



WASHINGTON  
2022

For Washington (Clark and Cowlitz counties)  
groups with 1-50 employees

# Medical Plans for Small Employers

Coverage effective on or after January 1, 2022

# WHY KAISER PERMANENTE?

We are an industry-leading nonprofit health care organization with over 70 years of experience. In our integrated system, everyone works together toward the same goal, and there's no financial advantage to treat more, test more, or keep patients in the hospital longer than necessary.

Kaiser Permanente goes beyond health care to help employers keep employees — and their company's bottom line — healthy.

## Kaiser Permanente is the better option

We help businesses control costs, improve employee health, and build long-term success. It's important for employers to choose a partner that delivers more health for every health care dollar. We're caregivers, hospitals, and a health plan working in concert to set the bar for quality, affordability, and service. Kaiser Permanente, a better way to take care of business.



Contact your Kaiser Permanente sales representative or account manager today to schedule an Experience KP tour.

We offer a range of care and coverage to help meet the needs of your business and employees — all while managing across touchpoints to help deliver safe, affordable, and convenient care and service.

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Managing the health care needs of your employees can be challenging. Kaiser Permanente has a comprehensive suite of services that come together in a total health solution. The resulting administrative efficiencies can help you get back to the business of running your business.



Kaiser Permanente On-the-Job™ is available to your entire workforce, even those without coverage under our health plans. Find a location at [kp.org/kpoj/nw](https://kp.org/kpoj/nw).



## Your account team

You have a dedicated account team to support you. It starts with your account manager, who is your partner on strategic planning and development of group policy changes and renewals, group eligibility and underwriting, new products and benefit designs, account planning and collaboration, and group meetings. Other members of the team will help you with plan administration, membership enrollments and changes, eligibility or claims issues, and other service inquiries. Contact your Kaiser Permanente sales representative or account manager to learn how we can help you meet your goals.

## Helping keep your employees safe, healthy, and productive

Whether your employees need work-related injury care, employment exams, or medical screenings, Kaiser Permanente On-the-Job™ helps get them back to work safely and quickly. Our occupational health program has consistently demonstrated total lower claim costs for employers, including medical and time-loss costs.\*

With Kaiser Permanente On-the-Job, all your employees have access to specialized occupational health and safety services, including:

- OSHA-mandated medical exams and screenings
- Drug and alcohol testing
- Specialized care for treatment of work-related injuries and illnesses
- On-site physical therapy and radiology
- Help with workers' compensation paperwork

Learn more at [kp.org/kpoj/nw](https://kp.org/kpoj/nw).

\*Macy's Inc. Workers Claims Case Study.



## Workforce health

Access to wellness programs increases employees' use of preventive care services, which has been shown to improve health outcomes.\*

Stronger employee engagement and a culture of well-being can also reduce turnover and help you retain good workers. We have a variety of resources available to you as a small group employer. Contact your Kaiser Permanente sales representative or account manager or visit [kp.org/workforcehealth](https://kp.org/workforcehealth) to learn more.

## Self-service resources

Our self-service employer portal, [account.kp.org](https://account.kp.org), provides a quick way to access account services and find resources, including:

- The latest information on health coverage
- Downloadable forms
- Tools for total health
- Answers to employee questions
- Provider and facility directories



### COMMUNITIES WE SERVE

Kaiser Permanente's community health efforts in the Northwest are working to make real and lasting change for the people who live, learn, work, and play here. Each year, we partner with more than 150 local community organizations that, like us, are deeply committed to the mission of community health. We take pride in these collaborations and the opportunity to help build greater health capacity and sustainability in the region.



The robust data captured in Kaiser Permanente HealthConnect® allows us to give employers more transparent reporting on the health of their workforce — helping employers create a culture of health that matches the needs of their population.

\*Oluwaseyi O. Isehunwa, "Access to Employee Wellness Programs and Use of Preventive Care Services Among U.S. Adults," *American Journal of Preventive Medicine*, October 2017.



### POWERFUL TOOLS

We've equipped kp.org with helpful resources and tools to help members engage with their health and make the most of their health plan. It's easy to sign up! Send your employees to [kp.org/newmember](https://kp.org/newmember) to learn more.

## Putting members in control of their care

We're leveraging our scale and connectivity to drive quality and make care more affordable for your organization and your employees. Whether your employees are at home or on the go, kp.org and the Kaiser Permanente app<sup>1</sup> give them a simple, secure way to keep up with their care, allowing them to:

- Schedule, review, or cancel routine appointments<sup>2</sup>
- Join a video visit with a Kaiser Permanente clinician who has access to the member's electronic health record<sup>2,3</sup>
- Complete an e-visit and receive a treatment plan, including prescriptions if needed, from a Kaiser Permanente clinician<sup>4</sup>
- Email their care team with nonurgent questions<sup>2</sup>
- View most test results and immunizations<sup>2</sup>
- Order or refill most prescriptions<sup>2</sup>
- Pay bills and see cost estimates<sup>2</sup>
- Access a digital copy of their ID card

Learn more at [kp.org/register](https://kp.org/register).

## Care beyond the doctor's office

We believe we can improve the total health of our members by empowering them to choose care from many different options. Scheduled and new on-demand 24/7 phone and video visits, e-visits, 24/7 advice, and the ability to email their doctor nonurgent questions on kp.org are convenient alternatives that offer high-quality care, comparable with an in-person visit.<sup>2,3,4</sup> Learn more at [kp.org/getcare](https://kp.org/getcare).

## Healthy lifestyle programs

With our online wellness programs, your employees get advice, encouragement, and tools to help them create positive changes in their lives. Our complimentary programs can help them:

- Eat healthier
- Lose weight
- Move more
- Sleep better
- Reduce stress
- Quit smoking

Learn more about these programs at [kp.org/healthylifestyles](https://kp.org/healthylifestyles).

<sup>1</sup>To use the Kaiser Permanente app, you must be a Kaiser Permanente member registered on kp.org.

<sup>2</sup>These features apply to care you get at Kaiser Permanente facilities.

<sup>3</sup>When appropriate and available. For high deductible health plan members, phone and video appointments are subject to your plan's annual deductible. If you travel out of state, phone appointments and video visits may not be available due to state laws that may prevent doctors from providing care across state lines. Laws differ by state. To have a video visit, members must be registered on kp.org and have a camera-equipped computer or mobile device.

<sup>4</sup>Applicable cost shares will apply for services or items ordered during an e-visit.



### **THE PATH TO BETTER HEALTH IS RIGHT AT YOUR FINGERTIPS**

Encourage your employees to start their journey with [kp.org](https://kp.org), where the information they need is just a click away.

## Alternative medicine and discounts

As part of your offering, your employees may have access to discounts through the CHP Active and Healthy program. This service gives members discounts on alternative care (chiropractic, naturopathic, acupuncture, massage therapy), health club memberships, sporting events, and more. Learn more at [chpactiveandhealthy.com](https://chpactiveandhealthy.com).

## Total Health Assessment

The Total Health Assessment is an online tool to help members learn more about how their lifestyle behavior interacts with their health. It connects members to online programs tailored to their lifestyles. Employees can complete the assessment in 10 minutes and get recommendations to improve their health at [kp.org/tha](https://kp.org/tha).

## Wellness coaching

If your employees need a little extra support, we offer Wellness Coaching by Phone at no additional cost. Members can work one-on-one with their personal coach to make a plan to help them reach their health goals. Learn more at [kp.org/wellnesscoach](https://kp.org/wellnesscoach).

## Health Engagement and Wellness Services classes

Making informed choices and creating balance in your life can improve or maintain your health. And a class can help you. From diabetes management to quitting tobacco, we have you covered!

Registered dietitians, health coaches, certified diabetes educators, and other health professionals facilitate Health Engagement and Wellness Services classes (HEWS). You'll find online and phone options to help fit your learning style — all promoting a safe and supportive atmosphere. Find more information at [kp.org/healthengagement/classes](https://kp.org/healthengagement/classes).

There is no charge for Kaiser Permanente members for all HEWS offerings.



Kaiser Permanente offers members options for how they connect with our highly trained providers. Both on-demand and scheduled care is available, allowing your workforce to thrive with better outcomes, all while saving them — and your business — time and money.



### COST ESTIMATOR

Members can access a cost estimator to see how much treatments, procedures, tests, or other medical services could cost.



### NEW MEMBER ONBOARDING

New members receive dedicated support to transfer their health records and prescriptions, make appointments, and register on [kp.org](https://kp.org).

## Meeting members when and where they need care

### Online

- **NEW! On-demand video** — Meet with Kaiser Permanente clinicians, available day or night, 24/7, for urgent care needs, no appointment necessary.<sup>1</sup>
- **E-visits** — Complete an online questionnaire to receive a treatment plan, including prescriptions if needed, in less than one hour.<sup>2</sup>
- **Secure email** — Message your care team with nonurgent questions.<sup>3</sup>
- **Scheduled video visits** — Meet face-to-face with a Kaiser Permanente doctor on a computer, smartphone, or tablet.<sup>1</sup>
- **Online resources** — Use [kp.org](https://kp.org) or the Kaiser Permanente app to manage your health, find nearby locations, and take advantage of health guides and other resources.<sup>4</sup>

### By phone

- **NEW! On-demand phone** — Meet with Kaiser Permanente clinicians, available day or night, 24/7, for urgent care needs, no appointment necessary.<sup>1</sup>
- **Scheduled phone visits** — Save a trip to the medical office for minor conditions or follow-up care.<sup>1,3</sup>
- **24/7 advice** — Get medical advice and help finding out what care is right, scheduling appointments, and more.

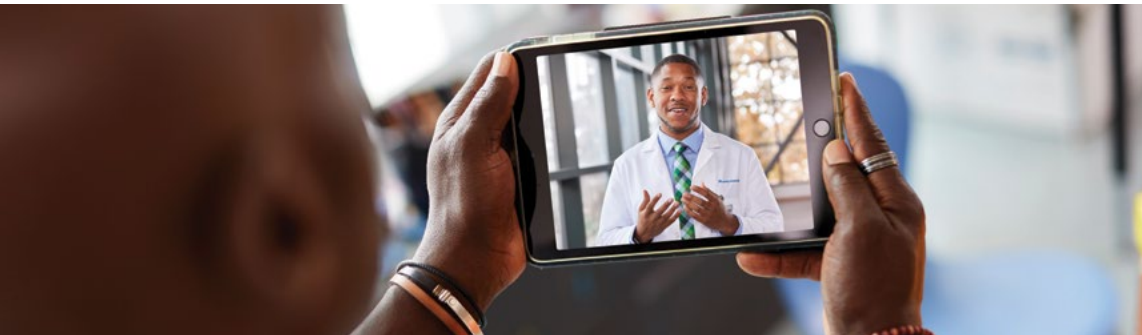
<sup>1</sup>When appropriate and available. For high deductible health plan members, phone and video appointments are subject to your plan's annual deductible. If you travel out of state, phone appointments and video visits may not be available due to state laws that may prevent doctors from providing care across state lines. Laws differ by state. To have a video visit, members must be registered on [kp.org](https://kp.org) and have a camera-equipped computer or mobile device.

<sup>2</sup>Applicable cost shares will apply for services or items ordered during an e-visit.

<sup>3</sup>These features are available when you get care at Kaiser Permanente facilities.

<sup>4</sup>To use the Kaiser Permanente app, you must be a Kaiser Permanente member registered on [kp.org](https://kp.org).





