

PARAMOUNT INSURANCE COMPANY

Consumer Directed Health Plan (CDHP)

WHAT IS A CONSUMER DIRECTED HEALTH PLAN?

At Paramount, we understand the importance of providing your employees with a plan that meets their needs and allows them freedom of choice, but doesn't cost a fortune. That is why we believe a CDHP plan is an excellent choice.

A consumer directed health plan (CDHP) is a benefit plan where employees have more responsibility in directing the healthcare services they receive. A CDHP can be accompanied by a Health Savings and/or Reimbursement Account, or can simply be a high-deductible plan. CDHP plans aim to lower premiums, increase an employee's awareness of costs and increase the involvement of the employee in the healthcare decision-making process.

WHY CHOOSE A PARAMOUNT CDHP?

Paramount's CDHP plans allow cost savings for the employer and creates consumerism for the employees. Furthermore, a CDHP allows for plan customization with use of a Health Savings Account (HSA) or Health Reimbursement Account (HRA), and the costs associated with establishing and maintaining these accounts can be mitigated when you choose to use Paramount's preferred vendors. Groups that have switched to a CDHP have seen major cost savings and increased employee awareness of their health and spending habits. And with Paramount, employees enjoy a long list of extra services and benefits at no additional cost, such as a \$0-copay preventive drug list.

PREVENTIVE SERVICES COVERED IN FULL

Preventive services are provided to you at no cost. This means that preventive services provided by in-network, contracted providers have no coinsurance or copayment and are not subject to a deductible. Paramount preventive services are Patient Protection Affordable Care Act (PPACA) compliant and include, but are not limited to:

- Well-baby and well-child care
- Childhood and adult immunizations
- Physical exams
- Cytological screenings (Pap smears)
- Pediatric screenings
- Infectious and chronic disease screenings
- Women's preventive care

CDHP plans aim to lower premiums, increase an employee's awareness of healthcare costs and increase the involvement of the employee in the healthcare decision-making process.

Additional Covered Services*

These plans also include coverage (subject to deductible, copayment and/or coinsurance, if applicable) for a wide range of services including, but not limited to:

- Routine office visits
- Hospitalization and surgery
- Emergency care
- Maternity and newborn care

\$0-Copay Drugs

As part of the CDHP product, we offer our members an extensive list of drugs that are covered for free. These drugs are usually maintenance drugs that are used to help prevent or maintain a health condition.

See Preventive Drug List at

<http://www.paramounthealthcare.com/documents/pharmacy/2015-Preventive-Drug-List.pdf>

*Benefit exclusions and limitations may apply. You and/or your provider may be required to pre-certify or obtain prior authorization for coverage of certain services, such as non-emergency inpatient hospital care. Please refer to the Certificate of Coverage for a complete listing of services requiring preauthorization.

Extensive Provider Network

Access to care is critical to your employees and their families. Paramount's participating network includes:

Paramount Insurance Company Network.

The Paramount CDHP network includes your local providers in northwest Ohio and southeast Michigan.

CuraNet Network. Manages multiple preferred provider organization (PPO) relationships throughout Michigan and the Midwest, providing network access to more than 120 hospitals and 17,000 physicians in Michigan, Indiana and Ohio. CuraNet is a wholly owned subsidiary of Health Alliance Plan in Detroit.

Encore Network. Headquartered in Indianapolis, Encore provides access to the finest healthcare providers, facilities and services available, including some of the most distinguished hospitals in Indiana, western Ohio and southern Michigan.

Even if you venture out of network, our contract with the national network of Private Healthcare Systems (PHCS) Healthy Directions will allow PHCS provider claims to be paid with discounts and without balance billing if the provider is contracted with PHCS.