

HUMANA MEDICARE EMPLOYER Rx PLAN
2021 Rx for Standard Rx 414 - Access Only
Group Plus Formulary

30 Day Supplies

Plan/ Option	30 Day Standard Retail from \$0 to Deductible (1)				30 Day Standard Retail from Deductible to ICL (2)				30 Day Standard Retail from ICL to Catastrophic (3) "Coverage Gap"				30 Day Standard Retail Cost Sharing from Catastrophic to Unlimited	Out-of-Pocket that triggers Catastrophic	30 day Standard Retail Home Infusion Drugs (4)			
	Tier 1*	Tier 2	Tier 3	Tier 4	Tier 1*	Tier 2	Tier 3	Tier 4	Tier 1*	Tier 2	Tier 3	Tier 4			Tier 1*	Tier 2	Tier 3	Tier 4
079/083	\$5	\$47	100%	100%	\$5	\$47	\$99	25%	25% - For Generic and Brand Drugs				Member pays the greater of \$3.70 for generic/preferred multi-source drugs/biosimilars and \$9.20 for all other drugs; OR 5% coinsurance	\$6,550	\$5	\$47	\$99	25%
Plan/ Option	30 Day Standard Mail Order from \$0 to Deductible (1)				30 Day Standard Mail Order from Deductible to ICL (2)				30 Day Standard Mail Order from ICL to Catastrophic (3) "Coverage Gap"				30 Day Standard Mail Order Cost Sharing from Catastrophic to Unlimited	Out-of-Pocket that triggers Catastrophic	30 day Standard Mail Order Home Infusion Drugs (4)			
	Tier 1*	Tier 2	Tier 3	Tier 4	Tier 1*	Tier 2	Tier 3	Tier 4	Tier 1*	Tier 2	Tier 3	Tier 4			Tier 1*	Tier 2	Tier 3	Tier 4
079/083	\$5	\$47	100%	100%	\$5	\$47	\$99	25%	25% - For Generic and Brand Drugs				Member pays the greater of \$3.70 for generic/preferred multi-source drugs/biosimilars and \$9.20 for all other drugs; OR 5% coinsurance	\$6,550	\$5	\$47	\$99	25%

*Tier 1: Generic or Preferred Generic - Generic or brand drugs that are available at the lowest cost share for this plan.
 Tier 2: Preferred Brand - Generic or brand drugs that Humana offers at a lower cost than Tier 3 Non-Preferred Drug.
 Tier 3: Non-Preferred Drug - Generic or brand drugs that Humana offered at a higher cost than Tier 2 Preferred Brand drugs.
 Tier 4: Specialty Tier - Some injectables and other higher-cost drugs.

90 Day Supplies

Plan/ Option	90 Day Standard Retail (5) from \$0 to Deductible (1)				90 Day Standard Retail from Deductible to ICL (2)				90 Day Standard Retail from ICL to Catastrophic (3) "Coverage Gap"				90 Day Standard Retail Cost Sharing from Catastrophic to Unlimited	Out-of-Pocket that triggers Catastrophic	90 day Standard Retail Home Infusion Drugs (4)			
	Tier 1*	Tier 2	Tier 3	Tier 4	Tier 1*	Tier 2	Tier 3	Tier 4	Tier 1*	Tier 2	Tier 3	Tier 4			Tier 1*	Tier 2	Tier 3	Tier 4
079/083	\$15	\$141	100%	N/A	\$15	\$141	\$297	N/A	25% - For Generic and Brand Drugs	N/A	Member pays the greater of \$3.70 for generic/preferred multi- source drugs/biosimilars and \$9.20 for all other drugs; OR 5% coinsurance	\$6,550	\$15	\$141	\$297	N/A		

Plan/ Option	90 Day Standard Mail Order (5) from \$0 to Deductible (1)				90 Day Standard Mail Order from Deductible to ICL (2)				90 Day Standard Mail Order from ICL to Catastrophic (3) "Coverage Gap"				90 Day Standard Mail Order Cost Sharing from Catastrophic to Unlimited	Out-of-Pocket that triggers Catastrophic	90 day Standard Mail Order Home Infusion Drugs (4)			
	Tier 1*	Tier 2	Tier 3	Tier 4	Tier 1*	Tier 2	Tier 3	Tier 4	Tier 1*	Tier 2	Tier 3	Tier 4			Tier 1*	Tier 2	Tier 3	Tier 4
079/083	\$0	\$131	100%	N/A	\$0	\$131	\$287	N/A	25% - For Generic and Brand Drugs	N/A	Member pays the greater of \$3.70 for generic/preferred multi- source drugs/biosimilars and \$9.20 for all other drugs; OR 5% coinsurance	\$6,550	\$0	\$131	\$287	N/A		

Footnotes:

- 1 Deductible: When the member's out-of-pocket cost reaches \$400 (Tier 1 and Tier 2 are excluded from the deductible) the plan will begin contributing to drug payments.
- 2 ICL (Initial Coverage Limit): When total drug cost (the amount the member pays plus the amount Humana pays) reaches \$4,130
- 3 Catastrophic: When a member's True Out-of-Pocket (TrOOP) cost reaches \$6,550.
- 4 Home Infusion Drugs: After the deductible has been met, these drugs will be covered at the specified cost shares in the Coverage Gap.
- 5 Retail and Mail Order: The benefit for a 90-day supply is limited to Rx formulary Tiers 1-2 and most drugs on Tier 3. Regardless of tier placement, Specialty drugs are limited to a 30-day supply.

Out of Network: Emergency Situations

When a member purchases a drug at an out-of-network pharmacy in an emergency situation:

- a. the member will pay the same coinsurance as would have applied at a network pharmacy, but at the out-of-network pharmacy price, and/or,
- b. the member will pay the same copayment as would have applied at a network pharmacy, plus the difference between the out-of-network pharmacy price and the network pharmacy price.

Extra Services

The benefit and discount information presented here are current as of the date of this document. If a change should occur prior to implementation, Humana will clarify any change and notify the group sponsor. The products and services described below are neither offered nor guaranteed under our contract with the Medicare program. In addition, they are not subject to the Medicare appeals process. Any disputes regarding these products and services should be addressed with Customer Care by calling the number on the back of the member's Humana membership card.

CMS does not permit discussing the below services with potential enrollees prior to enrollment.

• Prescription Medication Discount	Members show their Humana member ID card at participating pharmacies when they buy non-covered prescription medicines to receive any available discounts. Depending on the medicine purchased, quantity limits may apply.
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This information is not a complete description of benefits. Contact the plan for more information. Limitations, copayments and restrictions may apply. Benefits, premiums and/or member cost-share may change each year. The formulary and pharmacy network may change at any time. The member will receive notice when necessary. Please refer to the Evidence of Coverage for additional information regarding covered services and limitations or any other contractual conditions. For a complete description of benefits, exclusions and limitations please refer to the actual Evidence of Coverage. If a discrepancy arises between this information and the actual Evidence of Coverage, the Evidence of Coverage will prevail in all instances.

Humana is a Medicare Employer Prescription Drug plan with a Medicare contract. Enrollment in this Humana plan depends on contract renewal.