

# HMO/PPO/POS

## HMO

- Referral to see a specialist (except dermatologist five times in a 12 month period)
- Doctors are pre-paid with a capitation arrangement (“per head”)
- Stress preventive care (as opposed to curative care by health insurance plans)
- No out-of-network coverage (except for emergencies)

## PPO

- No referrals
- Doctors are paid on a fee-for-service basis
- Doctor fees have been pre-negotiated ahead of time
- Out-of-network doctors are paid with deductibles and coinsurance

## POS

- A combination of an HMO & a PPO