

The Difference Between HDHPs and PPOs

Below is a comparison of SmartHealth's HDHP 2000/10 and PPO 750/15 plans. Look at the differences between the **deductibles**, **coinsurance amounts**, **copays**, **prescriptions** and **out-of-pocket maximums** and think about how the different coverage levels may affect how you pay for your healthcare.

Please note: *The PPO 750/15 is also known as the MCO 750/15 in the Oklahoma market.*

HDHP Example	PPO Example
<p>SmartHealth HDHP 2000/10</p> <ul style="list-style-type: none">✓ Deductible = \$2,000✓ Coinsurance = 10%✓ Copays after deductible met = prescriptions, ER visits✓ Prescriptions = pay full cost until deductible met, does count toward deductible✓ Out-of-Pocket Maximum = \$3,500	<p>SmartHealth PPO 750/15</p> <ul style="list-style-type: none">✓ Deductible = \$750✓ Coinsurance = 15%✓ Copays = office visits, ER visits, etc.✓ Prescriptions = pay copay or coinsurance depending on type of medication, does not count toward deductible✓ Out-of-Pocket Maximum = \$3,000

Now, let's compare the plans using an actual medical example.

HDHP 2000 Example

PPO 750 Example

You visit the doctor and have lab tests.
Medical Costs: Office Visit = \$75; Lab Tests = \$150

What you pay

- \$75 for office visit
- \$150 for lab tests

Total = \$225

Remaining Deductible = \$1,775
(\$2,000 - \$225 = \$1,775)

Remaining OOP Maximum = \$3,275
(\$3,500 - \$225 = \$3,275)

What you pay

- \$20 copay for office visit
- \$150 for lab tests

Total: \$170

Remaining Deductible = \$600
(\$750 - \$150 = \$600)

Remaining OOP Maximum = \$2,830
(\$3,000 - \$170 = \$2,830)

How It Works

All services apply to the deductible and to the out-of-pocket maximum.

How It Works

Copays *don't* apply to the deductible, but do apply to the out-of-pocket maximum.

HDHP 2000 Example

PPO 750 Example

Next, you have outpatient surgery + prescription.
Medical Costs: Outpatient surgery = \$1,600; Rx = \$175

What you pay

- \$1,600 for outpatient surgery
- \$175 for Rx

Total = \$1,775

Remaining Deductible = 0

(\$1,775 - \$1,775 = \$0)

Remaining OOP Maximum = \$1,500

(\$3,275 - \$1,775 = \$1,500)

What you pay

- \$750.00 for outpatient surgery
($\$600$ in remaining deductible +
 $\$150$ for 15% coinsurance)
- \$15 copay for Rx
(participating retail pharmacy)

Total = \$765.00

Remaining Deductible = \$0

(\$600 - \$600 = \$0)

Remaining OOP Maximum = \$2,065

(\$2,830 - \$765.00 = \$2,065)

How It Works

All services apply to the deductible and to the out-of-pocket maximum.

How It Works

Because you've met your \$750 annual deductible, you now pay 15% coinsurance for services.

Coinsurance does not apply to the deductible but does apply to the out-of-pocket maximum.

HDHP 2000 Example

PPO 750 Example

You have 2 physical therapy sessions + prescription.
Medical Costs: Physical Therapy = \$100; Rx = \$75

What you pay

- \$20 for physical therapy
(10% x \$100 x two sessions)
- \$15 for generic Rx
(participating retail pharmacy)

Total = \$35

Remaining Deductible = \$0

Remaining OOP Maximum = \$1,465
(\$1,500 - \$35 = \$1,465)

What you pay

- \$30 in coinsurance for
physical therapy
(15% x \$100 x two sessions)
- \$15 copay for Rx
(participating retail pharmacy)

Total = \$45

Remaining Deductible = \$0

Remaining OOP Maximum = \$2,020
(\$2,065 - \$45 = \$2,020)

How It Works

All services apply to the deductible and to the out-of-pocket maximum.

Because you've met your \$2,000 annual deductible, you now pay 10% in coinsurance for the physical therapy session. For prescriptions, you pay copays or coinsurance based upon the type of drug you use to fulfill your prescriptions until you reach your out-of-pocket maximum.

How It Works

Coinsurance applies to the out-of-pocket maximum. Copays *don't* apply to the deductible but do apply to the out-of-pocket maximum.

Summary of the HDHP Example

Based on these estimated costs that we've provided, here's what you'd pay:

Out-of-Pocket Cost = \$1,435

(\$2,035 - \$600 = \$1,435)

To help you pay for healthcare expenses, Ascension also provides an annual employer contribution of \$600 into a Health Savings Account (HSA) for associate only coverage. HSA contributions are prorated throughout the year.

Remember

- Associates can also earn up to \$225 in wellness rewards deposited into an HSA.

Consider the Cost of Your Medical Plan

- The cost of your medical plan includes your bi-weekly payroll deductions. You'll pay lower premiums with an HDHP.

Summary of the PPO Example

Based on these estimated costs that we've provided, here's what you'd pay:

Out-of-Pocket Cost = \$980

Remember

- Associates can earn up to \$225 in wellness rewards deposited into a Health Reimbursement Arrangement (HRA).

Consider the Cost of Your Medical Plan

- The cost of your medical plan includes your bi-weekly payroll deductions. You'll pay higher premiums with a PPO.