## In person

- **Primary and specialty care** — Visit with a member of your care team. If you don't need to see your regular doctor, you can schedule a visit with an available doctor at any of our medical offices. You may need a referral to see certain specialists.
- **Care Essentials® by Kaiser Permanente** — Our Hawthorne and Pearl District clinics provide nonemergency and preventive health services. Evening and weekend appointments available. Visit [careessentials.org](https://www.kaiserpermanente.org/careessentials) to learn more.
- **Urgent care** — These walk-in clinics are for conditions that require prompt medical attention (usually within 1 or 2 days) but are not an emergency.<sup>1</sup> Open 7 days a week, including evenings, weekends, and holidays. Visit [kp.org/urgentcare/nw](https://www.kaiserpermanente.org/urgentcare/nw) to find a facility. You are also covered for urgent care while traveling anywhere in the world.<sup>2</sup>
- **Emergency care** — If you ever need emergency care, you're covered — anywhere, anytime. You can get care at any Kaiser Permanente hospital or any other hospital emergency department.<sup>3</sup>

Visit [kp.org/getcare](https://www.kaiserpermanente.org/getcare) to learn more about online and phone options.



**WANT TO LEARN MORE?**

Visit [kp.org/choosebetter](https://www.kaiserpermanente.org/choosebetter).

<sup>1</sup>An urgent care need is one that requires prompt medical attention, usually within 24 or 48 hours, but is not an emergency medical condition. This can include minor injuries, backaches, earaches, sore throats, coughs, upper-respiratory symptoms, and frequent urination or a burning sensation when urinating.

<sup>2</sup>Routine services like prevention, exams, checkups, and services for ongoing medical conditions aren't covered, so make sure to get them before your trip if you're traveling elsewhere. Please refer to your *Evidence of Coverage* or other coverage documents for details.

<sup>3</sup>If you believe you have an emergency medical condition, call 911 or go to the nearest hospital. For the complete definition of an emergency medical condition, please refer to your *Evidence of Coverage* or other coverage documents.



## Oregon and Southwest Washington

We provide quality care to more than 600,000 members in Oregon and Southwest Washington. Our service area extends from Eugene, Oregon, to Longview, Washington, and includes medical offices, dental offices, Vision Essentials by Kaiser Permanente optical retail locations, urgent care clinics, hospitals, and Care Essentials clinics. We also have a network of affiliated providers for routine, urgent, or emergency care.



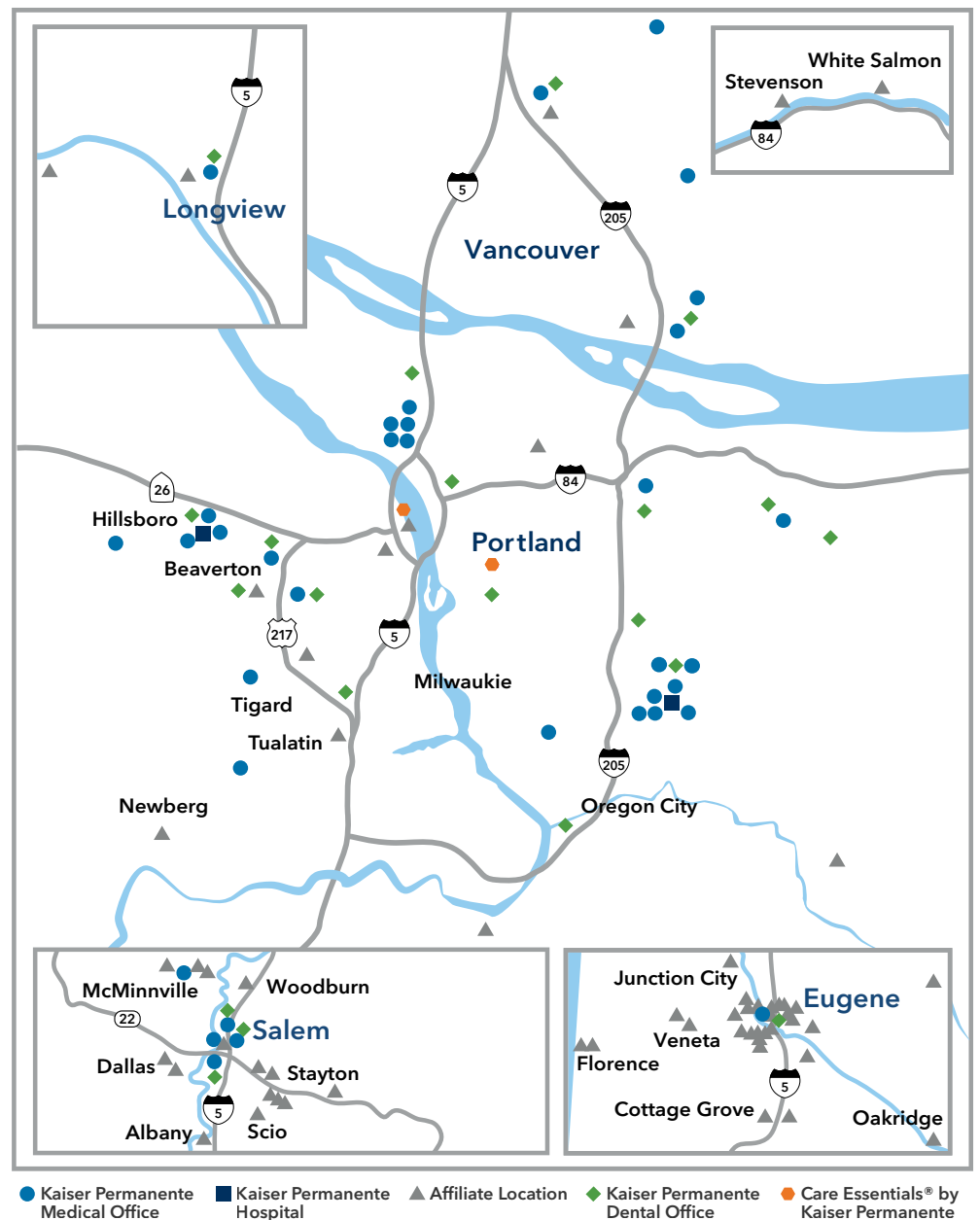
For quicker and easier care, including prescriptions, try a phone or video visit or an e-visit.

Learn more at [kp.org/getcare](https://kp.org/getcare).



Facility information is current as of July 2021.

Go to [kp.org/locations](https://kp.org/locations) to see all our current locations and to find the facility closest to you. Or call Member Services at 1-800-813-2000 (TTY 711).





## Dental

With Kaiser Permanente's coordinated medical and dental care and coverage, it's simpler to take care of your total health. Our skilled dentists, convenient dental locations, and quality services will make you smile. Learn more at [kp.org/dental/nw](https://kp.org/dental/nw).



View our Dental Product Portfolio brochure for dental plan offerings.



## Pharmacy

Most of our Kaiser Permanente medical offices include pharmacy services. You also have the option of using our mail-order pharmacy service to fill and refill most prescriptions at no additional cost.



## visionessentials by KAISER PERMANENTE.

Our optometrists, ophthalmologists, and opticians work together within our integrated care delivery system and are able to connect to our larger team of medical professionals and services. Vision Essentials optical locations have a large selection of glasses and contact lenses to choose from, including designer and affordable frames.

Learn more at [kp2020.org](https://kp2020.org).



## careessentials<sup>®</sup> by KAISER PERMANENTE.

Care Essentials by Kaiser Permanente are convenient care clinics that provide nonemergency and preventive health services to both Kaiser Permanente members and nonmembers.

- Treatment for minor illnesses and injuries
- Preventive services, including checkups, vaccinations, and some lab and diagnostic testing

There are 2 Portland locations in the Hawthorne and Pearl neighborhoods.

Learn more at [careessentials.org](https://careessentials.org).



## Affiliate Providers

Kaiser Permanente health plans include access to affiliate providers for primary and specialty care, including The Portland Clinic.\*

\*Not available as an in-network provider to members on Medicaid, receiving full Medical Financial Assistance from Kaiser Permanente, or visiting from another Kaiser Permanente region.



### CHOOSE DENTAL + MEDICAL: BETTER TOGETHER

Our dental, medical, and insurance services all work together to help your employees stay healthy and productive, while helping reduce health care costs for your business. With one carrier for your health coverage, there's just one point of contact, one number to call, and one bill. Did you know that Kaiser Permanente members with both medical and dental coverage weigh less, smoke less, and visit the emergency department less often?<sup>2</sup>

Plus, members with both medical and dental coverage through Kaiser Permanente can experience the benefits of total health integration, including:

- Having one electronic health record that enables collaboration between the medical and dental teams
- Taking care of minor medical needs, such as vaccinations, at their dental appointment<sup>3</sup>
- Managing their care seamlessly and efficiently on **kp.org** and the Kaiser Permanente app<sup>4</sup>

All our plans give your employees what they need to help them be healthier and more productive every day — prevention, health promotion, and care for ongoing health conditions. You have lots of choices, from traditional plans to consumer-directed options, from out-of-area coverage to dental coverage. Here's a quick overview of what we offer. For plan specifics, contact your Kaiser Permanente representative.

### Traditional plans

These plans offer predictable copays and out-of-pocket maximums, and make it easier for employees to manage their health care spending. A variety of copay options gives you the flexibility to choose a plan that meets employee needs and business goals.

### Deductible plans

You'll get more options at an affordable cost. With the addition of an employee deductible and out-of-pocket cost, monthly payments are lower than for traditional plans. You'll be able to reduce premiums while still maintaining quality care and access to our doctors for your employees.

### HSA-qualified high deductible plans

Offer lower premiums than other plan types, plus tax savings.<sup>1</sup> With our HSA-qualified high deductible plans and deductible plans with health reimbursement arrangement (HRA), your employees will have more control over their health care dollars, helpful online decision-support tools, and the same high-value access to services as members of our traditional plans.

### Added Choice<sup>®</sup> point-of-service plans

Added Choice gives your employees the opportunity to keep their current doctor or the flexibility to choose providers and services from any licensed provider.

<sup>1</sup>The tax references relate to federal income tax only. Consult with your financial or tax advisor for information about state income tax laws.

<sup>2</sup>Kaiser Permanente Center for Health Research, Comparison of HEDIS Outcomes Among Dental/Medical vs. Medical Only Population, 2013.

<sup>3</sup>Medical services are available at select dental locations. You must be enrolled in a Kaiser Permanente medical plan to receive medical care.

<sup>4</sup>To use the Kaiser Permanente app, you must be a Kaiser Permanente member registered on kp.org.





## PPO Plus® plans

PPO Plus provides you with the opportunity to give your employees living and working outside the Kaiser Permanente Northwest service area more provider choice, while offering the benefits of single carrier administration and health care cost containment.

With PPO Plus, members can choose care from First Choice Health providers, First Health Network providers, Kaiser Permanente providers, or nonparticipating community providers. Visit [kp.org/ppoplus/nw](http://kp.org/ppoplus/nw) for more information.

## Kaiser Permanente Senior Advantage plan

Provide your Medicare-eligible employees with the benefits of Medicare Advantage.

## Dental plans

Choose from our cost-effective Traditional Dental plans or flexible Dental Choice PPO plans. We have a range of options with comprehensive coverage to meet the unique needs of your employees. Our unique medical-dental integration helps improve care quality, improve patient safety, and increase member satisfaction. See our dental product portfolio for information on our dental plans.

Our voluntary dental plans give individual employees in your company the opportunity to enjoy a high-quality dental plan. Employees pay up to 100% of the premium through payroll deduction and can access quality dental care.



**visionessentials**  
by KAISER PERMANENTE.

### DID YOU KNOW?

At Vision Essentials by Kaiser Permanente, we see eye care differently. Healthy sight is more than glasses and contact lenses. Our optometrists and ophthalmologists provide comprehensive eye care, including routine eye exams, to help your employees stay happy, healthy, and productive.



Some plans are designed for pairing with our point-of-service Added Choice plans. Ask your account executive for the Added Choice Pairing Guide to see which plans pair.



Please contact your Kaiser Permanente representative for help building your health care strategy.



### SOLUTIONS FOR EMPLOYERS AND CHOICE FOR EMPLOYEES

You're looking for more plan options, more services, and more doctor choices for your employees, but without the added complexity that usually comes with more plans. With us, you can get all of this — and choose your contribution level.

