

**DRURY UNIVERSITY
EMPLOYEE HEALTHCARE PLAN**

Amendment No. 2 and Summary of Material Modification

Effective June 1, 2018

The Drury University Employee Healthcare Plan is hereby amended as follows:

1. *To remove and replace the Maximum Out-of-Pocket listing in Section 3.05, Summary of Medical Benefits, with the following:*

	Network	Non-Network
Maximum Out-of-Pocket • Individual • Family Unit	\$7,350 \$14,700	Unlimited Unlimited
Includes Medical Deductibles, Copayments, Coinsurance and Prescription Copayments. Excludes amounts over Usual and Customary Fees, penalties and excluded charges.		

2. *To remove and replace the list of services requiring pre-certification in Section 3.01, General Limits, with the following:*

- Inpatient hospitalizations;
- All joint surgeries, including arthroscopy;
- Biopsies;
- Bladder repair;
- Cardiac cath/angioplasty;
- Deviated septum/nasal septoplasty/nasal surgery;
- EBCT (Electron Beam Tomography);
- Endoscopic procedures/colonoscopy;
- Implants of any type;
- Laminectomy/spinal surgery;
- Laparoscopy;
- Physical/Occupational/Speech Therapy beyond 12 visits;
- Tonsillectomy over the age of 25;
- 23-hour observation stays;
- Chemotherapy;
- Infusions of any type over \$1,500;
- Inpatient Mental/Nervous facility based programs;
- Inpatient Substance Abuse facility based programs;
- Epidural/facet and trigger point injections;
- Any drug over \$1,500 per dose;
- Biologic drugs;
- DME over \$1,500 or Non-Network;
- Behavioral health: intensive out patient program, residential treatment centers, partial hospitalizations program;
- Radiation treatments;
- Rhinoplasty;

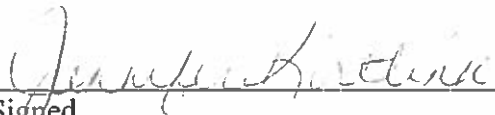
- LTAC (Long Term Acute Care);
- Home health care;
- Hospice care;
- Hysterectomy
- MRI, MRA, PET Scans, CT Scans;
- Inpatient rehabilitation;
- Gastric bypass/panniculectomy/abdominoplasty;
- Skilled nursing facility stays;
- Dialysis;
- Cosmetic surgeries, including mammoplasty, blepharoplasty, and varicose veins stripping and ligation; and
- Transplant candidacy evaluation and transplant (organ and/or tissue).

3. *To add the following to Section 5.01, Eligibility for Individual Coverage:*

Terminated Employees—Employees that are offered a buyout or severance package are to refer to their separation agreement regarding continuation of coverage under the Plan.

The Plan Document and Summary Plan Description is hereby amended to reflect these changes. All other terms and conditions of the Plan which are not affected by this amendment remain unchanged.

Accepted by:
Drury University



Signed

5/7/18

Dated