the Subscriber must reimburse the Company for such payment. Terminations of coverage shall be handled in accordance with the applicable claims procedure requirements of Section 2719 of PHSA, as added by PPACA. Retroactive terminations of coverage shall not be made if such would violate the applicable prohibitions on rescissions of Section 2712 of the PHSA, as added by PPACA, and rescissions shall be handled in compliance with PPACA's applicable claim denial requirements.

No benefits will be paid in connection with benefits available under the Federal Medicare program.

No benefits will be paid for confinement in a Hospital or in a Skilled Nursing Facility if such confinement is primarily for custodial or domiciliary care. (Custodial or domiciliary care includes that care which consists of training in personal hygiene, routine nursing services and other forms of self care. Custodial or domiciliary care also includes supervisory services by a Physician or Nurse for a person who is not under specific medical or surgical treatment to reduce his or her disability and to enable that person to live outside an institution providing such care.)

No benefits will be paid for Services in connection with any harm endured and illness precipitated or triggered due to the Covered Person engaging in illegal or unlawful actions, regardless of whether the Covered Person faces charges or is found guilty, whether the offense is a major crime or a minor misdemeanor, or when the Covered Person is involved in the commission of a felony. The determination of whether the act constitutes a violation, petty misdemeanor, misdemeanor, or felony shall not depend upon the filing of any charges by any governmental authority, and shall be determined according to the Plan Administrator's discretion.

No benefits will be paid in connection with the pregnancy of a female Dependent other than the Spouse of an eligible Subscriber unless required by law.

Except as specifically provided in the Schedule of Benefits, no benefits will be paid for Services provided for occupational and/or speech therapy regardless of the condition for which such Services are provided.

No benefits will be paid for nursing and home health aide services provided outside of the home (such as in conjunction with school, vacation, work or recreational activities).

No benefits will be paid for private duty Nursing. This provision does not apply to Home Health Care.

No benefits will be paid for special medical reports, including those not directly related to treatment of the Covered Person (e.g. Employment or insurance physicals, and reports prepared in connection with litigation).

No benefits will be paid for services required by third parties, including but not limited to, physical examinations, diagnostic services and immunizations in connection with obtaining or continuing employment, obtaining or maintaining any license issued by a municipality, state, or federal government, securing insurance coverage, travel, school admissions or attendance, including examinations required to participate in athletics, camp, or other recreational activity, except when such examinations are considered to be part of an appropriate schedule of wellness services.

No benefits will be paid for court ordered services, or those required by court order as a condition of parole or probation.

No benefits will be paid for Services provided to a Covered Person for an Injury or Illness resulting from an attempted suicide by that Covered Person unless resulting from a medical condition (including physical or Mental Conditions) or from domestic violence.

No benefits will be paid for Services provided in connection with intentionally self-induced or intentionally self-inflicted injuries or

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illnesses unless resulting from a medical condition (including physical or Mental Conditions) or from domestic violence.

No benefits will be paid for, or in connection with airfare and the Company will not pay for the transportation from Guam to any facility within or outside the Service Area, nor for any other non-medical expenses such as taxes, taxis, hotel rooms, credit card interest, airline seat upgrades, etc. In no event will the Company pay for air ambulance or for the transportation of the remains of any deceased person.

No benefits will be paid for living expenses for Covered Persons who require, or who of their own accord seek, treatment in locations removed from their home.

No benefits will be paid for Services provided to a dependent of a non-Spouse Dependent. Dependents of non-Spouse Dependents are not eligible for coverage. For example, when a Dependent, other than a Spouse of the Subscriber, has a child, that child is a dependent of a non-Spouse Dependent and is not eligible to become covered under the Plan, unless such child otherwise becomes eligible for enrollment.

No benefits will be paid for home uterine activity monitoring.

No benefits will be paid for self-treatment, self-prescription, and services performed by an immediate family member for whom, in the absence of any health benefits coverage, no charge would be made. Immediate family member is defined as parents, spouses, siblings, or children of the Covered Person.