Select 2 or 3 medical plans to offer your employees. There is a limit of one point-of-service plan per bundle. As an employer, your contribution for each plan will be the same. It must be at least 50% — but not more than 100% — of the lowest-cost plan.

Then each of your employees can choose the plan in the bundle that best meets his or her needs. If employees select a higher-cost plan, they will pay the difference. To help your employees choose the right plan, we will provide you with enrollment packages customized for the bundle you've chosen. The package will explain the differences among all the plans so your employees can choose the features that are most important to them.

## The right plan for your business

You have the ability to customize a medical plan with vision based on your company's needs and budget. Follow the 3 easy steps to choose a health plan that's right for your business.

### Step 1: Choose your medical plan or plans

You can offer 2 or 3 medical plans in a bundle, with the following limitations:

- Only 1 Added Choice plan
- Once you select your plan offerings, employees choose the plan that best meets their needs

### Step 2: Choose your optional buy-up coverage

All our medical plans can be paired with the following buy-up option:

**Vision:** Adult vision hardware \$200 benefit/2-year period with adult vision exam (primary care office visit cost share applies)

### Step 3: Apply or renew your coverage

**New groups:** Complete the Small Business employer application and submit it to a Kaiser Permanente sales executive by the **20th of the month** prior to the effective date.

**Renewing groups:** If you would like to elect one of these options, please indicate your selection on the Renewal Decision Form and return it to your Kaiser Permanente account manager no later than the **15th of the month** prior to your anniversary date. We will provide you with coverage options that best match the plan or plans your business offers today, but you can choose from any of our other plans available to small employers if you prefer.



### Plan options

METAL TIER	Traditional	Deductible	HSA-qualified high deductible	Added Choice® point-of-service <sup>1</sup>	PPO Plus®*
Platinum	KP WA Platinum 0/20	KP WA Platinum 250/20 KP WA Platinum 500/20		KP WA Platinum 250/20 3T POS	KP WA Platinum 250/20 PPO Plus
Gold	KP WA Gold 0/30	KP WA Gold 1000/20 KP WA Gold 1500/35 KP WA Gold 2000/40		KP WA Gold 500/35 3T POS KP WA Gold 1000/20 3T POS	KP WA Gold 1000/35 PPO Plus
Silver		KP WA Silver 2500/45 KP WA Silver 3500/40 KP WA Silver 4500/45 KP WA Silver 5500/50	KP WA Silver 2800/25% HSA	KP WA Silver 2500/45 3T POS	KP WA Silver 2500/45 PPO Plus
Bronze		KP WA Bronze 7000/50 KP WA Bronze 8550/40	KP WA Bronze 6900/0% HSA		

\*If you have employees who both live and work outside our service area, they may be eligible for a PPO Plus plan. Rates and approval subject to underwriting.

<b>Buy-up option</b>	<p>Any of the above medical plans can be paired with the following vision coverage buy-up option:</p> <p><b>Adult vision hardware and vision exam:</b> \$200 hardware benefit allowance every 2-year period and primary care office visit cost share applies for exam.</p>
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#### **DID YOU KNOW?**

Members can access many specialty care appointments at Kaiser Permanente without preauthorization, including:

- Addiction medicine
- Behavioral health
- Cancer care
- Obstetrics-gynecology
- Sleep medicine

Members can call Member Services at **1-800-813-2000** (TTY **711**) to learn more.

## Enjoy wide access to our unique integrated health care system

Your employees don't have to be experts to navigate their health plan or access high-quality, affordable health care. Our traditional plans offer predictable cost shares and out-of-pocket maximums, to help members manage their health care spending. A variety of cost share options gives you the flexibility to choose a plan that meets employee needs and business goals.

As a small employer, you know that when employees miss work, it can mean lost profits and business opportunities. What would it mean to you if employees could get most of their care during one appointment without running all over town for specialty appointments, lab tests, and X-ray services?

Your employees can choose a medical office close to home or work where they will find a full range of health care services in one convenient location. And because almost everything is under one roof, care can be efficiently coordinated among physicians, specialists, lab personnel, pharmacists, and other medical staff.

## Specialty care when you need it

We're here for your employees if they get sick or need specialty care. With one of the largest multispecialty medical groups in the country, we conveniently connect our members with the right specialist. From high-quality maternity care to treatment for cancer, heart problems, and more, your employees get skilled doctors, the latest technology, and evidence-based care — all combined to help them recover quickly.

These plans are subject to exclusions and limitations. A complete list of the exclusions and limitations is included in the *Evidence of Coverage (EOC)*. To get a copy of the *EOC*, please contact your sales executive or account manager.





PLAN HIGHLIGHTS FOR  
**TRADITIONAL  
PLANS**

PLAN NAME	KP WA Platinum 0/20	KP WA Gold 0/30
<b>ANNUAL OUT-OF-POCKET MAXIMUM</b>	\$2,000 per individual; \$4,000 per family	\$7,500 per individual; \$15,000 per family
<b>BENEFITS</b>	Member pays	
<b>OFFICE VISITS</b> Preventive care	\$0	\$0
Primary care	\$20	\$30
Urgent care	\$40	\$60
Specialty care	\$30	\$50
Prenatal care	\$0	\$0
Allergy shots and other injections	\$10	\$10
<b>TELEHEALTH (PHONE/VIDEO)</b>	\$0	\$0
<b>ALTERNATIVE CARE SELF-REFERRED</b> Acupuncture services <sup>1</sup>	\$30	\$50
Chiropractic services <sup>2</sup>	\$30	\$50
Naturopathic services	\$20	\$30
<b>PHYSICIAN-REFERRED ALTERNATIVE CARE<sup>3</sup></b>	\$30	\$50
<b>OUTPATIENT THERAPIES<sup>4</sup></b>	\$30	\$50
<b>OUTPATIENT SURGERY</b>	\$100	40%
<b>LAB</b>	\$20	\$30
<b>X-RAY/DIAGNOSTIC TEST</b>	\$20	\$30
<b>CT, MRI, AND PET SCANS</b>	\$75	\$300
<b>INPATIENT HOSPITAL CARE</b>	\$300 per day, \$1,500 per admission	\$500 per day, \$2,500 per admission
<b>EMERGENCY DEPARTMENT VISIT</b>	\$150	\$300
<b>AMBULANCE SERVICES</b>	\$150	\$200
<b>MENTAL HEALTH AND SUBSTANCE USE DISORDER SERVICES</b> Inpatient psychiatric and residential treatment	\$300 per day, \$1,500 per admission	\$500 per day, \$2,500 per admission
Outpatient	\$20	\$30
<b>DURABLE MEDICAL EQUIPMENT</b>	20%	40%
<b>INFERTILITY SERVICES (diagnosis)</b>	50%	50%
<b>DEPENDENT OUT-OF-AREA<sup>5</sup></b>	20%	20%
<b>OUTPATIENT PRESCRIPTION DRUGS</b>	\$5 generic; \$15 preferred brand-name; \$50 non-preferred brand-name; 50% specialty	\$15 generic; \$40 preferred brand-name; \$60 non-preferred brand-name; 50% specialty
<b>OUTPATIENT ADMINISTERED MEDICATIONS</b>	20%	40%
<b>MATERNITY CARE</b> Inpatient	\$300 per day, \$1,500 per admission	\$500 per day, \$2,500 per admission

<sup>1</sup>Limited to 12 visits per year.

<sup>2</sup>Limited to 10 visits per year.

<sup>3</sup>Referred chiropractic/acupuncture based upon medical criteria.

<sup>4</sup>Rehabilitative and habilitative therapies have limits of 25 visits each per year. Neurodevelopmental conditions have an additional 25 visits per year for both rehabilitative and habilitative therapies.

<sup>5</sup>Limited to 5 office visits, 5 diagnostic X-rays, and 5 prescription drug fills.



Our deductible plans offer various copays, coinsurance levels, deductibles, and out of pocket maximums to help you reduce your premiums. Just like our traditional plans, our deductible plans give your employees access to our broad range of primary care, specialty care, and hospital services. Many preventive services are covered in full without the need to satisfy a deductible. Because all the plans have an out of pocket maximum, employees know both their health and financial security are being protected.



#### **OUT-OF-POCKET MAXIMUM ON DEDUCTIBLE PLANS**

- Amounts paid toward the deductible count toward the out-of-pocket maximum.
- All copays and coinsurance apply to the out-of-pocket maximum.
- After meeting the out-of-pocket maximum, no further costs apply for the remainder of the calendar year.



#### **WANT TO LEARN MORE?**

Visit [kp.org/deductibleplans](http://kp.org/deductibleplans) for more details.

These plans are subject to exclusions and limitations. A complete list of the exclusions and limitations is included in the *Evidence of Coverage (EOC)*. To get a copy of the *EOC*, please contact your sales executive or account manager.

### When the deductible applies

The member will be charged the full costs of these services, until they reach their deductible.

- Ambulance services
- Substance use disorder care (inpatient/residential)
- Durable medical equipment (outpatient)
- Emergency services
- Home health services
- Inpatient hospitalization
- Mental health services (inpatient/residential)
- Outpatient or same-day surgery
- Skilled nursing facility services

### When the deductible does not apply

The member will be charged the copay or coinsurance for these services, regardless of whether they have met their deductible.

- Office visits for primary, preventive, and prenatal and postpartum care and for routine eye exams
- Hospice\*
- Immunizations

\*Some plans are different. Please check your benefit summary for details.



PLAN HIGHLIGHTS FOR  
**DEDUCTIBLE PLANS**

PLAN NAME	KP WA Platinum 250/20	KP WA Platinum 500/20	KP WA Gold 1000/20
<b>ANNUAL MEDICAL DEDUCTIBLE (PER CALENDAR YEAR)</b>	\$250 per individual; \$500 per family	\$500 per individual; \$1,000 per family	\$1,000 per individual; \$2,000 per family
<b>ANNUAL OUT-OF-POCKET MAXIMUM</b>	\$3,000 per individual; \$6,000 per family	\$4,000 per individual; \$8,000 per family	\$7,500 per individual; \$15,000 per family
<b>BENEFITS</b>	Member pays		
<b>OFFICE VISITS</b>	\$0	\$0	\$0
Preventive care			
Primary care	\$20	\$20	\$20
Urgent care	\$40	\$40	\$50
Specialty care	\$30	\$30	\$40
Prenatal care	\$0	\$0	\$0
Allergy shots and other injections	\$10	\$10	\$10
<b>TELEHEALTH (PHONE/VIDEO)</b>	\$0	\$0	\$0
<b>ALTERNATIVE CARE SELF-REFERRED</b>	\$30	\$30	\$40
Acupuncture services <sup>1</sup>			
Chiropractic services <sup>2</sup>	\$30	\$30	\$40
Naturopathic services	\$20	\$20	\$20
<b>PHYSICIAN-REFERRED ALTERNATIVE CARE<sup>3</sup></b>	\$30	\$30	\$40
<b>OUTPATIENT THERAPIES<sup>4</sup></b>	\$30	\$30	\$40
<b>OUTPATIENT SURGERY</b>	15%*	20%*	25%*
<b>LAB</b>	\$20	\$20	\$20
<b>X-RAY/DIAGNOSTIC TEST</b>	\$20	\$20	\$20
<b>CT, MRI, AND PET SCANS</b>	15%*	20%*	\$300
<b>INPATIENT HOSPITAL CARE</b>	15%*	20%*	25%*
<b>EMERGENCY DEPARTMENT VISIT</b>	15%*	20%*	25%*
<b>AMBULANCE SERVICES</b>	15%*	20%*	25%*
<b>MENTAL HEALTH AND SUBSTANCE USE DISORDER SERVICES</b>	15%*	20%*	25%*
Inpatient psychiatric and residential treatment			
Outpatient	\$20	\$20	\$20
<b>DURABLE MEDICAL EQUIPMENT</b>	15%*	20%*	25%*
<b>INFERTILITY SERVICES (diagnosis)</b>	50%	50%	50%
<b>DEPENDENT OUT-OF-AREA<sup>5</sup></b>	20%	20%	20%
<b>OUTPATIENT PRESCRIPTION DRUGS</b>	\$5 generic; \$15 preferred brand-name; \$50 non-preferred brand-name; 50% specialty	\$5 generic; \$15 preferred brand-name; \$50 non-preferred brand-name; 50% specialty	\$10 generic; \$30 preferred brand-name; 50% non-preferred brand-name; 50% specialty
<b>OUTPATIENT ADMINISTERED MEDICATIONS</b>	15%*	20%*	25%*
<b>MATERNITY CARE</b>	15%*	20%*	25%*
Inpatient			

\*Subject to annual medical deductible.

