

### Example 12 – Employee with a Family, High Medical and Rx Expenses

This example shows how much a family with high 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 Maria

Maria's family is typically in good health. They use in-network doctors and pharmacies. But this is a tough year due to several serious health conditions

Let's pretend that they will need to:

- Get their annual physicals;
- Visit their primary care doctor and a specialist many times;
- Visit the ER for a serious condition;
- Go into the hospital for monitoring and then again for a major surgery, including two nights in the ICU;
- 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 Maria's out-of-pocket costs and assume she 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>Five annual physicals</b>	\$300 x 5	\$0 (G6 pays 100%)	\$0 (G6 pays 100%)
<b>Ten primary care doctor visits Two for each family member</b>	\$150 x 10	\$1,500	\$300 (\$30 co-pay x 10)
<b>Twenty-five retail generic prescriptions Five for each family member</b>	\$15 x 25	Filled through Preventive Therapy Drug List	\$250 (\$10 co-pay x 25)
<b>Twenty-five Preventive Therapy Drug List retail prescriptions, Five for each family member</b>	\$15 x 25	\$250 (\$10 x 25)	Preventive Therapy Drug List Does Not Apply to Classic Plan
<b>Eight specialist visits for Maria</b>	\$225 x 8	\$1,800	\$400 (\$50 co-pay x 8)
<b>Eight specialist visits for Maria's husband</b>	\$225 x 8	\$1,800	\$400 (\$50 co-pay x 8)
<b>Eight specialist visits for Maria's son</b>	\$225 x 8	\$1,800	\$400 (\$50 co-pay x 8)
<b>Three preferred brand, mail order prescriptions, filled four times Three for Maria Three for her husband Three for her son</b>	\$195 x 3 x 4	\$2,340	\$672 (\$56 min x 3 x 4)
<b>One ER visit for Maria</b>	\$1,100 x 1	\$1,070 toward individual deductible PLUS \$9 (\$30 x 30% co-insurance) <b>Individual Deductible Met (Maria)</b>	\$300 co-pay PLUS \$220 (\$1,100 x 20% co-insurance)

Hospital stay for Maria	\$5,000 x 1	\$1,431 Annual Family Out-of-Pocket Maximum Met	\$500 co-pay PLUS \$1,500 toward individual deductible PLUS \$700 (\$3,500 x 20% co-insurance) Individual Deductible Met (Maria)
One surgery and hospital stay for Maria's husband	\$40,000 x 1	\$0	\$2,358 Annual Family Out-of-Pocket Maximum Met
Two nights in the ICU for Maria's husband	\$5,000 x 2	\$0	\$0
Twelve physical therapy visits for Maria's son	\$130 x 12	\$0	\$0
<b>Total expenses</b>	<b>\$68,775</b>	<b>\$12,000</b>	<b>\$8,000</b>
<b>Maria's Paycheck and Out-of-Pocket Costs:</b>			
Annual paycheck costs		\$5,928	\$11,674
Deductible amount paid by Maria		\$10,560	\$3,000
Other costs paid by Maria**		\$1,440	\$5,000
<b>Maria's Total Costs</b>		<b>\$17,928</b>	<b>\$19,674</b>

To calculate Maria's total cost, we added her 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 Maria.

*\* 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.*