No benefits will be paid for treatment of occupational injuries and occupational diseases, including those injuries that arise out of (or in the course of) any work for pay or profit, or in any way results from a disease or injury which does. If a Covered Person is covered under a Workers' Compensation law or similar law, and submits proof that the Covered Person is not covered for a particular disease or injury under such law, that disease or injury will be considered "nonoccupational" regardless of cause. The Covered Benefits under the Schedule of Benefits for Covered Persons eligible for Workers' Compensation are not designed to duplicate any benefit to which they are entitled under Workers' Compensation Law. To the extent any benefits hereunder duplicate benefits available to a Covered Person under any Worker's Compensation Law, and Company pays such benefits, all amounts payable by any other person with respect to such benefits, including any Worker's Compensation insurer, shall be payable to Company. Any such amounts received by a Covered Person shall be held by the Covered Person for the account of the Company and promptly paid over to the Company. Each Covered Person shall complete and submit to Company such consents, releases, assignments and other documents reasonably requested by Company in order to obtain or assure reimbursement under Workers' Compensation Law.

No benefits will be paid for:

- Drugs or substances or devices not approved by the Food and Drug Administration (FDA) including compounded medications, nor
- Drugs or substances not approved by the FDA for treatment of the illness or injury being treated, nor
- Drugs or substances labeled "Caution: limited by federal law to investigational use." Nor
- Drugs listed in the Company's Excluded Drug List. The Excluded Drug List is subject to change during the Plan Year.

No benefits will be paid for newly approved FDA drug entity within one (1) year from the date of FDA approval.

No benefits will be paid for implantable drugs and associated devices, except as required by law.

No benefits will be paid for prescription drugs, medications, injectables or supplies given through a third-party vendor contract with the Covered Person.

No benefits will be paid for prophylactic drugs for travel.

No benefits will be paid for experimental or investigational treatments and procedures, or ineffective surgical, medical, psychiatric, or dental treatments or procedures, research studies, or other experimental or investigational treatments and procedures or pharmacological regimens as determined by Company, unless deemed Medically Necessary by patient's Physician and pre-certified by Company. Experimental and investigational treatments and procedures are those medical treatments and procedures that have not successfully completed a Phase III trial, have not been approved by the FDA or are not generally recognized as the accepted standard treatment for the disease or condition from which the patient suffers.

Experimental and investigational treatments include off label therapies. Off-label therapies are medical therapies that use an FDA approved drug or procedure for a nonindicated use. Also, these experimental or investigational medical and surgical procedures, equipment, and items or medications, are otherwise not covered by Original Medicare or covered under qualifying clinical trials.

No benefits will be paid for services rendered during a clinical trial except for Medically Necessary Covered Services for routine patient

care in clinical trials in the same way the Company pays for Covered Services for routine care for Covered Persons not in clinical trials.

No benefits will be paid for the following:

- Cost of treatment, device, material or test being studied.
- Any service only needed to collect data for the study.
- Non-routine costs such as expenses related to complications of the treatment, device, material or test being studied, including but not limited to inpatient admissions and emergency room visits.
- Clinical trials done at Non-Participating Providers.
- Services and supplies provided by the trial sponsor for free.
- The experimental intervention itself.

No benefits will be paid for gene-based therapies or genetic based treatments or cell therapies.

No benefits will be paid for services or supplies related to Genetic Testing except for BRCA Mutation Testing as currently recommended by the U.S. Preventive Services Task Force.

No benefits will be paid for Services provided to perform transsexual surgery nor transformation Services nor to evaluate the need for such surgery. Evaluations and subsequent medications and Services necessary to maintain transsexual status are also excluded from coverage, as are complications or medical sequelae of such surgery or treatment.

No benefits will be paid for injuries incurred by the operator of a motorized vehicle while such operator is under the influence of intoxicating alcoholic beverages, controlled drugs, or substances. If the blood alcohol level exceeds the amount allowed by law as constituting legal intoxication, no benefits will be paid.