<sup>1</sup>Limited to 12 visits per year.

<sup>2</sup>Limited to 10 visits per year.

<sup>3</sup>Referred chiropractic/acupuncture based upon medical criteria.

<sup>4</sup>Rehabilitative and habilitative therapies have limits of 25 visits each per year. Neurodevelopmental conditions have an additional 25 visits per year for both rehabilitative and habilitative therapies.

<sup>5</sup>Limited to 5 office visits, 5 diagnostic X-rays, and 5 prescription drug fills.

PLAN HIGHLIGHTS FOR  
**DEDUCTIBLE PLANS**



PLAN NAME	KP WA Gold 1500/35	KP WA Gold 2000/40
<b>ANNUAL MEDICAL DEDUCTIBLE (PER CALENDAR YEAR)</b>	\$1,500 per individual; \$3,000 per family	\$2,000 per individual; \$4,000 per family
<b>ANNUAL OUT-OF-POCKET MAXIMUM</b>	\$7,500 per individual; \$15,000 per family	\$8,000 per individual; \$16,000 per family
<b>BENEFITS</b>	<b>Member pays</b>	
<b>OFFICE VISITS</b> Preventive care	\$0	\$0
Primary care	\$35	\$40
Urgent care	\$55	\$60
Specialty care	\$45	\$50
Prenatal care	\$0	\$0
Allergy shots and other injections	\$10	\$10
<b>TELEHEALTH (PHONE/VIDEO)</b>	\$0	\$0
<b>ALTERNATIVE CARE SELF-REFERRED</b> Acupuncture services <sup>1</sup>	\$45	\$50
Chiropractic services <sup>2</sup>	\$45	\$50
Naturopathic services	\$35	\$40
<b>PHYSICIAN-REFERRED ALTERNATIVE CARE<sup>3</sup></b>	\$45	\$50
<b>OUTPATIENT THERAPIES<sup>4</sup></b>	\$45	\$50
<b>OUTPATIENT SURGERY</b>	25%*	25%*
<b>LAB</b>	\$35	\$40
<b>X-RAY/DIAGNOSTIC TEST</b>	\$35	\$40
<b>CT, MRI, AND PET SCANS</b>	\$300	\$300
<b>INPATIENT HOSPITAL CARE</b>	25%*	25%*
<b>EMERGENCY DEPARTMENT VISIT</b>	25%*	25%*
<b>AMBULANCE SERVICES</b>	25%*	25%*
<b>MENTAL HEALTH AND SUBSTANCE USE DISORDER SERVICES</b> Inpatient psychiatric and residential treatment	25%*	25%*
Outpatient	\$35	\$40
<b>DURABLE MEDICAL EQUIPMENT</b>	25%*	25%*
<b>INFERTILITY SERVICES (diagnosis)</b>	50%	50%
<b>DEPENDENT OUT-OF-AREA<sup>5</sup></b>	20%	20%
<b>OUTPATIENT PRESCRIPTION DRUGS</b>	\$10 generic; \$20 preferred brand-name; \$60 non-preferred brand-name; 50% specialty	\$15 generic; \$45 preferred brand-name; 50% non-preferred brand-name; 50% specialty
<b>OUTPATIENT ADMINISTERED MEDICATIONS</b>	25%*	25%*
<b>MATERNITY CARE</b> Inpatient	25%*	25%*

\*Subject to annual medical deductible.

<sup>1</sup>Limited to 12 visits per year.

<sup>2</sup>Limited to 10 visits per year.

<sup>3</sup>Referred chiropractic/acupuncture based upon medical criteria.

<sup>4</sup>Rehabilitative and habilitative therapies have limits of 25 visits each per year. Neurodevelopmental conditions have an additional 25 visits per year for both rehabilitative and habilitative therapies.

<sup>5</sup>Limited to 5 office visits, 5 diagnostic X-rays, and 5 prescription drug fills.





PLAN NAME	KP WA Silver 2500/45	KP WA Silver 3500/40
<b>ANNUAL MEDICAL DEDUCTIBLE (PER CALENDAR YEAR)</b>	\$2,500 per individual; \$5,000 per family	\$3,500 per individual; \$7,000 per family
<b>ANNUAL OUT-OF-POCKET MAXIMUM</b>	\$8,550 per individual; \$17,100 per family	\$8,550 per individual; \$17,100 per family
<b>BENEFITS</b>	<b>Member pays</b>	
<b>OFFICE VISITS</b>	\$0	\$0
Preventive care		
Primary care	\$45	\$40
Urgent care	\$65	\$70
Specialty care	\$55	\$55
Prenatal care	\$0	\$0
Allergy shots and other injections	\$10	\$10
<b>TELEHEALTH (PHONE/VIDEO)</b>	\$0	\$0
<b>ALTERNATIVE CARE SELF-REFERRED</b>	\$55	\$55
Acupuncture services <sup>1</sup>		
Chiropractic services <sup>2</sup>	\$55	\$55
Naturopathic services	\$45	\$40
<b>PHYSICIAN-REFERRED ALTERNATIVE CARE<sup>3</sup></b>	\$55	\$55
<b>OUTPATIENT THERAPIES<sup>4</sup></b>	\$55	\$55
<b>OUTPATIENT SURGERY</b>	30%*	35%*
<b>LAB</b>	\$45	\$40
<b>X-RAY/DIAGNOSTIC TEST</b>	\$45	\$40
<b>CT, MRI, AND PET SCANS</b>	30%*	35%*
<b>INPATIENT HOSPITAL CARE</b>	30%*	35%*
<b>EMERGENCY DEPARTMENT VISIT</b>	30%*	35%*
<b>AMBULANCE SERVICES</b>	30%*	35%*
<b>MENTAL HEALTH AND SUBSTANCE USE DISORDER SERVICES</b>	30%*	35%*
Inpatient psychiatric and residential treatment		
Outpatient	\$45	\$40
<b>DURABLE MEDICAL EQUIPMENT</b>	30%*	35%*
<b>INFERTILITY SERVICES (diagnosis)</b>	50%	50%
<b>DEPENDENT OUT-OF-AREA<sup>5</sup></b>	20%	20%
<b>OUTPATIENT PRESCRIPTION DRUGS</b>	\$30 generic; \$50 preferred brand-name; 50% non-preferred brand-name; 50%* specialty	\$30 generic; \$50 preferred brand-name; 35% non-preferred brand-name; 50%* specialty
<b>OUTPATIENT ADMINISTERED MEDICATIONS</b>	30%*	35%*
<b>MATERNITY CARE</b>	30%*	35%*
Inpatient		

\*Subject to annual medical deductible.

<sup>1</sup>Limited to 12 visits per year.

<sup>2</sup>Limited to 10 visits per year.

<sup>3</sup>Referred chiropractic/acupuncture based upon medical criteria.

<sup>4</sup>Rehabilitative and habilitative therapies have limits of 25 visits each per year. Neurodevelopmental conditions have an additional 25 visits per year for both rehabilitative and habilitative therapies.

<sup>5</sup>Limited to 5 office visits, 5 diagnostic X-rays, and 5 prescription drug fills.

PLAN HIGHLIGHTS FOR  
**DEDUCTIBLE PLANS**



PLAN NAME	KP WA Silver 4500/45	KP WA Silver 5500/50
<b>ANNUAL MEDICAL DEDUCTIBLE (PER CALENDAR YEAR)</b>	\$4,500 per individual; \$9,000 per family	\$5,500 per individual; \$11,000 per family
<b>ANNUAL OUT-OF-POCKET MAXIMUM</b>	\$8,550 per individual; \$17,100 per family	\$8,550 per individual; \$17,100 per family
<b>BENEFITS</b>	<b>Member pays</b>	
<b>OFFICE VISITS</b> Preventive care	\$0	\$0
Primary care	\$45	\$50
Urgent care	\$75	35%*
Specialty care	\$65	\$70
Prenatal care	\$0	\$0
Allergy shots and other injections	\$10	\$10
<b>TELEHEALTH (PHONE/VIDEO)</b>	\$0	\$0
<b>ALTERNATIVE CARE SELF-REFERRED</b> Acupuncture services <sup>1</sup>	\$65	\$70
Chiropractic services <sup>2</sup>	\$65	\$70
Naturopathic services	\$45	\$50
<b>PHYSICIAN-REFERRED ALTERNATIVE CARE<sup>3</sup></b>	\$65	\$70
<b>OUTPATIENT THERAPIES<sup>4</sup></b>	\$65	\$70
<b>OUTPATIENT SURGERY</b>	35%*	35%*
<b>LAB</b>	\$45	35%*
<b>X-RAY/DIAGNOSTIC TEST</b>	\$45	35%*
<b>CT, MRI, AND PET SCANS</b>	35%*	35%*
<b>INPATIENT HOSPITAL CARE</b>	35%*	35%*
<b>EMERGENCY DEPARTMENT VISIT</b>	35%*	35%*
<b>AMBULANCE SERVICES</b>	35%*	35%*
<b>MENTAL HEALTH AND SUBSTANCE USE DISORDER SERVICES</b> Inpatient psychiatric and residential treatment	35%*	35%*
Outpatient	\$45	\$50
<b>DURABLE MEDICAL EQUIPMENT</b>	35%*	35%*
<b>INFERTILITY SERVICES (diagnosis)</b>	50%	50%
<b>DEPENDENT OUT-OF-AREA<sup>5</sup></b>	20%	20%
<b>OUTPATIENT PRESCRIPTION DRUGS</b>	\$30 generic; \$50 preferred brand-name; 50% non-preferred brand-name; 50%* specialty	\$30 generic; \$50 preferred brand-name; 50%* non-preferred brand-name; 50%* specialty
<b>OUTPATIENT ADMINISTERED MEDICATIONS</b>	35%*	35%*
<b>MATERNITY CARE</b> Inpatient	35%*	35%*

\*Subject to annual medical deductible.

<sup>1</sup>Limited to 12 visits per year.

<sup>2</sup>Limited to 10 visits per year.

<sup>3</sup>Referred chiropractic/acupuncture based upon medical criteria.

<sup>4</sup>Rehabilitative and habilitative therapies have limits of 25 visits each per year. Neurodevelopmental conditions have an additional 25 visits per year for both rehabilitative and habilitative therapies.

<sup>5</sup>Limited to 5 office visits, 5 diagnostic X-rays, and 5 prescription drug fills.



