

UNDERSTANDING DEDUCTIBLES EMBEDDED

The Select Plan has an *embedded* deductible and an *embedded* out-of-pocket maximum.

The Consumer Plan has an *embedded* deductible and an *embedded* out-of-pocket maximum.



SELECT PLAN

Annual Deductible (Tier 1)

Employee Only Enrolled

\$250 Individual

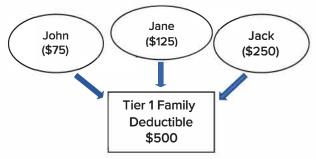
Employee + 1 or More Enrolled

- \$250 per Family Member (embedded)
- \$500 Family Cumulative

Medical Expenses

Jack: \$250

With an **embedded family deductible**, the plan begins to make payments for a family member as soon as that family member has reached his/her per family member deductible or the family deductible is met with cumulative expenses from all family members.



Jack sprains his wrist and must go to the emergency department. Will co-insurance apply immediately since he has already met the \$250 individual deductible? **YES.**

Jack only has to meet his individual deductible before co-insurance applies, which he did before he went to the hospital. With only \$450 in family deductible expenses applied, if John or Jane had sprained his/her wrist, he/she would have to satisfy the remaining \$50 toward the family deductible before coinsurance would apply.

CONSUMER PLAN

Annual Deductible (Tier 1)

Employee Only Enrolled

\$2,000 Individual

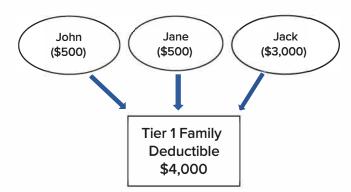
Employee + 1 or More Enrolled

- \$3,000 per Family Member* (embedded)
- \$4,000 Family Cumulative

Medical Expenses

Jack: \$3,000

With an **embedded family deductible**, the plan begins to make payments for a family member as soon as that family member has reached his/her per family member deductible or the family deductible is met with cumulative expenses from all family members.



Jane sprains her ankle and must go to the emergency department. Will co-insurance apply immediately since she has not met the \$3,000 per family member deductible? **YES.**

Jane did not have to meet her \$3,000 per family member deductible because the family deductible of \$4,000 had been met first with the combined expenses of each family member.

*Minimum per family member deductible as required for HSA compatible plans