

**Williams Company Management Group Health Benefit Plan**  
**Effective June 1, 2020**  
**Amendment #4**

The Medical Schedule of Benefits has been updated to reflect the following:

Medical Benefits	Cigna PPO Providers	Non-PPO Providers
KISx Contracted Provider Services	N/A	All costs waived after IRS minimum Deductible is satisfied. Claims must be submitted to the KISx Card Administrator as indicated below in this Plan Amendment.

The following sections of the Plan Document and Summary Plan Description have been added to read as follows:

Section XIX. Definitions, Items AAAA. and AAAB. have been added to read:

- AAAA. "KISx Card Services" is comprised of specific health care providers that have agreed with the Plan to provide discounts on certain services and treatments. This KISx Card Providers meet the same professional standards as other network providers. If a Member receives KISx Card Services, which are otherwise covered by the Plan, a Member may be eligible for an incentive through the Plan Administrator. For applicable incentives, the Member should contract the Plan Administrator or KISx Card, LLC at 877-GET-KISX.
- AAAB. "KISx Card Administrator" or "KCA" means KISx Card, LLC. Claims for services provided by KISx contracted providers, in order to enjoy the benefits of the KISx Card Services program, must be submitted to KCA. Refer to KISx Contracted Providers in the Claim Procedures; Payment of Claims section for more information.

Section XVII. Preferred Providers & Non-Preferred Providers, Item F. has been added to read:

- F. The Plan has made available a benefit called "Keep It Simple Surgery" (or KISx). KISx Card Services are comprised of specific health care providers that have agreed with the Plan to provide discounts on certain elective services and treatments (KISx Card Services). This KISx Card Services program is administered by KISx Card, LLC (also referred to as KISx Card Administrator or KCA).

Plan Participants with anticipated upcoming medical and surgical expenses can contact KCA for a list of KISx contracted providers. Any claims incurred at a KISx contracted provider, as well as any internal appeals relating to KISx services, should be submitted to KCA for processing. KISx Card services must be medically necessary treatments.

KISxCard, LLC  
1 Kacey Court, Suite 100  
Mechanicsburg, PA 17055  
877-GET-KISX

Any claims that are not submitted to KCA for processing will not be afforded the benefits of the KISx program, including any reduction in Co-payment, Deductible or Coinsurance requirements.

All internal appeals for services rendered by KISx Contracted Providers and processed by KCA should be submitted to KCA at the above address. All other appeal procedures, requirements and time limits apply as provided by the Plan.

Section XIX. Covered Expenses, Item R. has been added to read:

- R. Procedures outlined in Exhibit B will be considered an eligible expense and payable as noted above.

Section XX. Utilization Management, Subsection A. Item 7. has been added to read:

7. All KISx Card procedures noted in Exhibit B do not require pre-certification.

## Exhibit B

### Arthroscopy - General

Knee (Arthroscopy) - Diagnostic  
with or without synovial  
biopsy  
Knee (Arthroscopy) - with lateral  
release or Microfracture  
Shoulder (Arthroscopy) - Surgical,  
Capsulorrhaphy  
Elbow (Arthroscopy) - Diagnostic  
with or without synovial  
biopsy  
Wrist (Arthroscopy) - Diagnostic  
with or without synovial  
biopsy  
Hip (Arthroscopy) - Simple  
Ankle (Arthroscopy)  
Bilateral Knee Arthroscopy

### Ear, Nose & Throat

Bilateral Myringotomy with Tubes  
Bone Anchored Hearing Aid  
Device (BAHA: Includes  
Device)  
Foreign Body Removal  
Inner Ear - Stapedectomy  
Mastoidectomy (Simple)  
Myringoplasty  
Ossiculoplasty  
Tympanoplasty  
Tympanoplasty  
Bilateral Submucosal Resection of  
Turbinates  
Septoplasty  
Sinus/Turbinates Bilateral (Simple)  
Nasal Fracture Complex Open  
Nasal Fracture Simple Closed  
Biopsy or Excision of Lymph  
Nodes(s); Open, Deep Cervical  
Nodes(s)  
Parotidectomy  
Thyroglossal Duct Cyst Excision  
Thyroidectomy Total Thyroid  
Lobectomy, Unilateral; with  
Contralateral Subtotal  
Lobectomy, including  
Isthmusectomy  
Thyroidectomy Total Thyroid  
Lobectomy, Unilateral; with or  
without Isthmusectomy  
Thyroidectomy Partial Thyroid  
Lobectomy, Unilateral; with or  
without Isthmusectomy  
Thyroidectomy, Complex  
Adenoidectomy  
Adenoidectomy and BMT  
Tonsillectomy  
Tonsillectomy / BMT  
Tonsillectomy and  
Adenoidectomy and BMT  
UPP