PLAN NAME	KP WA Bronze 7000/50	KP WA Bronze 8550/40
<b>ANNUAL MEDICAL DEDUCTIBLE (PER CALENDAR YEAR)</b>	\$7,000 per individual; \$14,000 per family	\$8,550 per individual; \$17,100 per family
<b>ANNUAL OUT-OF-POCKET MAXIMUM</b>	\$8,550 per individual; \$17,100 per family	\$8,550 per individual; \$17,100 per family
<b>BENEFITS</b>	<b>Member pays</b>	
<b>OFFICE VISITS</b>	\$0	\$0
Preventive care		
Primary care	\$50	\$40 for first 3 visits; then \$0*
Urgent care	35%*	\$0*
Specialty care	\$60*	\$0*
Prenatal care	\$0	\$0
Allergy shots and other injections	\$10	\$10
<b>TELEHEALTH (PHONE/VIDEO)</b>	\$0	\$0
<b>ALTERNATIVE CARE SELF-REFERRED</b>	\$60*	\$0*
Acupuncture services <sup>1</sup>		
Chiropractic services <sup>2</sup>	\$60*	\$0*
Naturopathic services	\$50	\$0*
<b>PHYSICIAN-REFERRED ALTERNATIVE CARE<sup>3</sup></b>	\$60*	\$0*
<b>OUTPATIENT THERAPIES<sup>4</sup></b>	\$60*	\$0*
<b>OUTPATIENT SURGERY</b>	35%*	\$0*
<b>LAB</b>	35%*	\$0*
<b>X-RAY/DIAGNOSTIC TEST</b>	35%*	\$0*
<b>CT, MRI, AND PET SCANS</b>	35%*	\$0*
<b>INPATIENT HOSPITAL CARE</b>	35%*	\$0*
<b>EMERGENCY DEPARTMENT VISIT</b>	35%*	\$0*
<b>AMBULANCE SERVICES</b>	35%*	\$0*
<b>MENTAL HEALTH AND SUBSTANCE USE DISORDER SERVICES</b>	35%*	\$0*
Inpatient psychiatric and residential treatment		
Outpatient	\$50	\$0*
<b>DURABLE MEDICAL EQUIPMENT</b>	35%*	\$0*
<b>INFERTILITY SERVICES (diagnosis)</b>	50%	50%
<b>DEPENDENT OUT-OF-AREA<sup>5</sup></b>	20%	20%
<b>OUTPATIENT PRESCRIPTION DRUGS</b>	\$30 generic; after \$1,000 Rx deductible: \$60 <sup>6</sup> preferred brand-name; 50% <sup>6</sup> non-preferred brand-name; 50% <sup>6</sup> specialty	\$30 generic; \$0* preferred brand-name; \$0* non-preferred brand-name; \$0* specialty
<b>OUTPATIENT ADMINISTERED MEDICATIONS</b>	35%*	\$0*
<b>MATERNITY CARE</b>	35%*	\$0*
Inpatient		

\*Subject to annual medical deductible.

<sup>1</sup>Limited to 12 visits per year.

<sup>2</sup>Limited to 10 visits per year.

<sup>3</sup>Referred chiropractic/acupuncture based upon medical criteria.

<sup>4</sup>Rehabilitative and habilitative therapies have limits of 25 visits each per year. Neurodevelopmental conditions have an additional 25 visits per year for both rehabilitative and habilitative therapies.

<sup>5</sup>Limited to 5 office visits, 5 diagnostic X-rays, and 5 prescription drug fills.

<sup>6</sup>Subject to prescription drug deductible.

PLAN HIGHLIGHTS  
FOR HSA-QUALIFIED  
**HIGH DEDUCTIBLE  
HEALTH PLANS**



Health savings account (HSA)–qualified plans encourage employees to become more involved with their own health care spending — and their own health. If you’re struggling with the high cost of health care, this could be a good option for you. An HSA is an easy-to-administer, tax-exempt account that is paired with an HSA-qualified high deductible plan. It allows your employees to pay for current health expenses and save for future qualified expenses on a tax-free basis.\*



**EASY ONLINE ACCESS WITH  
OUR EMPLOYEE PORTAL**

Your employees have 24/7 access to kp.org to see account balances, file claims, upload receipts, request distributions, and view account activity, including claim and payment history.

Individual members own these accounts and keep their HSA if they change jobs or become unemployed. Unlike a flexible spending account, there is no “use it or lose it” provision. Instead, unused contributions roll over each year and can be used for future medical expenses, including long-term care and insurance.

Employers and/or individuals can contribute to these accounts. Annual contributions from all sources are limited to the amount of the HSA-qualified plan deductible. More detailed information can be found in IRS publication 502.

Unlike financial savings vehicles like IRAs, HSAs have the potential to offer triple tax savings with:

- Tax-free contributions
- Tax-free investment earnings
- Tax-free withdrawals for qualified medical expenses

These plans are subject to exclusions and limitations. A complete list of the exclusions and limitations is included in the *Evidence of Coverage (EOC)*. To get a copy of the *EOC*, please contact your sales executive or account manager.

\*The tax references in this brochure relate to federal income tax only. Consult with your financial or tax adviser for more information about state income tax laws.



PLAN HIGHLIGHTS  
FOR HSA-QUALIFIED  
**HIGH DEDUCTIBLE  
HEALTH PLANS**

PLAN NAME	KP WA Silver 2800/25% HSA	KP WA Bronze 6900/0% HSA
<b>ANNUAL MEDICAL DEDUCTIBLE (PER CALENDAR YEAR)</b>	\$2,800 per individual; \$5,600 per family	\$6,900 per individual; \$13,800 per family
<b>ANNUAL OUT-OF-POCKET MAXIMUM</b>	\$5,400 per individual; \$10,800 per family	\$6,900 per individual; \$13,800 per family
<b>BENEFITS</b>	<b>Member pays</b>	
<b>OFFICE VISITS</b> Preventive care	\$0	0%
Primary care	25%*	0%*
Urgent care	25%*	0%*
Specialty care	25%*	0%*
Prenatal care	\$0	0%
Allergy shots and other injections	25%*	0%*
<b>TELEHEALTH (PHONE/VIDEO)</b>	\$0*	0%*
<b>ALTERNATIVE CARE SELF-REFERRED</b> Acupuncture services <sup>1</sup>	25%*	0%*
Chiropractic services <sup>2</sup>	25%*	0%*
Naturopathic services	25%*	0%*
<b>PHYSICIAN-REFERRED ALTERNATIVE CARE<sup>3</sup></b>	25%*	0%*
<b>OUTPATIENT THERAPIES<sup>4</sup></b>	25%*	0%*
<b>OUTPATIENT SURGERY</b>	25%*	0%*
<b>LAB</b>	25%*	0%*
<b>X-RAY/DIAGNOSTIC TEST</b>	25%*	0%*
<b>CT, MRI, AND PET SCANS</b>	25%*	0%*
<b>INPATIENT HOSPITAL CARE</b>	25%*	0%*
<b>EMERGENCY DEPARTMENT VISIT</b>	25%*	0%*
<b>AMBULANCE SERVICES</b>	25%*	0%*
<b>MENTAL HEALTH AND SUBSTANCE USE DISORDER SERVICES</b> Inpatient psychiatric and residential treatment	25%*	0%*
Outpatient	25%*	0%*
<b>DURABLE MEDICAL EQUIPMENT</b>	25%*	0%*
<b>INFERTILITY SERVICES (diagnosis)</b>	50%*	0%*
<b>DEPENDENT OUT-OF-AREA<sup>5</sup></b>	20%*	0%*
<b>OUTPATIENT PRESCRIPTION DRUGS</b>	\$20* generic; \$40* preferred brand-name; 30%* non-preferred brand-name; 50%* specialty	0%* generic; 0%* preferred brand-name; 0%* non-preferred brand-name; 0%* specialty
<b>OUTPATIENT ADMINISTERED MEDICATIONS</b>	25%*	0%*
<b>MATERNITY CARE</b> Inpatient	25%*	0%*

\*Subject to annual medical deductible.

<sup>1</sup>Limited to 12 visits per year.

<sup>2</sup>Limited to 10 visits per year.

<sup>3</sup>Referred chiropractic/acupuncture based upon medical criteria.

<sup>4</sup>Rehabilitative and habilitative therapies have limits of 25 visits each per year. Neurodevelopmental conditions have an additional 25 visits per year for both rehabilitative and habilitative therapies.

<sup>5</sup>Limited to 5 office visits, 5 diagnostic X-rays, and 5 prescription drug fills.





Consumer-directed health plans are growing in popularity, and Kaiser Permanente is uniquely positioned to help you control your overall health care costs and achieve healthy outcomes. We strive to deliver plans that are simple and easy to use — not just for you, but for your employees.



## How do we do it?

Our integrated care model helps us deliver patient-centered care, connecting doctors, dentists, labs, hospitals, and pharmacies together on one shared electronic health record system. This means our caregivers can easily access and share information to help your employees get the right care at the right time — often in the same visit and under one roof.

## Resources and tools to better engage your employees

- Administrative support from setup to day-to-day management
- Integrated enrollment and eligibility management
- Flexible account options
- Convenient portal for administration
- Automated reports and notifications to provide insight into how your employees are using their accounts



### **MORE TIME TO FOCUS ON YOUR BUSINESS**

Our enhanced administrative capabilities and dedicated team of support specialists help you and your employees make the most of your plans, which enables you to spend more time managing your business.



## Product pairings

Take advantage of Kaiser Permanente’s paired consumer-directed health care offerings by choosing the plan and Health Payment Account that work for you.

**HRA** Employees can use funds contributed by you to pay for qualified medical expenses on a tax-free basis. There are several HRA types available, from broad to more limited coverage, with options for point-of-service payment using our health payment card or convenient automatic reimbursement.

**HSA** These employee-owned accounts can be used to pay for qualified medical expenses, including services not covered under the Kaiser Permanente health plan. The money your employees contribute to their HSAs through payroll withholding isn’t considered part of their wages, so they won’t be taxed on it. They can also contribute after-tax funds. Mutual fund investment options are available with HSAs as well.

**FSA** With a medical FSA, your employees make pretax contributions to an account they can use to pay for a wide range of qualified expenses such as doctor visits, prescription drugs, and lab tests, including services not covered under the Kaiser Permanente health plan. A dependent care FSA can be used for any qualified child and dependent care expense, including child care.<sup>1</sup>

## Convenience your employees expect

- Online access to account balances, claims, contributions and reimbursements
- Mobile access with our Balance Tracker app
- Support by phone with dedicated Health Payment Services team
- HSA calculators to help employees estimate their health care costs

### HEALTH PAYMENT ACCOUNTS

<b>HRA</b>	\$3.75 per account per month
<b>HSA</b>	\$3.25 per account per month
<b>FSA</b>	\$3.75 per account per month

Account fees are per employee account per month. They’ll be billed monthly to the employer, separate from the premium.<sup>2</sup>

There are no additional setup fees for standard account types and no transaction or annual debit card fees.<sup>3</sup>

### HELPING YOUR EMPLOYEES STAY IN CONTROL OF THEIR SPENDING

Your employees can track their Health Payment Account spending wherever they are with our free mobile app. The app can be used to:

- Check account balances
- View account activity
- Submit claims for HRA and FSA reimbursement with photos of required paperwork

Our Health Payment Accounts combine the convenience, flexibility, and cost-controlling features you want with the high-quality Kaiser Permanente care your employees know and trust.

<sup>1</sup>Refer to IRS Publication 502 for a list of qualified medical and dental expenses. Refer to IRS Publication 503 for a list of qualified child and dependent care expenses.

<sup>2</sup>Except for self-funded groups.

<sup>3</sup>For HSAs, employers may choose to have their employees billed for the administrative fees.



If you're committed to empowering your employees to choose their own care and coverage, our Added Choice point-of-service plan may be a good option. Added Choice members have access to Kaiser Permanente's uniquely integrated care model and quality doctors, plus the option to seek covered services from licensed providers in the area and across the country.



### MORE CHOICE FOR YOUR EMPLOYEES

Added Choice provides you with the opportunity to offer in- and out-of-area employees provider choice, while offering the benefits of single carrier administration and health care cost containment.