No benefits will be paid for legislatively mandated Services paid by or reimbursable through governmental agencies or institutions.

Except as otherwise provided herein, no benefits will be paid in connection with dental care or for any treatment to the teeth, jaws and dependent tissues ordinarily performed by a Dentist. Also, the following are excluded regardless of the symptoms or illnesses being treated:

- Orthodontics;
- Dental splint and other dental appliances;
- Dental prostheses;
- Maxillary and mandibular implants (osseointegration) and all related Services;
- Removal of impacted teeth;
- Any Services in connection with the diagnosis or treatment of TMJ (temporomandibular joint) problems or malocclusion of the teeth or jaws, including (i) surgery on the TMJ or on the hyoid bone, (ii) arthrogram, MRI or other X-ray of the TMJ and (iii) biofeedback or the insertion of TENS units or related devices;
- Bite plates;
- Orthognathic surgery to correct a bite defect.

Except as specifically provided in the Schedule of Benefits, no benefits will be paid for Services provided for the purpose of organ transplantation. Transplant-related services that are also not covered include:

- Experimental or investigational transplants: Transplants that are not considered widely accepted medical practices, and lack sufficient clinical evidence of safety and effectiveness;
- Cosmetic transplants;
- Transplants performed solely for aesthetic or cosmetic purposes;
- Transplants using non-human or synthetic organs or tissues: Procedures involving organs or tissues not sourced from human donors;
- Transplant-related gene therapy or T cell therapy;
- Transplants using non-traditional technologies: Procedures using technologies not yet proven to be safe, effective, and widely accepted within the medical community;
- Transplants for non-life-threatening conditions: Transplants performed for conditions that are not considered life-threatening by medical standards;
- Transplants using artificial organs or tissues;



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- Non-human Organ Transplantation or transplants using organs grown in the laboratory;
- Equipment and medication that is experimental/investigational and/or not Medically Necessary;
- Transplantation performed at a non-StayWell designated transplant Participating Provider;
- Duplicate diagnostic costs for a Transplant evaluation.

No benefits will be paid for Services provided in the course of organ donation whether for a Covered Person who is donating an organ or for someone who is donating an organ for transplantation into a Covered Person.

No benefits will be paid in connection with elective abortions unless performed for the following reasons:

- To save the life of the pregnant woman;
- To preserve the health of the pregnant woman;
- To terminate a pregnancy that would result in the birth of a child with defects incompatible with life; or
- To terminate a nonviable pregnancy.

No benefits will be paid for vision care services and supplies, including orthoptics (a technique of eye exercises designed to correct the visual axes of eyes not properly coordinated for binocular vision), provision of special prism lenses, LASIK, keratoplasty, and radial keratotomy, including related procedures designed to surgically correct refractive errors except as specifically provided in the Schedule of Benefits.

No benefits will be paid for eyeglasses or contact lenses or for Services in connection with surgery for the purpose of diagnosing or correcting errors in refraction.

No benefits will be paid in connection with any injuries sustained while the Covered Person is training or participating in professional sports, collegiate sports, combat sports, hazardous or extreme activities, to include but not limited to competitive, non-competitive, organized or non-organized events such as wheeled-vehicle racing, off-road activities, mountain biking and skydiving.

No benefits will be paid for personal comfort or convenience items or services of a third party, including but not limited to those services and supplies not directly related to medical care, such as guest meals and accommodations, barber services, telephone and internet charges, radio and television rentals, homemaker services, travel expenses, and take-home supplies.

No benefits will be paid for hypnotherapy.

No benefits will be paid for services and treatment related to religious, counseling, and sex therapy.

No benefits will be paid for Cosmetic Surgery or other services intended primarily to improve the Covered Person's appearance or treatment relating to the consequences of, or as a result of, Cosmetic Surgery, even for psychological reasons, unless:

- The need for surgery or treatment is caused by a non-occupational trauma or by a surgery which occurred while the Covered Person was covered under the Schedule of Benefits; and
- The surgery or treatment is performed for the purpose of reconstruction and also restores a bodily function which has been lost or damaged; or
- The surgery or treatment is required pursuant to the Women's Health and Cancer Rights Act of 1998. Accordingly, reconstruction of the breast on which a mastectomy was performed, surgery and reconstruction of the other breast to produce a symmetrical appearance, and prostheses and physical complications of all states of mastectomy, including lymphedemas, necessitated by a mastectomy performed while covered under this Plan, are covered.

