

### Example 11 – Employee with a Family, Moderate Medical and Rx Expenses

This example shows how much a family with moderate medical and Rx expenses \* will pay for care under each plan. When deciding which plan is right for you, it is important to look at your total medical and prescription drug expenses, which include what you pay for services and what you pay from your paycheck.

#### Meet Nathan

Nathan's family is in good health and the kids are very active in sports. They use in-network doctors and pharmacies. This is a bumpy year filled with injuries and medications.

Let's pretend that they will need to:

- Get their annual physicals;
- Go to the doctor and a specialist several times;
- Visit an urgent care clinic a few times;
- Get a few X-rays and an MRI;
- Go into the hospital for surgery;
- Visit a physical therapist during the recovery; and,
- Fill several generic and preferred brand prescriptions.

All of the annual physicals were routine preventive care, so G6 covered 100% of the cost (shown as \$0 on the chart below). All other amounts show Nathan's out-of-pocket costs and assume he used in-network providers.

	Cost of Care	Value Plan	Classic Plan
<b>Individual Annual Deductible</b>		\$4,000	\$1,500
<b>Family Annual Deductible</b>		\$12,000	\$4,500
<b>Individual Out-of-Pocket Maximum</b>		\$6,000	\$4,000
<b>Family Out-of-Pocket Maximum</b>		\$12,000	\$8,000
<b>Annual Medical Expenses:</b>			
<b>Four annual physicals</b>	\$300 x 4	\$0 (G6 pays 100%)	\$0 (G6 pays 100%)
<b>Two specialist doctor visits for Nathan</b>	\$225 x 2	\$450	\$100 (\$50 co-pay x 2)
<b>One preferred brand, retail prescription for Nathan</b>	\$55 x 1	\$65	\$22 (\$22 min x 1)
<b>One preferred brand, mail order prescription, filled once, for Nathan</b>	\$195 x 1	\$195	\$56 (\$56 min x 1)
<b>One primary care doctor visit for Nathan's wife</b>	\$150 x 1	\$150	\$30 (\$30 co-pay x 1)
<b>One generic mail order prescription for Nathan's wife</b>	\$45 x 1	Filled through Preventive Therapy Drug List	\$25 (\$25 co-pay x 1)
<b>One Preventive Therapy Drug List mail order prescription for Nathan's wife</b>	\$45 x 1	\$25 x (\$25 co-pay x 1)	Preventive Therapy Drug List Does Not Apply to Classic Plan
<b>Six primary care doctor visits Three for his daughter Three for his son</b>	\$150 x 6	\$900	\$180 (\$30 co-pay x 6)
<b>Fifteen generic retail prescriptions Seven for his daughter Eight for his son</b>	\$15 x 15	Filled through Preventive Therapy Drug List	\$150 (\$10 co-pay x 15)
<b>Fifteen Preventive Therapy Drug List retail prescriptions Seven for his daughter Eight for his son</b>	\$15 x 15	\$150 (\$10 co-pay x 15)	Preventive Therapy Drug List Does Not Apply to Classic Plan
<b>Three urgent care visits for his son</b>	\$250 x 3	\$750	\$150 (\$50 co-pay x 3)
<b>Two X-rays, in outside facility for his son</b>	\$400 x 2	\$800	\$800

<b>One MRI, in outside facility for his son</b>	\$1,000 x 1	\$1,000	\$700 toward individual deductible PLUS \$60 (\$300 x 20% co-insurance) <b>Individual Deductible Met (Nathan's Son)</b>
<b>One out-patient surgery for his son</b>	\$9,000 x 1	\$920 toward individual deductible PLUS \$2,000 toward individual out-of-pocket maximum <b>Individual Deductible and Out-of-Pocket Max Met (Nathan's Son)</b>	\$1,800 (\$9,000 x 20% co-insurance)
<b>Six physical therapy visits for his son</b>	\$130 x 6	\$0	\$156 (\$780 x 20% co-insurance)
<b>Total expenses</b>	<b>\$15,560</b>	<b>\$7,405</b>	<b>\$4,229</b>
<b>Nathan's Paycheck and Out-of-Pocket Costs:</b>			
<b>Annual paycheck costs</b>		\$5,928	\$11,674
<b>Deductible amount paid by Nathan</b>		\$5,405	\$1,500
<b>Other costs paid by Nathan**</b>		\$2,000	\$2,729
<b>Nathan's Total Costs</b>		<b>\$13,333</b>	<b>\$15,903</b>

To calculate Nathan's total cost, we added his annual out-of-pocket expenses (deductible + coinsurance and/or co-payments + annual paycheck deductions based on the max incentive rates). As you can see, the Value Plan is the winner for Nathan.

*\* Note: The Real-Life Examples were created to help employees understand how the plans pay for care differently. The full medical and prescription drug costs shown are illustrative and for educational purposes only. Your medical and prescription drugs costs will vary depending on a number of factors such as your doctor's negotiated rates, Rx drug costs for your medication, where you receive care, etc.*

*\*\* Includes co-pays, co-insurance and out-of-pocket costs after the deductible is met, if applicable.*