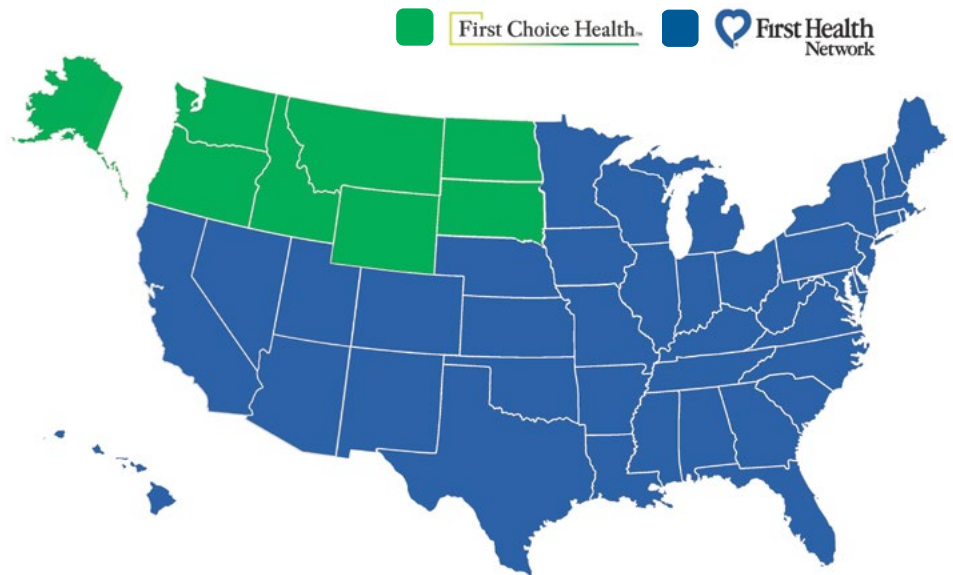


If your Added Choice plan includes a pharmacy benefit, you have 2 levels of benefit to choose from: Kaiser Permanente pharmacies and MedImpact pharmacies.

These plans are subject to exclusions and limitations. A complete list of the exclusions and limitations is included in the *Evidence of Coverage (EOC)*. To get a copy of the *EOC*, please contact your sales executive or account manager.

## PPO network: more choice, greater flexibility

With the Kaiser Permanente Added Choice plan, you'll have the freedom to choose any doctor or hospital you want, anywhere in the country. But you'll get more value when you select a preferred provider from our extensive local, regional, and national network of quality providers.



## Local and regional coverage

Access to the regional First Choice Health network with more than 103,000 providers.

## National coverage

Access to First Health Network with 5,000 hospitals, 90,000 ancillary facilities, and more than 1 million health care professional service locations.



## Available providers

Added Choice offers 3 levels of coverage. The choices members make determine which doctors they see, which medical facilities they use, and how much they pay.

SELECT PROVIDERS <sup>1</sup> \$	PPO PROVIDERS <sup>1</sup> \$\$	NONPARTICIPATING PROVIDERS <sup>1</sup> \$\$\$
<p>Members choose a provider from Kaiser Permanente or The Portland Clinic.<sup>2</sup> With a referral, members can also choose other contracted community providers and facilities. Members will typically have the lowest out-of-pocket costs when they receive services from select providers.</p>	<p>Members choose a preferred provider (PPO) from First Choice Health or the First Health Network.<sup>3</sup> This is a good choice for those who want to keep their current PPO provider or who live outside our service area.</p>	<p>Members choose a nonparticipating provider nationwide. Nonparticipating providers include any licensed providers who are not select providers or PPO providers. Members will typically have the highest out-of-pocket costs when they receive services from nonparticipating providers.</p>



### GET THE INFORMATION YOU NEED

To see more detailed information about Added Choice plans, including explanation of benefits, coverage, and claims, visit [kp.org/addedchoice/nw](http://kp.org/addedchoice/nw).



See Added Choice plans on the following 4 pages

<sup>1</sup>See your *Evidence of Coverage (EOC)* or visit [kp.org/addedchoice/nw](http://kp.org/addedchoice/nw) for definitions of select provider, PPO provider, and nonparticipating provider. This brochure is not a contract. Plan details are provided in the *EOC*. To obtain an *EOC* for a particular plan, contact Customer Service. In the event of any conflict between this brochure and the *EOC*, the *EOC* prevails.

<sup>2</sup>The Portland Clinic is not available as an in-network provider to members on Medicaid, receiving full Medical Financial Assistance from Kaiser Permanente, or visiting from another Kaiser Permanente region.

<sup>3</sup>For members receiving care outside of Oregon, Washington, Idaho, Montana, Wyoming, North Dakota, South Dakota, and Alaska.

PLAN HIGHLIGHTS  
FOR **ADDED CHOICE®**  
**POINT-OF-SERVICE**  
**PLANS**



PLAN NAME	KP WA Platinum 250/20 3T POS			
	Network	Select Providers	PPO Providers	Nonparticipating Providers
<b>ANNUAL MEDICAL DEDUCTIBLE (PER CALENDAR YEAR)</b>	\$250 per individual; \$500 per family	\$500 per individual; \$1,000 per family	\$750 per individual; \$1,500 per family	
<b>ANNUAL OUT-OF-POCKET MAXIMUM</b>	\$3,000 per individual; \$6,000 per family	\$4,000 per individual; \$8,000 per family	\$7,000 per individual; \$14,000 per family	
<b>BENEFITS</b>	Member pays			
<b>OFFICE VISITS</b> Preventive care	\$0	\$0	35%*	
Primary care	\$20	\$30	35%*	
Urgent care	\$40	\$60	35%*	
Specialty care	\$30	\$40	35%*	
Prenatal care	\$0	\$0	35%*	
Allergy shots and other injections	\$10	\$30	35%*	
<b>TELEHEALTH (PHONE/VIDEO)</b>	\$0	\$0	35%*	
<b>ALTERNATIVE CARE SELF-REFERRED</b> Acupuncture services <sup>1</sup>	\$30	\$40	35%*	
Chiropractic services <sup>2</sup>	\$30	\$40	35%*	
Naturopathic services	\$20	\$30	35%*	
<b>PHYSICIAN-REFERRED ALTERNATIVE CARE<sup>3</sup></b>	\$30	\$40	35%*	
<b>OUTPATIENT THERAPIES<sup>4</sup></b>	\$30	\$40	35%*	
<b>OUTPATIENT SURGERY</b>	15%*	25%*	35%*	
<b>LAB</b>	\$20	\$30	35%*	
<b>X-RAY/DIAGNOSTIC TEST</b>	\$20	\$30	35%*	
<b>CT, MRI, AND PET SCANS</b>	15%*	25%*	35%*	
<b>INPATIENT HOSPITAL CARE</b>	15%*	25%*	35%*	
<b>EMERGENCY DEPARTMENT VISIT</b>		15%*		
<b>AMBULANCE SERVICES</b>		15%*		
<b>MENTAL HEALTH AND SUBSTANCE USE DISORDER SERVICES</b> Inpatient psychiatric and residential treatment	15%*	25%*	35%*	
Outpatient	\$20	\$30	35%*	
<b>DURABLE MEDICAL EQUIPMENT</b>	15%*	25%*	35%*	
<b>INFERTILITY SERVICES (diagnosis)</b>	50%	50%	50%	
<b>DEPENDENT OUT-OF-AREA</b>	Not covered	Not covered	Not covered	
<b>OUTPATIENT PRESCRIPTION DRUGS</b>	\$10 generic; \$20 preferred brand-name; \$50 non-preferred brand-name; 50% specialty	\$15 generic; \$30 preferred brand-name; 50% non-preferred brand-name; 50% specialty	Not covered	
<b>OUTPATIENT ADMINISTERED MEDICATIONS</b>	15%*	25%*	35%*	
<b>MATERNITY CARE</b> Inpatient	15%*	25%*	35%*	

\*Subject to annual medical deductible.

<sup>1</sup>Limited to 12 visits per year.

<sup>2</sup>Limited to 10 visits per year.

<sup>3</sup>Referred chiropractic/acupuncture based upon medical criteria.

<sup>4</sup>Rehabilitative and habilitative therapies have limits of 25 visits each per year. Neurodevelopmental conditions have an additional 25 visits per year for both rehabilitative and habilitative therapies.





PLAN HIGHLIGHTS  
FOR **ADDED CHOICE®**  
**POINT-OF-SERVICE**  
**PLANS**

PLAN NAME	KP WA Gold 500/35 3T POS		
Network	Select Providers	PPO Providers	Nonparticipating Providers
<b>ANNUAL MEDICAL DEDUCTIBLE (PER CALENDAR YEAR)</b>	\$500 per individual; \$1,000 per family	\$1,500 per individual; \$3,000 per family	\$4,500 per individual; \$9,000 per family
<b>ANNUAL OUT-OF-POCKET MAXIMUM</b>	\$5,000 per individual; \$10,000 per family	\$7,000 per individual; \$14,000 per family	\$9,000 per individual; \$18,000 per family
<b>BENEFITS</b>	Member pays		
<b>OFFICE VISITS</b> Preventive care	\$0	\$0	50%*
Primary care	\$35	\$60	50%*
Urgent care	\$60	\$80	50%*
Specialty care	\$55	\$80	50%*
Prenatal care	\$0	\$0	50%*
Allergy shots and other injections	\$10	\$60	50%*
<b>TELEHEALTH (PHONE/VIDEO)</b>	\$0	\$0	50%*
<b>ALTERNATIVE CARE SELF-REFERRED</b> Acupuncture services <sup>1</sup>	\$55	\$80	50%*
Chiropractic services <sup>2</sup>	\$55	\$80	50%*
Naturopathic services	\$35	\$60	50%*
<b>PHYSICIAN-REFERRED ALTERNATIVE CARE<sup>3</sup></b>	\$55	\$80	50%*
<b>OUTPATIENT THERAPIES<sup>4</sup></b>	\$55	\$80	50%*
<b>OUTPATIENT SURGERY</b>	30%*	50%*	50%*
<b>LAB</b>	\$35	40%*	50%*
<b>X-RAY/DIAGNOSTIC TEST</b>	\$35	40%*	50%*
<b>CT, MRI, AND PET SCANS</b>	30%*	50%*	50%*
<b>INPATIENT HOSPITAL CARE</b>	30%*	50%*	50%*
<b>EMERGENCY DEPARTMENT VISIT</b>	30%*		
<b>AMBULANCE SERVICES</b>	30%*		
<b>MENTAL HEALTH AND SUBSTANCE USE DISORDER SERVICES</b> Inpatient psychiatric and residential treatment	30%*	50%*	50%*
Outpatient	\$35	\$60	50%*
<b>DURABLE MEDICAL EQUIPMENT</b>	30%*	50%*	50%*
<b>INFERTILITY SERVICES (diagnosis)</b>	50%	50%	50%
<b>DEPENDENT OUT-OF-AREA</b>	Not covered	Not covered	Not covered
<b>OUTPATIENT PRESCRIPTION DRUGS</b>	\$10 generic; \$20 preferred brand-name; \$50 non-preferred brand-name; 50% specialty	\$25 generic; \$75 preferred brand-name; 50% non-preferred brand-name; 50% specialty	Not covered
<b>OUTPATIENT ADMINISTERED MEDICATIONS</b>	30%*	50%*	50%*
<b>MATERNITY CARE</b> Inpatient	30%*	50%*	50%*

\*Subject to annual medical deductible.

<sup>1</sup>Limited to 12 visits per year.

<sup>2</sup>Limited to 10 visits per year.

<sup>3</sup>Referred chiropractic/acupuncture based upon medical criteria.

<sup>4</sup>Rehabilitative and habilitative therapies have limits of 25 visits each per year. Neurodevelopmental conditions have an additional 25 visits per year for both rehabilitative and habilitative therapies.