No benefits will be paid for routine foot/hand care, including reduction of nails, calluses and corns.

Except as otherwise provided in the Schedule of Benefits, no benefit will be paid for specific non-standard allergy services and supplies, including, but not limited to, skin titration (Rinkel method), cytotoxicity testing (Bryan's test), treatment of non-specific candida sensitivity, and urine auto injections.

No benefits will be paid for Services associated with growth hormone treatment unless the Covered Person is proven to have growth hormone deficiency using accepted stimulated growth hormone analyses and also shows an accelerated growth response to growth hormone treatment. Under no circumstances will growth hormone treatment be covered to treat short stature in the absence of proven growth hormone deficiency.

No benefits will be paid for Services provided for liposuction, exercise programs, exercise equipment, membership to health or fitness clubs, recreational therapy, counseling, coaching, training or any forms of hypnotherapy and other services and supplies that are primarily intended to treat, or are related to the treatment of obesity, including morbid obesity, except as recommended by USPSTF

*Services from a Non-Participating Provider will be paid based on Eligible charges as defined by the group contract. **Payment for Emergency Services from a Non-Participating Provider is subject to PPACA emergency services as specified in the group contract. This handbook is for informational purposes only. Its contents are subject to the provisions of the Group Contract between the Employer and StayWell Insurance/IHIC. In the event of a discrepancy between this handbook and the contract, the terms of the contract will prevail. SW CCW80 01/2025
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(Grade A or B) and except as provided under the Schedule of Benefits.

No benefits will be paid for any anti-obesity medication or any drug for weight reduction regardless of additionally FDA-approved medical indications and the existence of comorbid conditions or risk factors, even if a Physician prescribes it. Drugs may include, but not limited to opiate agonists and anti-depressants if used for weight management, GLP1 Agonists/glucagon mimetics, lipase inhibitors, anorectics/appetite suppressants and melanocortin-4 receptors.

No benefits will be paid for any form of bariatric surgery, including but not limited to gastric banding, stapling, bypass, reversal, and surgical correction of obesity.

No benefits will be paid for surgical operations, medical treatments, and procedures for treatment of obesity, except when pre-certified by Company.

No benefits will be paid for Services provided for the diagnosis and/or treatment of infertility.

Unless specified in the Schedule of Benefits, no benefits will be paid for the purchase or rental of durable or disposable medical equipment and supplies, corrective appliances and artificial aids including but not limited to iron lungs, inhalation therapy related equipment, Hospital beds, wheelchairs, prosthetic appliances and devices and other substances ordinarily provided by donor unless herein provided, other than for:

- equipment and supplies used in a Hospital or Skilled Nursing Facility or in conjunction with an approved Hospital or Skilled Nursing Facility confinement.
- items covered as preventive care under well-women coverage such as breastfeeding supplies in accordance with reasonable medical management techniques.
- patch-type ambulatory cardiac event monitoring devices from Company designated Provider.

No benefits will be paid for household equipment, including but not limited to, the purchase or rental of exercise cycles, water purifiers, hypo-allergenic pillows, mattresses or waterbed, whirlpool or swimming pools, exercise and massage equipment, central or unit air conditioners, air purifiers, humidifiers, dehumidifiers, escalators, elevators, ramps, stair glides, emergency alert equipment, handrails, heat appliances, improvements made to a Covered Person house or place of business, and adjustments to vehicles.

No benefits will be paid for outpatient supplies (except diabetic supplies), including but not limited to, outpatient medical consumable or disposable supplies such as syringes, incontinence pads, and elastic stockings.

No benefits will be paid for Services and supplies provided for penile implants of any type.