### Ear, Nose & Throat (Cont.)

Frenulectomy  
Esophagoscopy With or Without  
Dilatation/Biopsy  
Diagnostic Laryngoscopy with  
Biopsy  
Tonsillectomy and  
Adenoidectomy

### Elbow

Bursectomy (Elbow)  
Distal Biceps Re-attachment  
(Includes Hardware)  
Ulnar Nerve Transposition /  
Epicondylectomy

### Foot & Ankle

Achilles Repair  
Tarsal Tunnel Release  
Brostrom Repair, secondary,  
disrupted ligament, ankle,  
collateral  
Bilateral Bunionectomy  
Bunionectomy  
Hammertoe (1)  
Hammertoe (2)  
Hammertoe (3)  
Arthrodesis, Great Toe;  
Metatarsophalangeal Joint  
Plantar Fasciotomy / Tarsal Tunnel  
Osteotomy Partial Excision  
Gastrocnemius Recession  
Plantar Fasciotomy  
Neuroma Excision

### Fractures

Closed Reduction and Casting  
Percutaneous Pinning - Finger 1-2  
Pins  
Simple Fracture Requiring Open  
Reduction  
Complex (includes rodding  
Humerus/Tibia/Femur)

### General Surgery

Axillary Node Dissection  
Hemorrhoidectomy  
Biopsy or Excision Open Deep  
Axillary Nodes  
Laparoscopic Cholecystectomy  
(Gall Bladder Removal)  
Incisional Hernia Repair  
Epigastric Hernia Repair  
Inguinal Hernia Repair  
Umbilical Hernia Repair  
Ventral Hernia Repair  
Pilonidal Cyst Removal  
Laparoscopic Appendectomy

### GI

Colonoscopy and EGD  
EGD  
Colonoscopy

### GU

Anterior Repair  
Cystoscopy for Stone / Stent  
Placement  
Cystoscopy with Pyelography  
Epididymectomy – Partial  
Epididymectomy – Total  
Hydrocelectomy  
Laser Transurethral Resection of  
Prostate  
Mini-Arc Urethral Suspension  
Posterior Repair  
Transurethral Resection, Bladder  
Tumor  
Transurethral Resection, Prostate

### Hardware Removal

Complex  
Simple

### Hip

Hip Arthroscopy (Simple)  
Hip Arthroscopy (Complex)  
Total Hip Arthroplasty (Hip  
Replacement, includes  
implants)

### Imaging

MRI  
CT Scans  
PET Scans  
Arthrograms  
X-ray in conjunction with MRI/CT

### Knee

Anterior Cruciate Ligament Repair  
(Arthroscopic)  
Anterior Cruciate Ligament Repair  
with Allograft (Arthroscopic)  
Posterior Cruciate Ligament  
Repair (Arthroscopic)  
Medial Collateral Ligament  
(Arthroscopic)  
Tibial Tubercle Osteotomy  
(Arthroscopic)  
Complete Synovectomy  
(Arthroscopic)  
Chondroplasty  
Medial & Lateral Meniscectomy  
(Arthroscopic)  
Total Knee Arthroplasty (Knee  
Replacement)

## Exhibit B

### Shoulder

Open Rotator Cuff Repair  
(Shoulder)  
Shoulder Manipulation (with  
anesthesia)  
Repair Pectoralis Muscle Rupture  
Bankart Stabilization (Shoulder)  
Distal Clavicle Excision (Shoulder)  
Rotator Cuff Repair (Arthroscopic)  
Extensive debridement (Shoulder)  
Subacromial Decompression  
(Arthroscopic)  
Total Shoulder Arthroplasty /  
Replacement

### Spine

Microdiscectomy  
Lumbar Laminectomy  
Anterior Cervical Discectomy with  
Fusion, 1 level (includes  
hardware)  
Anterior Cervical Discectomy with  
Fusion, 2 level (includes  
hardware)

### Wrist & Hand

Carpal Tunnel Release (Open)  
Dupuytren's Contracture  
Trigger Finger  
Excision of lesion of tendon sheath  
or joint capsule (eg, cyst,  
mucous cyst, or ganglion), hand  
or finger  
Fasciectomy, partial palmar with  
release of single digit including  
proximal interphalangeal joint,  
with or without Z-plasty, other  
local tissue rearrangement, or  
skin grafting  
Ganglion Excision  
Synovectomy, tendon sheath,  
radical (tenosynovectomy),  
flexor tendon, palm and/or  
finger, each tendon  
Suspensionplasty, Arthroplasty,  
interposition, intercarpal or  
carpometacarpal joints

*This list is meant as a summary of elective procedures available through the KISx program at the current time. Procedure availability can vary throughout the country, if we do not have a facility that is within a reasonable distance. Certain procedures may not be available until we are able to get facilities on board. New procedures may be added at any time without notice. Pediatric Surgeries are generally not covered through this program.*