

FOR ALL
FULL
TIME
EMPLOYEES

2026 AETNA MEDICAL PLANS

AVAILABLE MEDICAL PLANS

PLUS PLAN WEEKLY PREMIUMS

BASIC PLAN WEEKLY PREMIUMS

VALUE PLAN WEEKLY PREMIUMS

PLAN OVERVIEW	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
DEDUCTIBLE						
Individual »	\$1,500	\$4,500	\$2,000	\$6,000	\$6,500	\$9,500
Family »	\$3,000	\$9,000	\$4,000	\$12,000	\$13,000	\$19,000
CO-INSURANCE »	You pay 20% (after deductible)	You pay 50% (after deductible)	You pay 30% (after deductible)	You pay 50% (after deductible)	You pay 0% (after deductible)	You pay 50% (after deductible)
OUT-OF-POCKET MAXIMUM						
Individual »	\$4,500	\$13,500	\$5,400	\$11,000	\$6,500	\$10,500
Family »	\$9,000	\$27,000	\$10,800	\$22,000	\$13,000	\$21,000
OFFICE VISIT»						
Primary Care Physician »	\$30 copay	You pay 50% (after deductible)	You pay 30% (after deductible)	You pay 50% (after deductible)	You pay 0% (after deductible)	You pay 50% (after deductible)
Specialist »	\$50 Copay	You pay 50% (after deductible)	You pay 30% (after deductible)	You pay 50% (after deductible)	You pay 0% (after deductible)	You pay 50% (after deductible)
Teladoc »	\$0	N/A	\$0	N/A	\$0	N/A
PREVENTIVE CARE »	NO CHARGE	You pay 50% (after deductible)	NO CHARGE	You pay 50% (after deductible)	NO CHARGE	You pay 50% (after deductible)
PRESCRIPTION DRUGS RETAIL (30-DAY SUPPLY)						
Value Drugs Tier1A »	\$3	N/A	\$3		\$3	
Generic »	\$10				You pay 0% (after deductible)	You pay 50% (after deductible)
Preferred Brand »	25% (\$30-\$60 max)					
Non-Preferred »	35% (\$60-\$120 max)					
Aetna Specialty CareRx	35% (\$150-\$300 max)					
MAIL ORDER (90-DAY SUPPLY)						
Value Drugs Tier1A »	\$6	N/A	\$6	N/A	\$6	N/A
Generic »	\$15				You pay 0% (after deductible)	
Preferred Brand »	25% (\$60-\$120 max)					
Non-Preferred »	35% (\$120-\$240 max)					
Aetna Specialty CareRx	35% (\$150-\$300 max)					

Alex Lee Working Spouse Policy: Working spouses eligible for medical coverage from their own employer are ineligible to enroll in an Alex Lee medical plan. If your spouse is not offered health benefits from their employer, or is not employed, you may enroll your spouse in an Alex Lee medical plan for 2026. If you and your spouse are BOTH employed at an Alex Lee company, you can cover both you and your spouse in an Alex Lee medical plan. All eligible spouses can enroll in the Alex Lee Benefits Plans for voluntary life, dental, vision, hospital indemnity, critical illness and accident insurance.

Preventive Services are covered at 100%. These services can include well-adult and well-child exams, immunizations, pap smears, mammograms, and multiple screenings including colonoscopies.

***SAVINGS ACCOUNTS:** **Plus Plan** – N/A | **Basic Plan** – Health Savings Plan | **Value Plan** – Flexible Spending Account