No benefits will be paid in connection with any Implants or transplants, including but not limited to ICD, AICD and CRT-D except cardiac pacemakers as specifically described in the Schedule of Benefits and cardiac stents, sutures, surgical anchors, aneurysm clips, intravenous (IV) catheters, ureteral J stents, hernia repair mesh, ventriculoperitoneal shunts and covered contraceptive devices and except as otherwise specifically provided in the Schedule of Benefits.

No benefits will be paid for Services to correct sexual dysfunction.

No benefits will be paid for drugs or supplies used for the treatment of erectile dysfunction, impotence or sexual dysfunction or inadequacy in oral, injectable and topical forms or any other form used internally or externally (including but not limited to gels, creams, ointments and patches). Excluded are any prescription drug in oral, topical or any other form that is in a similar or identical class, has a similar or identical mode of action or exhibits similar or identical outcomes including but not limited to: Sildenafil citrate; Phentolamine; Apomorphine; or Alprostadil.

Except as specifically provided, if a benefit is excluded, all related Hospital Services, surgical, medical treatments, prescription drugs, laboratory services, and x-rays as well as complications in relation to the excluded benefits are also excluded.

Except as specifically provided in the Schedule of Benefits, no benefits will be provided for Services not ordered by a Physician or not Medically Necessary.

No benefits will be paid for non-urgent care use of urgent care facilities, center or clinics services.

Except as specifically provided in the Schedule of Benefits, no benefit will be provided for (i) the treatment of chronic orthopedic conditions, (ii) internal and external implants, prosthetic or orthotic devices or (iii) any Services related thereto, including but not limited to:

- External devices.
- Non-orthopedic external prosthetic devices,

- disposable prosthetic devices,
- non-orthopedic corrective appliances and prosthetic and orthotic devices and supplies available over-the-counter.
- Internal devices.
- Non-orthopedic internal prosthetic devices.
- Orthopedic footwear.
- Orthopedic footwear unless attached to an artificial foot or unless attached as a permanent part of a leg brace.
- Motorized limbs. Motorized artificial limbs.
- TMJ. Treatment of temporomandibular joint disease.
- Durable medical equipment.
- Durable medical equipment, unless specifically covered in the Schedule of Benefits.

No benefits will be paid for temporomandibular joint disorder treatment (TMJ) including treatment performed by prosthesis placed directly on the teeth.

No benefits will be paid for Services for which the Covered Person or Subscriber is not legally obligated to pay.

No benefits will be paid for ambulance services when used for routine and convenience transportation to receive outpatient or Inpatient Services. No benefits will be paid for non-Emergency ground ambulance Services.

No benefits will be paid for elective or voluntary enhancement procedures, surgeries, services, supplies and medications including, but not limited to, hair growth, hair removal, hair analysis, sexual performance, athletic performance, anti-aging, and mental performance, even if prescribed by a Physician.

No benefits will be paid for Services to enhance strength, physical condition, endurance or physical performance, including but not limited to:

- Exercise equipment, memberships in health or fitness clubs, training, advice, or coaching;
- Drugs or preparations to enhance strength, performance, or endurance, including performance enhancing steroids; and
- Treatments, services and supplies to treat illnesses, injuries or disabilities related to the use of performance- enhancing drugs or preparations.

No benefits will be paid for hospital take-home drugs.

No benefits will be paid for fees for any missed appointments or voluntary transfer of records as requested by the Covered Person or charges to have preferred access to a Provider's Services such as a boutique or concierge physician services or charges to complete claim forms.

No benefits will be paid for educational services and treatment of behavioral disorders, together with services for remedial education, wilderness treatment programs, job training, job hardening programs, and services provided by a school district including evaluation and treatment of learning disabilities, minimal brain dysfunction, developmental and learning disorders including developmental and learning disorders associated with mental retardation, behavioral training, and cognitive rehabilitation. This includes services, treatment or educational testing and training related to behavioral (conduct) problems, learning disabilities, or developmental delays including Services for psychiatric testing to determine the need for said training. Special education, including lessons in sign language to instruct the Covered Person, whose ability to speak has been lost or impaired, to function without that ability, are not covered.

