Coverage Period: 04/01/2022-3/31/2023 Group Name: Ship Hero, LLC.: Cigna Plan Coverage for: Employee/Family | Plan Type: PPO

The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, 1-888-721-2128. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms see the Glossary. You can view the Glossary at www.healthcare.gov/sbc-glossary or call 1-888-721-2128 to request a copy. For assistance with claims and medical benefits contact Valenz Navcare Concierge Services at 1-877-208-5952. For Case Management Services contact Valenz Navcare at 1-877-208-5952.

| Important Questions | Answers | Why This Matters: |
|--|--|--|
| What is the overall deductible? | Network providers: \$0 individual / \$0 family Out-of-network providers: \$500 individual / \$1,000 family Benefit Period: Plan Year | Generally, you must pay all of the costs from providers up to the <u>deductible</u> amount before this <u>plan</u> begins to pay. If you have other family members on the <u>plan</u> , the overall family <u>deductible</u> must be met before the plan begins to pay (Non-Embedded). |
| Are there services covered before you meet your deductible? | Yes. Preventive care services are covered before you meet your deductible. | This <u>plan</u> covers some items and services even if you haven't yet met the <u>deductible</u> amount. But a <u>copayment</u> or <u>coinsurance</u> may apply. For example, this <u>plan</u> covers certain <u>preventive</u> <u>services</u> without <u>cost-sharing</u> and before you meet your <u>deductible</u> . See a list of covered <u>preventive services</u> at https://www.healthcare.gov/coverage/preventive-care-benefits/ . |
| Are there other deductibles for specific services? | No | You don't have to meet <u>deductibles</u> for specific services. |
| What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ? | Network providers: \$2,000 individual / \$13,200 family Out-of-network providers: Unlimited | The <u>out-of-pocket limit</u> is the most you could pay in a year for covered services. If you have other family members in this <u>plan</u> , the overall family <u>out-of-pocket limit</u> must be met (Non-Embedded) |
| What is not included in the out-of-pocket limit? | Premiums, balance-billing charges, penalties for failure to obtain Preauthorization for services, and health care this plan doesn't cover. | Even though you pay these expenses, they don't count toward the out-of-pocket limit. |
| Will you pay less if you use a <u>network provider</u> ? | Yes. This plan uses Cigna PPO Network. A list of network providers can be found at www.cigna.com or call 1-888-721- 2128. | This <u>plan</u> uses a provider <u>network</u> . You will pay less if you use a <u>provider</u> in the plan's <u>network</u> . You will pay the most if you use an <u>out-of-network provider</u> , and you might receive a bill from a <u>provider</u> for the difference between the provider's charge and what your <u>plan</u> pays (<u>balance billing</u>). Be aware, your <u>network provider</u> might use an <u>out-of-network provider</u> for some services (such as lab work). Check with your <u>provider</u> before you get services. |
| Do you need a <u>referral</u> to see a <u>specialist</u> ? | No | You can see a specialist you choose without a referral |



All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

| Common | | What You Will Pay | | Limitations, Exceptions, & Other Important | |
|---|--|---|--|--|--|
| Medical Event | Services You May Need | Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | Information | |
| | Primary care visit to treat an injury or illness | \$20 <u>copay</u> / per visit | 40% coinsurance after deductible Plan pays at 125% of Medicare allowable. | Out of Network Hospital Based Services are Excluded. Telemedicine with \$0 cost share via Health Wallet at www.thehealthwallet.com or at 1-800-363-3725. | |
| If you visit a health care provider's office or clinic | Specialist visit to treat an injury or illness | \$40 copay / per visit | 40% coinsurance after deductible Plan pays at 125% of Medicare allowable. | Out of Network Hospital Based Services are Excluded. | |
| | Preventive care/screening/ immunization | No Charge | 60% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | Out of Network Hospital Based Services are Excluded. You may have to pay for services that aren't preventive. Ask your provider if the services you need are preventive. Then check what your plan will pay for. | |
| If you have a test | Diagnostic test (x-ray, lab, ultrasound) | \$50 <u>copay</u> / per visit | 40% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | Out of Network Hospital Based Services are Excluded. Preauthorization is required for Sleep Study or benefit reduces to 50% of the allowed. Contact 1-888-721-2128 for Preauthorization. | |
| | Imaging (CT/PET scans, MRIs) | \$400 <u>copay/</u> per visit | 40% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | Preauthorization is required or benefit reduces to 50% of the allowed. Contact 1-888-721-2128 for Preauthorization. | |
| If you need drugs to treat | Generic drugs | \$0 for Preventive Medicine \$10 <u>copay</u> – 30 day supply \$30 <u>copay</u> – 90 day supply | Not Covered | Retail: Up to a 90 day supply. Copays shown are for a 30 day supply. Mail-Order: Up to a 90 day supply. You may need to obtain certain drugs, | |
| your illness or condition More information about prescription drug | Preferred brand drugs | \$40 <u>copay</u> – 30 day supply \$120 <u>copay</u> – 90 day supply | Not Covered | including certain specialty drugs, from a pharmacy designated by us. Certain drugs may have a reauthorization requirement or may result in a | |
| coverage is available at www.mypromotecare.com or call 1-888-478-3443 | Non-preferred brand drugs | \$80 <u>copay</u> – 30 day supply \$240 <u>copay</u> – 90 day supply | Not Covered | higher cost. Certain preventive medications (including certain contraceptives) are covered at No Charge. See the website listed for information on drugs covered by your plan. Not all drugs are | |
| | Specialty drugs | 25% <u>copay</u> | Not Covered | covered | |