PLAN HIGHLIGHTS  
FOR **ADDED CHOICE®**  
**POINT-OF-SERVICE**  
**PLANS**



PLAN NAME	KP WA Gold 1000/20 3T POS		
Network	Select Providers	PPO Providers	Nonparticipating Providers
<b>ANNUAL MEDICAL DEDUCTIBLE (PER CALENDAR YEAR)</b>	\$1,000 per individual; \$2,000 per family	\$2,000 per individual; \$4,000 per family	\$6,000 per individual; \$12,000 per family
<b>ANNUAL OUT-OF-POCKET MAXIMUM</b>	\$6,000 per individual; \$12,000 per family	\$8,000 per individual; \$16,000 per family	\$10,000 per individual; \$20,000 per family
<b>BENEFITS</b>	Member pays		
<b>OFFICE VISITS</b> Preventive care	\$0	\$0	50%*
Primary care	\$20	\$40	50%*
Urgent care	\$50	\$100	50%*
Specialty care	\$40	\$60	50%*
Prenatal care	\$0	\$0	50%*
Allergy shots and other injections	\$10	\$40	50%*
<b>TELEHEALTH (PHONE/VIDEO)</b>	\$0	\$0	50%*
<b>ALTERNATIVE CARE SELF-REFERRED</b> Acupuncture services <sup>1</sup>	\$40	\$60	50%*
Chiropractic services <sup>2</sup>	\$40	\$60	50%*
Naturopathic services	\$20	\$40	50%*
<b>PHYSICIAN-REFERRED ALTERNATIVE CARE<sup>3</sup></b>	\$40	\$60	50%*
<b>OUTPATIENT THERAPIES<sup>4</sup></b>	\$40	\$60	50%*
<b>OUTPATIENT SURGERY</b>	25%*	40%*	50%*
<b>LAB</b>	\$20	40%*	50%*
<b>X-RAY/DIAGNOSTIC TEST</b>	\$20	40%*	50%*
<b>CT, MRI, AND PET SCANS</b>	\$300	40%*	50%*
<b>INPATIENT HOSPITAL CARE</b>	25%*	40%*	50%*
<b>EMERGENCY DEPARTMENT VISIT</b>	25%*		
<b>AMBULANCE SERVICES</b>	25%*		
<b>MENTAL HEALTH AND SUBSTANCE USE DISORDER SERVICES</b> Inpatient psychiatric and residential treatment	25%*	40%*	50%*
Outpatient	\$20	\$40	50%*
<b>DURABLE MEDICAL EQUIPMENT</b>	25%*	40%*	50%*
<b>INFERTILITY SERVICES (diagnosis)</b>	50%	50%	50%
<b>DEPENDENT OUT-OF-AREA</b>	Not covered	Not covered	Not covered
<b>OUTPATIENT PRESCRIPTION DRUGS</b>	\$10 generic; \$30 preferred brand-name; 50% non-preferred brand-name; 50% specialty	\$25 generic; \$75 preferred brand-name; 50% non-preferred brand-name; 50% specialty	Not covered
<b>OUTPATIENT ADMINISTERED MEDICATIONS</b>	25%	40%	50%*
<b>MATERNITY CARE</b> Inpatient	25%*	40%*	50%*

\*Subject to annual medical deductible.

<sup>1</sup>Limited to 12 visits per year.

<sup>2</sup>Limited to 10 visits per year.

<sup>3</sup>Referred chiropractic/acupuncture based upon medical criteria.

<sup>4</sup>Rehabilitative and habilitative therapies have limits of 25 visits each per year. Neurodevelopmental conditions have an additional 25 visits per year for both rehabilitative and habilitative therapies.



PLAN HIGHLIGHTS  
FOR **ADDED CHOICE®**  
**POINT-OF-SERVICE**  
**PLANS**

PLAN NAME	KP WA Silver 2500/45 3T POS		
Network	Select Providers	PPO Providers	Nonparticipating Providers
<b>ANNUAL MEDICAL DEDUCTIBLE (PER CALENDAR YEAR)</b>	\$2,500 per individual; \$5,000 per family	\$4,500 per individual; \$9,000 per family	\$6,500 per individual; \$13,000 per family
<b>ANNUAL OUT-OF-POCKET MAXIMUM</b>	\$8,550 per individual; \$17,100 per family	\$8,550 per individual; \$17,100 per family	\$13,000 per individual; \$26,000 per family
<b>BENEFITS</b>	Member pays		
<b>OFFICE VISITS</b> Preventive care	\$0	\$0	50%*
Primary care	\$45	\$60	50%*
Urgent care	\$65	\$80	50%*
Specialty care	\$55	\$70	50%*
Prenatal care	\$0	\$0	50%*
Allergy shots and other injections	\$10	\$60	50%*
<b>TELEHEALTH (PHONE/VIDEO)</b>	\$0	\$0	50%*
<b>ALTERNATIVE CARE SELF-REFERRED</b> Acupuncture services <sup>1</sup>	\$55	\$70	50%*
Chiropractic services <sup>2</sup>	\$55	\$70	50%*
Naturopathic services	\$45	\$60	50%*
<b>PHYSICIAN-REFERRED ALTERNATIVE CARE<sup>3</sup></b>	\$55	\$70	50%*
<b>OUTPATIENT THERAPIES<sup>4</sup></b>	\$55	\$70	50%*
<b>OUTPATIENT SURGERY</b>	30%*	40%*	50%*
<b>LAB</b>	\$45	40%*	50%*
<b>X-RAY/DIAGNOSTIC TEST</b>	\$45	40%*	50%*
<b>CT, MRI, AND PET SCANS</b>	30%*	40%*	50%*
<b>INPATIENT HOSPITAL CARE</b>	30%*	40%*	50%*
<b>EMERGENCY DEPARTMENT VISIT</b>	30%*		
<b>AMBULANCE SERVICES</b>	30%*		
<b>MENTAL HEALTH AND SUBSTANCE USE DISORDER SERVICES</b> Inpatient psychiatric and residential treatment	30%*	40%*	50%*
Outpatient	\$45	\$60	50%*
<b>DURABLE MEDICAL EQUIPMENT</b>	30%*	40%*	50%*
<b>INFERTILITY SERVICES (diagnosis)</b>	50%	50%	50%
<b>DEPENDENT OUT-OF-AREA</b>	Not covered	Not covered	Not covered
<b>OUTPATIENT PRESCRIPTION DRUGS</b>	\$30 generic; \$40 preferred brand-name; 50% non-preferred brand-name; 50%* specialty	\$40 generic; \$60 preferred brand-name; 50% non-preferred brand-name; 50%* specialty	Not covered
<b>OUTPATIENT ADMINISTERED MEDICATIONS</b>	30%*	40%*	50%*
<b>MATERNITY CARE</b> Inpatient	30%*	40%*	50%*

\*Subject to annual medical deductible.

<sup>1</sup>Limited to 12 visits per year.

<sup>2</sup>Limited to 10 visits per year.

<sup>3</sup>Referred chiropractic/acupuncture based upon medical criteria.

<sup>4</sup>Rehabilitative and habilitative therapies have limits of 25 visits each per year. Neurodevelopmental conditions have an additional 25 visits per year for both rehabilitative and habilitative therapies.

PLAN HIGHLIGHTS FOR  
**PPO PLUS® PLANS**  
**(OUT-OF-AREA**  
**MEMBERS ONLY)**



PLAN NAME	KP WA Platinum 250/20 PPO Plus	
Network	PPO Provider Network	Nonparticipating Providers
<b>ANNUAL MEDICAL DEDUCTIBLE (PER CALENDAR YEAR)</b>	\$250 per individual; \$500 per family	\$750 per individual; \$1,500 per family
<b>ANNUAL OUT-OF-POCKET MAXIMUM</b>	\$3,000 per individual; \$6,000 per family	\$7,000 per individual; \$14,000 per family
<b>BENEFITS</b>	Member pays	
<b>OFFICE VISITS</b> Preventive care	\$0	35%*
Primary care	\$20	35%*
Urgent care	\$40	35%*
Specialty care	\$30	35%*
Prenatal care	\$0	35%*
Allergy shots and other injections	\$10	35%*
<b>TELEHEALTH (PHONE/VIDEO)</b>	\$0	35%*
<b>ALTERNATIVE CARE SELF-REFERRED</b> Acupuncture services <sup>1</sup>	\$30	35%*
Chiropractic services <sup>2</sup>	\$30	35%*
Naturopathic services	\$20	35%*
<b>PHYSICIAN-REFERRED ALTERNATIVE CARE<sup>3</sup></b>	\$30	35%*
<b>OUTPATIENT THERAPIES<sup>4</sup></b>	\$30	35%*
<b>OUTPATIENT SURGERY</b>	15%*	35%*
<b>LAB</b>	\$20	35%*
<b>X-RAY/DIAGNOSTIC TEST</b>	\$20	35%*
<b>CT, MRI, AND PET SCANS</b>	15%*	35%*
<b>INPATIENT HOSPITAL CARE</b>	15%*	35%*
<b>EMERGENCY DEPARTMENT VISIT</b>		15%*
<b>AMBULANCE SERVICES</b>		15%*
<b>MENTAL HEALTH AND SUBSTANCE USE DISORDER SERVICES</b> Inpatient psychiatric and residential treatment	15%*	35%*
Outpatient	\$20	35%*
<b>DURABLE MEDICAL EQUIPMENT</b>	15%*	35%*
<b>INFERTILITY SERVICES (diagnosis)</b>	50%	50%
<b>DEPENDENT OUT-OF-AREA</b>	Not covered	Not covered
<b>OUTPATIENT PRESCRIPTION DRUGS</b>	\$10 generic; \$20 preferred brand-name; \$50 non-preferred brand-name; 50% specialty	\$10 generic; \$20 preferred brand-name; \$50 non-preferred brand-name; 50% specialty
<b>OUTPATIENT ADMINISTERED MEDICATIONS</b>	15%*	35%*
<b>MATERNITY CARE</b> Inpatient	15%*	35%*

\*Subject to annual medical deductible.

<sup>1</sup>Limited to 12 visits per year.

<sup>2</sup>Limited to 10 visits per year.

<sup>3</sup>Referred chiropractic/acupuncture based upon medical criteria.

<sup>4</sup>Rehabilitative and habilitative therapies have limits of 25 visits each per year. Neurodevelopmental conditions have an additional 25 visits per year for both rehabilitative and habilitative therapies.