No benefits will be paid for Intelligence, IQ, aptitude ability, learning disorders, or interest testing not necessary to determine the appropriate treatment of a psychiatric condition.

No benefits will be paid for Psychoanalysis or psychotherapy credited toward earning a degree or furtherance of education or training regardless of diagnosis or symptoms or whether providing or receiving the Service.

No benefits will be paid for non-Medically Necessary Services, including but not limited to, those services and supplies:

- Which are not Medically Necessary, as determined by Company, for the diagnosis and treatment of Illness, Injury, restoration of physiological functions, or covered preventive Services;
- That do not require the technical skills of a medical, mental health or a dental professional;
- Furnished mainly for the personal comfort or convenience of the Covered Person, or any person who cares for the Covered Person, or any person who is part of the Covered Person's family, or any Provider;
- Furnished solely because the Covered Person is an Inpatient on any day in which the Covered Person's disease or Injury



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could safely and adequately be diagnosed or treated while not confined;

- Furnished solely because of the setting if the Service could safely and adequately be furnished in a Physician's or Dentist's office or other less costly setting.

As required by HIPAA, no source-of-injury exclusion, such as exclusion for off-road sporting events will apply if the Accident resulted from an act of domestic violence or a medical condition (including both physical and Mental Conditions).

No benefits will be paid for treatment and services provided by chiropractors or acupuncturist, except as otherwise shown in the Schedule of Benefits.

No benefits will be paid for Services provided for speech therapy except as otherwise covered.

No benefits will be paid for charges made by a Provider for Services provided through telephone conferences, telemedicine, telehealth or interviews during which the Covered Person is not seen for treatment except under a specific Company approved program or as required by law.

No benefits will be paid for any item or substance that is available without a Physician's prescription even if prescribed by a Physician, except as otherwise provided herein and except for medicines and supplies Medically Necessary for inpatient care.

No benefits will be paid for robotic Surgery, robotic suite, robotic-assisted or any related Service.

No benefits will be paid for audiograms, regardless of the reason for such tests.

Except as specifically provided in the Schedule of Benefits, no benefits will be paid in connection with dialysis treatments.

No benefits will be paid for recreational, educational, and sleep therapy, including any related diagnostic testing with exception of diagnostic polysomnograph.

No benefits will be paid for treatment of related services, procedures, supplies, including masks, tubing or any other disposable items, or medications related to sleeping disorders unless specified in the Schedule of Benefits.

Company shall be notified in writing before the commencement of any Covered Person's military leave of absence. Company will not provide coverage for the Covered Person for any injury incurred while in active military service during military leave of absence.

Coverage for eligible dependents will continue during the Covered Person's military leave of absence provided that payments continue to be paid.

Routine prenatal ultrasound (scheduled between 15 to 20 weeks gestation and prior to 24 weeks) is limited to one per term pregnancy. Subsequent ultrasounds or non-routine prenatal ultrasounds are not covered unless Medically Necessary and pre-certified by Company.

No benefits will be paid for Biofeedback and similar forms of self-help and self-care training.

No benefits will be paid for treatment of Chronic Brain syndrome or custodial care resulting from senile deterioration.

No benefits will be paid for scar and keloid management, treatment or revision except in cases associated with major functional impairment (e.g. loss of motion).

No benefits will be paid for Phase III or Phase IV Cardiac rehabilitation or cardiac rehabilitation that is not Medically Necessary or not associated with electrocardiographic (ECG) monitoring or attendant physician supervision.

No benefits will be paid for Services provided for procedures for the restoration of pre-existing loss of sight or hearing.

No benefits will be paid for hearing aids or examinations including hearing tests, related to the prescription or fitting of a hearing aid.