All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

| Common | | What You Will Pay | | Limitations, Exceptions, & Other Important | |
|---|--|--|--|--|--|
| Common Medical Event | Services You May Need | Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | Information | |
| If you have outpatient | Facility fee (e.g., ambulatory surgery center) | \$400 <u>copay/</u> per visit | 10% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | Preauthorization is required for certain services, for details call plan administrator. Contact 1-888-721-2128 for Preauthorization. | |
| surgery | Physician/surgeon fees | No Charge | 10% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | None. | |
| | Emergency room care | All facili | | All facilities are covered as in-network subject | |
| If you need immediate medical attention | Emergency medical transportation | \$400 <u>copay/</u> per visit | | to meeting "emergency" criteria. Ground Ambulance Only. | |
| | Urgent care | \$50 copay/per visit | 40% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | None. | |
| If you have a hospital | Facility fee (e.g., hospital room) | \$400 <u>copay/</u> per visit | 10% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | Preauthorization is required or benefit reduces to 50% of the allowed. Contact 1-888-721-2128 for Preauthorization. | |
| stay | Physician/surgeon fees | No Charge | 10% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | None. | |



All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

| Common | | What You Will Pay | | Limitations, Exceptions, & Other Important |
|---|---|--|--|--|
| Medical Event | Services You May Need | Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | Information |
| If you need mental health, behavioral health, | Outpatient services | \$25 <u>copay/</u> per visit | 40% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | None |
| or substance abuse services | Inpatient services | \$250 <u>copay/</u> per day | 10% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | Preauthorization is required or benefit reduces to 50% of the allowed. Contact 1-888-721-2128 for Preauthorization. |
| | Office visits | \$50 copay / per visit | 40% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | Cost sharing does not apply to certain preventive services. Depending on the type of services, cost sharing may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound). Preauthorization is required for inpatient stay over 48 hours for a vaginal delivery or 96 hours for a cesarean section. |
| If you are pregnant | Childbirth/delivery professional services | No Charge | 40% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | |
| | Childbirth/delivery facility services | \$400 <u>copay</u> | 10% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | |
| If you need help | Home health care | \$25 <u>copay</u> / per visit | 40% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | Limited to 20 visits per Calendar Year. Preauthorization is required or benefit reduces to 50% of the allowed. Contact 1-888-721-2128 for Preauthorization. |
| recovering or have other special health needs | Rehabilitation services | \$75 <u>copay</u> / per visit | 40% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | Limited to 20 visits (combined Physical, Occupational, and Speech Therapy) per Calendar year. Preauthorization is required for Speech Therapy or benefit reduces to 50% of the allowed. Contact 1-888-721-2128 for Preauthorization. |



All <u>copayment</u> and <u>coinsurance</u> costs shown in this chart are after your <u>deductible</u> has been met, if a <u>deductible</u> applies.

| Common | | What You Will Pay | | Limitations, Exceptions, & Other Important |
|--|--------------------------------|-------------------------------|--|---|
| Medical Event | Services You May Need | | Out-of-Network Provider (You will pay the most) | Information |
| | Habilitation services | \$75 <u>copay</u> / per visit | 40% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | Limited to 20 visits (combined Physical, Occupational, and Speech Therapy) per Calendar year. Preauthorization is required for Speech Therapy or benefit reduces to 50% of the allowed. Contact 1-888-721-2128 for Preauthorization. |
| | Skilled nursing care | \$400 <u>copay</u> | 10% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | Limited to 60 visits/Days per Calendar year. Preauthorization is required or benefit reduces to 50% of the allowed. Contact 1-888-721-2128 for Preauthorization. |
| | Durable medical equipment | \$400 <u>copay</u> | 10% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | Preauthorization is required for certain items or benefit reduces to 50% of the allowed, for details call plan administrator. Contact 1-888-721-2128 for Preauthorization. |
| | Hospice services | \$400 <u>copay</u> | 10% coinsurance after deductible. Plan pays at 125% of Medicare allowable. | Limited to 180 days per lifetime. Preauthorization is required or benefit reduces to 50% of the allowed. Contact 1-888-721-2128 for Preauthorization. |
| | Children's eye exam | Not Covered | Not Covered | No coverage for children's eye exam |
| If your child needs dental or eye care | Children's glasses | Not Covered | Not Covered | No coverage for children's glasses |
| - | Children's dental check- up | Not Covered | Not Covered | No coverage for children's dental checkup |

