LEIDOS
2020 Plan Year Benefit Summary

PLAN NAME	**Healthy Focus Advantage Plan**
PRODUCT NAME	**Aetna Choice POS II Network**
Leidos SYSTEMS CODE	MDAE
PLAN STATES	AR, CA, DC, DE, IA, ID, IL, KS, MD, ME, MI, MN, MO, MT, ND, NE, NH, NJ, NV, NY, OK, OR, PA, SD, VA, VT, WI, WV, WY, APO/FPO*
CUSTOMER SERVICE PHONE	1-800-843-9126
WEB ADDRESS	www.aetna.com

Benefit	In Network - Employee Pays	Out of Network*** - Employee Pays
HSA	Employee only: **$1,000** if salary is $85,000 or less; $500 if salary is between $85,001 and $150,000 Family: **$2,000** if salary is $85,000 or less; $1,000 if salary is between $85,001 and $150,000 $0 if salary greater than $150,000 Employees may elect to contribute additional funds up to annual maximum	
HEALTHCARE FSA	Only eligible for limited purpose FSA	
ANNUAL DEDUCTIBLE** **(Integrated Deductible & OPM)**	$1,400 Individual $2,800 Family** $2,800 Individual w/in Family deductible Not combined with Out of Network	$2,800 Individual $5,600 Family** $5,600 Individual w/in Family deductible Not combined with In Network
ANNUAL OUT-OF-POCKET MAXIMUM (INCLUDING DEDUCTIBLE) **(Integrated Deductible & OPM)**	$3,000 Individual $6,000 Family $6,000 Individual w/in Family Plan pays 100% of eligible expenses after this amount has been satisfied. Not combined with Out of Network	$6,000 Individual $12,000 Family $12,000 Individual w/in Family Plan pays 100% of eligible expenses after this amount has been satisfied. Not combined with In Network
LIFETIME MAXIMUM BENEFIT	Unlimited	Unlimited
OFFICE VISITS	Innovation Health Facility: 10% after deductible Choice POS II facility: 20% after deductible	50% after deductible
LAB X-RAY DIAGNOSTICS	Innovation Health Facility: 10% after deductible Choice POS II facility: 20% after deductible	50% after deductible
PREVENTIVE CARE	Adult routine care: covered at 100% (not subject to deductible); limit 1 per calendar year. Coverage for enhanced women's health benefits at 100%. Contact plan for specifics.	Adult routine care: covered at 50% after deductible; limit 1 per calendar year. Contact plan for specifics.
HOSPITAL CARE		
Inpatient	Innovation Health Facility: 10% after deductible Choice POS II facility: 20% after deductible	50% after deductible
Outpatient	Innovation Health Facility: 10% after deductible Choice POS II facility: 20% after deductible	50% after deductible
EMERGENCY CARE		
In-area	Innovation Health Facility: 20% after deductible Choice POS II Facility: 20% after deductible. For non-emergent use of the emergency room, employee pays 50% after deductible	20% after deductible. For non-emergent use of the emergency room, employee pays 50% after deductible
Out-of-area	20% after deductible. For non-emergent use of the emergency room, employee pays 50% after deductible	20% after deductible. For non-emergent use of the emergency room, employee pays 50% after deductible
PRESCRIPTIONS		
Retail	After deductible, $5 generics, 30% brand and 50% non-formulary brand. Certain preventive drugs not subject to deductible.****	Not covered
Mail-Order	After deductible, $5 generics, 30% brand and 50% non-formulary brand. Certain preventive drugs not subject to deductible.****	Not covered
MENTAL HEALTH		
Inpatient	Innovation Health Facility: 10% after deductible Choice POS II facility: 20% after deductible	50% after deductible
Outpatient	Innovation Health Facility: 10% after deductible Choice POS II facility: 20% after deductible	50% after deductible
SUBSTANCE ABUSE		
Inpatient Detox and Rehab	Innovation Health Facility: 10% after deductible Choice POS II facility: 20% after deductible	50% after deductible
Outpatient	Innovation Health Facility: 10% after deductible Choice POS II facility: 20% after deductible	50% after deductible
CHIROPRACTIC	Innovation Health Facility: 10% after deductible Choice POS II facility: 20% after deductible Covered if medically necessary	50% after deductible if medically necessary
DURABLE MEDICAL EQUIPMENT	Innovation Health Facility: 10% after deductible Choice POS II facility: 20% after deductible	50% after deductible
VISION EXAMS	Not covered	Not covered
EYEWEAR	Not covered	Not covered

*APO/FPO addresses are not eligible for HSA plan set-up. A physical U.S. address must be provided.

** The family deductible is an aggregate deductible where you must satisfy entire deductible before the plan pays benefits for any member

*** Out-of-Network benefits based on Usual, Reasonable, and Customary (URC) charges for the specific service in that geographic region.

**** Prescription Drugs are administered by Express Scripts (ESI, formerly Medco)

Information contained in the summary is designed for general reference only. If there is any conflict between this benefit summary and the plan document/certificate, the plan document/certificate governs.