**PLAN HIGHLIGHTS FOR  
PPO PLUS® PLANS  
(OUT-OF-AREA  
MEMBERS ONLY)**

PLAN NAME	KP WA Gold 1000/35 PPO Plus		KP WA Silver 2500/45 PPO Plus	
	PPO Provider Network	Nonparticipating Providers	PPO Provider Network	Nonparticipating Providers
<b>ANNUAL MEDICAL DEDUCTIBLE (PER CALENDAR YEAR)</b>	\$1,000 per individual; \$2,000 per family	\$3,000 per individual; \$6,000 per family	\$2,500 per individual; \$5,000 per family	\$7,500 per individual; \$15,000 per family
<b>ANNUAL OUT-OF-POCKET MAXIMUM</b>	\$6,000 per individual; \$12,000 per family	\$10,000 per individual; \$20,000 per family	\$8,550 per individual; \$17,100 per family	\$12,000 per individual; \$24,000 per family
<b>BENEFITS</b>	Member pays			
<b>OFFICE VISITS</b>				
Preventive care	\$0	45%*	\$0	50%*
Primary care	\$35	45%*	\$45	50%*
Urgent care	\$65	45%*	\$65	50%*
Specialty care	\$55	45%*	\$55	50%*
Prenatal care	\$0	45%*	\$0	50%*
Allergy shots and other injections	\$10	45%*	\$10	50%*
<b>TELEHEALTH (PHONE/VIDEO)</b>	\$0	45%*	\$0	50%*
<b>ALTERNATIVE CARE SELF-REFERRED</b>				
Acupuncture services <sup>1</sup>	\$55	45%*	\$55	50%*
Chiropractic services <sup>2</sup>	\$55	45%*	\$55	50%*
Naturopathic services	\$35	45%*	\$45	50%*
<b>PHYSICIAN-REFERRED ALTERNATIVE CARE<sup>3</sup></b>	\$55	45%*	\$55	50%*
<b>OUTPATIENT THERAPIES<sup>4</sup></b>	\$55	45%*	\$55	50%*
<b>OUTPATIENT SURGERY</b>	35%*	45%*	40%*	50%*
<b>LAB</b>	\$35	45%*	\$45	50%*
<b>X-RAY/DIAGNOSTIC TEST</b>	\$35	45%*	\$45	50%*
<b>CT, MRI, AND PET SCANS</b>	35%*	45%*	40%*	50%*
<b>INPATIENT HOSPITAL CARE</b>	35%*	45%*	40%*	50%*
<b>EMERGENCY DEPARTMENT VISIT</b>	35%*		40%*	
<b>AMBULANCE SERVICES</b>	35%*		40%*	
<b>MENTAL HEALTH AND SUBSTANCE USE DISORDER SERVICES</b>				
Inpatient psychiatric and residential treatment	35%*	45%*	40%*	50%*
Outpatient	\$35	45%*	\$45	50%*
<b>DURABLE MEDICAL EQUIPMENT</b>	35%*	45%*	40%*	50%*
<b>INFERTILITY SERVICES (diagnosis)</b>	50%	50%	50%	50%
<b>DEPENDENT OUT-OF-AREA</b>	Not covered	Not covered	Not covered	Not covered
<b>OUTPATIENT PRESCRIPTION DRUGS</b>				
	\$15 generic; \$30 preferred brand-name; \$50 non-preferred brand-name; 50% specialty	\$15 generic; \$30 preferred brand-name; \$50 non-preferred brand-name; 50% specialty	\$30 generic; \$50 preferred brand-name; 50% non-preferred brand-name; 50%* specialty	\$30 generic; \$50 preferred brand-name; 50% non-preferred brand-name; 50%* specialty
<b>OUTPATIENT ADMINISTERED MEDICATIONS</b>	35%*	45%*	40%*	50%*
<b>MATERNITY CARE</b>				
Inpatient	35%*	45%*	40%*	50%*

\*Subject to annual medical deductible.

<sup>1</sup>Limited to 12 visits per year.

<sup>2</sup>Limited to 10 visits per year.

<sup>3</sup>Referred chiropractic/acupuncture based upon medical criteria.

<sup>4</sup>Rehabilitative and habilitative therapies have limits of 25 visits each per year. Neurodevelopmental conditions have an additional 25 visits per year for both rehabilitative and habilitative therapies.





Your commitment to high-quality health care for your employees doesn't have to end when they become eligible for Medicare. You can offer your Medicare-eligible employees the same access to our physicians, services, and facilities that our other members enjoy.

Kaiser Permanente Senior Advantage picks up where Medicare leaves off, combining original Medicare coverage and Kaiser Permanente traditional coverage — as well as features unique to Senior Advantage (such as an outside service area benefit and health club benefit) — into one comprehensive plan.

### To enroll in Kaiser Permanente Group Senior Advantage

Plan members must obtain Medicare Parts A and B and must complete the Kaiser Permanente Senior Advantage enrollment form.

### Employers with 1–19 total employees

Medicare-eligible employees and/or their dependents who enroll in Senior Advantage will receive Senior Advantage rates and benefits. (In most cases, Medicare is primary for groups with fewer than 20 employees.)

### Employers with 20–50 total employees

Actively working Medicare-eligible employees and/or their dependents may remain on the active plan with active rates and benefits. They may enroll in the Senior Advantage plan and receive active rates and group Senior Advantage benefits. (Medicare is secondary for groups of 20 or more when the member is actively working.)

Different rules apply for those who are eligible for Medicare due to disability or end stage renal disease. Contact your Kaiser Foundation Health Plan of the Northwest representative for more information.

These plans are subject to exclusions and limitations. A complete list of the exclusions and limitations is included in the *Evidence of Coverage (EOC)*. To get a copy of the *EOC*, please contact your sales executive or account manager.

PLAN NAME	SBG SENIOR ADVANTAGE
<b>ANNUAL MEDICAL DEDUCTIBLE (PER CALENDAR YEAR)</b>	\$0
<b>ANNUAL OUT-OF-POCKET MAXIMUM</b>	\$1,000 per individual
<b>BENEFITS</b>	Member pays
<b>OFFICE VISITS — PREVENTIVE CARE</b>	\$0
<b>TELEHEALTH (PHONE/VIDEO)</b>	\$0
<b>OFFICE VISITS — PRIMARY CARE</b>	\$20
<b>OFFICE VISITS — URGENT CARE</b>	\$25
<b>OFFICE VISITS — SPECIALTY CARE</b>	\$20
Allergy shots and other injections	\$10
<b>OUTPATIENT THERAPIES</b>	\$20
<b>LAB</b>	\$0
<b>X-RAY/DIAGNOSTIC TEST</b>	\$0
<b>CT, MRI, AND PET SCANS</b>	\$0
<b>OUTPATIENT SURGERY</b>	\$50
<b>INPATIENT HOSPITAL CARE</b>	\$200 per admission
<b>EMERGENCY CARE</b>	\$50
<b>AMBULANCE SERVICES</b>	\$100
<b>MENTAL HEALTH AND SUBSTANCE USE DISORDER SERVICES</b> Inpatient psychiatric care	\$200 per admission
Residential treatment	\$100 per admission
Outpatient	\$20
<b>DURABLE MEDICAL EQUIPMENT</b>	20%
<b>DEPENDENT OUT-OF-AREA</b>	Not covered
<b>PHYSICIAN-REFERRED CHIROPRACTIC CARE</b>	\$20
<b>SELF-REFERRED ALTERNATIVE CARE</b>	\$20 copay covers self-referred chiropractic, naturopathic, and acupuncture visits. \$25 copay for massage therapy up to 12 visits per calendar year, \$1,000 benefit max per calendar year for all services combined.
<b>OUTPATIENT PRESCRIPTION DRUGS*</b>	\$20 generic; \$40 preferred brand-name and specialty; \$3 generic/\$7 preferred brand-name after TrOOP (\$7,050)
<b>OUTPATIENT ADMINISTERED MEDICATIONS</b>	15%

Senior Advantage plans cannot be modified. Kaiser Permanente is a plan with a Medicare contract. Enrollment in Kaiser Permanente depends on contract renewal. Benefits, premiums and/or copays/coinsurance may change on January 1 of each year and at other times in accord with your group's contract with us. The formulary, pharmacy network, and/or provider network may change at any time. You will receive notice when necessary.

\*The Part D prescription drug gap begins when total drug costs (Kaiser Permanente share plus your copay or coinsurance) for the year to date total \$4,430.



## INTEGRATED EYE HEALTH

We treat eye health as a component of total health, not in isolation. When you choose the vision option, you're choosing the option that is more convenient and connected, which can help uncover major health issues and lead to better health outcomes.

## Outpatient prescription drugs

The Kaiser Permanente formulary applies to all plans. Members get up to a 30-day supply for each copay (up to a 90-day supply of eligible drugs for 2 copays when using our mail-delivery pharmacy). View our formulary at [kp.org/formulary](https://kp.org/formulary).

## Additional prescription options for Added Choice and PPO Plus plans

Members on an Added Choice or PPO Plus plan have the option of filling their prescriptions through MedImpact. When a member fills a prescription at a MedImpact pharmacy, the plan covers up to a 30-day supply of drugs. To locate a pharmacy, go to [kp.org/addedchoice/nw](https://kp.org/addedchoice/nw) or [kp.org/ppoplus/nw](https://kp.org/ppoplus/nw).

## Alternative care (self-referred)

All of our plans include the following coverage: self-referred naturopathic care at the primary office visit cost share. Acupuncture (up to 12 visits per year). Spinal and extremity manipulation therapy (up to 10 visits per year). Alternative care is available through The CHP Group (CHP) network providers in our service area.

Visit [chpgroup.com](https://chpgroup.com) for a list of providers. If purchased with Added Choice plans, these benefits may be used at CHP, PPO, and other nonparticipating providers and facilities. If purchased with PPO Plus plans, these benefits may be used at PPO and other nonparticipating providers and facilities.

## Vision hardware and routine eye exam

All plans include the following coverage for children 18 or younger: There is no charge for 1 pair of standard frames with lenses, conventional or disposable contact lenses in lieu of eyeglasses (limited to 1 pair per year for conventional lenses or up to a 12-month supply of disposable contact lenses per year). There is also no charge for low vision aids from a selected list or medically necessary contact lenses.

For the nonparticipating providers network, members pay 50%\* for 1 pair of frames with lenses, conventional or disposable contact lenses in lieu of eyeglasses (limited to 1 pair per year for conventional lenses or up to 12-month supply of disposable contact lenses per year) and 50%\* for low vision aids or medically necessary contacts.

Many of our plans can be purchased to include coverage for adult vision hardware and routine eye exams. Vision hardware must be prescribed and purchased at Kaiser Permanente and selected vendors.

If added to Added Choice plans, or PPO Plus members may use their benefit at select facilities, PPO, and other nonparticipating providers and facilities.

Visit [kp2020.org](https://kp2020.org) for more information.

\*Subject to annual medical deductible.



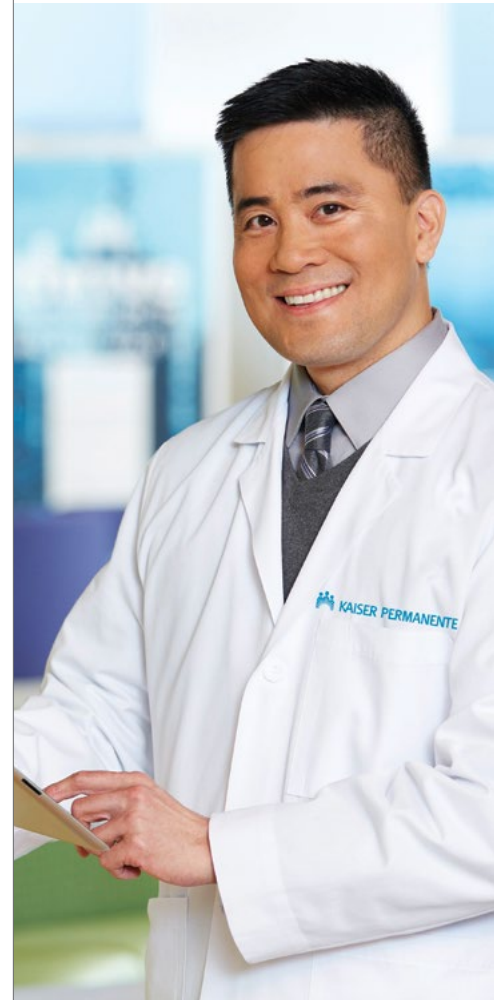
## Dental coverage

Investing in dental health helps keep your employees happy, healthy, and productive. Our Traditional dental plans allow you to choose from a wide range of options including deductibles or office visit copays. If you would like more flexibility, the Dental Choice PPO plans are designed for choice — providing comprehensive coverage, while allowing members to see any dentist. Visit [kp.org/dental](https://kp.org/dental) for more information, including our Dental Product Portfolio brochure.

## Pediatric dental (benefits embedded in all medical plans)

All embedded pediatric dental plans are Dental Choice (PPO) Plans.

<b>PREVENTIVE AND DIAGNOSTIC SERVICES</b> (Oral exam, X-rays, teeth cleaning, fluoride treatments)	\$0
<b>BASIC RESTORATIVE SERVICES</b> (Routine fillings, basic crowns, simple extractions)	50%*
<b>MAJOR RESTORATIVE SERVICES</b> (Gold or porcelain crowns, inlays, bridge abutments, pontics)	50%*



\*Pediatric dental services are subject to deductible, up to the maximum out of pocket, on HSA-qualified plans.



[account.kp.org](https://account.kp.org)