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

- ABA (Applied Behavioral Analysis) Therapy
- Abortion- elective
- Acupuncture
- Alternative Medicine/Homeopathy
- Applied Behavior Analysis(ABA Therapy)
- Bariatric Surgery
- Bereavement Counseling
- Biofeedback
- Cosmetic Surgery

- Dental Care (routine) Adult and Child except as required
 by ACA
- Foot Care (routine)
- Half-way house
- Hearing Aids/Implantable Hearing devices
- Infertility Treatment/Services (Basic Testing is covered)
- Long Term Care
- Massage Therapy
- Maternity Care for Dependent Daughters
- Methadone Clinics

- Non-Emergency Care when traveling outside the U.S.
- Non-Emergency Care in the ER setting
- Oral Surgery
- Primary Care Physician Surgery
- Private Duty Nursing
- Respite Care
- Sleep Management Services/Sleep Studies
- TMJ Treatment and Appliances
- Weight Loss Programs

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

- Chiropractic Care Limited to 20 visits per Calendar Year
- Hospice Services Limited to 180 days per Lifetime

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. For more information on your rights to continue coverage, contact the plan at 1-888-721-2128. You may also contact your state insurance department, the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa/healthreform, or the U.S. Department of Health and Human Services at 1-877-267-2323 x 61565 or www.coio.cms.gov. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call 1-800-318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: 1-888-721-2128

Does this plan provide Minimum Essential Coverage? Yes.

Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

Does this plan meet Minimum Value Standards? Yes.

If your <u>plan</u> doesn't meet the <u>Minimum Value Standards</u>, you may be eligible for a <u>premium tax credit</u> to help you pay for a <u>plan</u> through the <u>Marketplace</u>.

Language Access Services:

[Spanish (Español): Para obtener asistencia en Español, llame al 1-888-721-2128

[Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-888-721-2128

[Chinese (中文): 如果需要中文的帮助,请拨打这个号码 1-888-721-2128

[Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-888-721-2128

To see examples of how this <u>plan</u> might cover costs for a sample medical situation, see the next section.

About these Coverage Examples:



This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby

(9 months of in-network pre-natal care and a hospital delivery)

| ■ The plan's overall deductible | \$0 |
|---------------------------------|------|
| ■ Specialist copayment | \$40 |
| Hospital (facility) | |
| <u>coinsurance</u> | 0% |
| ■ Other coinsurance | 0% |

This EXAMPLE event includes services like:

Specialist office visits (prenatal care) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services Diagnostic tests (ultrasounds and blood work) Specialist visit (anesthesia)

\$12,700

(a year of routine in-network care of a wellcontrolled condition)

Managing Joe's type 2 Diabetes

| ■ The plan's overall deductible | \$0 |
|---------------------------------|------|
| ■ Specialist copayment | \$40 |
| ■ Hospital (facility) | |
| <u>coinsurance</u> | 0% |
| ■ Other <u>coinsurance</u> | 0% |
| | |

This EXAMPLE event includes services like:

Primary care physician office visits (including disease education) Diagnostic tests (blood work) Prescription drugs

Durable medical equipment (glucose meter)

| Total Example Cost | \$5,600 |
|--------------------|---------|

In this example. Peg would pay:

Total Example Cost

| Cost Sharing | | |
|----------------------------|---------|--|
| Deductibles | \$0 | |
| Copayments | \$1,081 | |
| Coinsurance | \$0 | |
| What isn't covered | | |
| Limits or exclusions | | |
| The total Peg would pay is | \$1,142 | |
| | | |

In this example. Joe would pay:

| iii tiilo example, ooc would pay. | | |
|-----------------------------------|---------|--|
| Cost Sharing | | |
| Deductibles* | \$0 | |
| Copayments | \$1,807 | |
| Coinsurance | \$0 | |
| What isn't covered | | |
| Limits or exclusions \$ | | |
| The total Joe would pay is | \$1,829 | |
| | | |

Mia's Simple Fracture

(in-network emergency room visit and follow up care)

| ■ The plan's overall deductible | \$0 |
|---------------------------------|------|
| ■ Specialist copayment | \$40 |
| ■ Hospital (facility) | |
| coinsurance | 0% |
| ■ Other coinsurance | 0% |

This EXAMPLE event includes services like:

Emergency room care (including medical supplies) Diagnostic test (x-ray)

Durable medical equipment (crutches)

Rehabilitation services (physical therapy)

| Total Example Cost | \$2,800 |
|--------------------|---------|
| | |

In this example Mia would nave

| Cost Sharing | |
|--------------------|--|
| \$0 | |
| \$1,542 | |
| \$0 | |
| What isn't covered | |
| \$0 | |
| \$1,542 | |
| | |