If a Covered Person is confined in a Hospital or in a Skilled Nursing Facility at the time of commencement of that Covered Person's coverage under the Schedule of Benefits and he or she was not a Covered Person under some other plan of the Company immediately prior to his or her Effective Date, then that Covered Person shall not be entitled, while so confined, to benefits for the Injury or Illness which required such confinement, unless otherwise required by the Health Insurance Portability and Accountability Act of 1996 (HIPAA).

Unless specified in the Schedule of Benefits, no benefits will be paid for non-medical ancillary services, including but not limited to vocational rehabilitation, behavioral training, biofeedback, hypnosis, sleep therapy, employment counseling, and education services for learning disabilities, developmental delays, autism, or mental retardation.

No benefits will be paid for Services provided for the reversal of a voluntary sterilization.

No benefits will be paid for Services provided for actual or attempted artificial impregnation or fertilization.

No benefits will be paid for Services provided for or related to the provision of intra ocular lens implants.

No benefits will be paid for hospice care.

No benefits will be paid for the purchase of artificial limbs and prosthetic devices, including those prosthetic devices that are surgically implanted.

No benefits will be paid for Services provided for the purpose of joint replacement.

No benefits will be paid for Services provided for a Chronic Orthopedic Condition. A medically appropriate evaluation may be authorized to aid in the diagnosis of symptoms and findings. However, if, during the course of the evaluation, a Chronic Orthopedic Condition is found to be causative of the condition being treated or investigated, the benefits will cease from the date this determination was made.

No benefits will be paid for Services provided in the treatment of conditions stemming from or resulting as a complication of a Chronic Orthopedic Condition or its previous treatment except as follows:

- The condition for review is acute, is directly causative of Covered Person's specific complaint and is unrelated to an existing Chronic Orthopedic Condition which exists in the same area of the body.
- The condition was treated prior to the six-month period used to determine chronicity, and professional treatment has been on going. Ongoing treatment means consistent and regular visits, not greater than six (6) months apart, to a Physician for the same diagnosis in the same level and area of the body.

If a Chronic Orthopedic Condition exists, no benefits will be paid, for services and supplies for:

- An acute event that occurs in or affecting the area where the Chronic Orthopedic Condition exists, but said acute event might not have led to the recommended testing and/or treatment had the Chronic Orthopedic Condition not existed;
- A sub-acute event that occurs in or affecting the area where the Chronic Orthopedic Condition exists; Any aggravating factors that occurs worsening or initiating symptoms in the area where the Chronic Orthopedic Condition exists.

No benefits will be paid for Services provided in connection with allergy testing and treatment.

No benefits will be paid for any and all Services related to or arising out of HIV/AIDS or HIV/AIDS related diseases or HIV/AIDS related complex or HIV/AIDS related care except as provided under the Americans with Disabilities Act (ADA).

No benefits will be paid for Services in connection with hyperbaric treatment unless specified in the Schedule of Benefits.

No benefits will be paid for Services for the treatment of End Stage Renal disease and amyotrophic lateral sclerosis unless specified in the Schedule of Benefits.

No benefit will be paid for Services not specifically described as covered in the Schedule of Benefits.

No benefit will be paid for hospitalizations and all services related to a Never Event. All services provided during the same hospitalization in which the error occurred are considered related and are not covered.

No benefits will be paid for Medicare eligible care and services which are rendered at a facility which is not a Medicare contracted facility, or which is rendered by a Physician who is not a Medicare contracted Physician. Medicare does not contract with facilities or Physicians in the Philippines or outside the United States and its territories.

No benefits will be paid for charges submitted for services that are not rendered, or rendered to an individual that is not a Covered Person under the Plan.

No benefits will be paid for cosmetic pharmacological regimens, surgery or procedures for the treatment of acne.

No benefits will be paid for Services normally covered by Medicare for which a Covered Person is eligible and entitled to at no cost, but has declined to enroll.

No benefits will be paid for weight control/loss programs and for any food substitute, stimulants, preparations, dietary regimens, supplements or any other product, used for weight management, whether to increase or decrease body weight, control weight or treat obesity.

Underwritten by:



Island Home Insurance Company