Coverage Period: 09/01/2022 – 9/30/2023
Coverage for: Employee / Family | Plan Type: PPO

The Summary of Benefits and Coverage (SBC) document will help you choose a health <u>plan</u>. The SBC shows you how you and the <u>plan</u> would share the cost for covered health care services. NOTE: Information about the cost of this <u>plan</u> (called the <u>premium</u>) 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 <u>allowed amount</u>, <u>balance billing</u>, <u>coinsurance</u>, <u>copayment</u>, <u>deductible</u>, <u>provider</u>, or other <u>underlined</u> terms see the Glossary. You can view the Glossary at <u>www.healthcare.gov/sbc-glossary</u> or call 1-888-721-2128 to request a copy. For assistance with claims and medical benefits contact 1-888-721-2128.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	Network providers: \$500 Individual / \$1,000 Family Out-of-network providers: \$1,500 Individual / \$3,000 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> , each family member must meet their own individual <u>deductible</u> until the total amount of <u>deductible</u> expenses paid by all family members meets the overall family <u>deductible</u> (Embedded).
Are there services covered before you meet your deductible?	Yes. <u>Preventive care</u> and categories with a <u>copay</u> are covered before you meet your <u>deductible</u> .	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 <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a> .
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	Network providers: \$2,000 Individual / \$4,000 Family Out-of-network providers: \$6,000 Individual / \$12,000 Family	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> , they have to meet their own <u>out-of-pocket limits</u> until the overall family <u>out-of-pocket limit</u> has been met (Embedded).
What is not included in the <u>out-of-pocket limit</u> ?	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 <b>Cigna PPO Network</b> . A list of <u>network providers</u> can be found at <u>www.cigna.com</u> 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	
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information	
	Primary care visit to treat an injury or illness	\$35 <u>copay/per visit</u> ( <u>Deductible_Waived</u> )	50% coinsurance after deductible	None.	
If you visit a health care provider's office or clinic	Specialist visit to treat an injury or illness	\$50 <u>copay/per visit</u> ( <u>Deductible</u> Waived)	50% coinsurance after deductible		
	Preventive care/screening/immunization	No Charge	50% <u>coinsurance</u> after deductible	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, blood work)	No Charge	50% coinsurance after deductible	None	
	Imaging (CT/PET scans, MRIs)	No Charge	50% <u>coinsurance</u> after deductible	Preauthorization is required or benefit reduces to 50% of the allowed amount. Sleep Studies are covered: All settings Innetwork 20% coinsurance after deductible.	
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.mypromotecare.com or call 1-888-478-3443	Generic drugs (Tier 1)	\$5 <u>copay</u> Retail \$10 <u>copay</u> Mail Order	Not Covered	Deductible waived for prescription drugs. Certain preventive medications, including ACA mandated contraceptives are covered at No Charge. Covers up to a 30-day supply up to 90 day at	
	Preferred brand drugs (Tier 2)	\$25 <u>copay</u> Retail \$50 <u>copay</u> Mail Order	Not Covered		
	Non-preferred brand drugs (Tier 3)	\$50 <u>copay</u> Retail \$100 <u>copay</u> Mail Order	Not Covered	3x Retail copay (retail subscription); 31-90 day supply (mail order prescription). Certain drugs may have a preauthorization requirement or may result in a higher cost.	
	Specialty drugs (Tier 4)	25% coinsurance	Not Covered	Not all Drugs are covered.	



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	Services You May Need	What You Will Pay Network Provider Out-of-Network Provider		Limitations, Exceptions, & Other	
Medical Event	Gervices Fou may Need	(You will pay the least)	(You will pay the most)	Important Information	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% <u>coinsurance</u> after <u>deductible</u>	50% coinsurance after deductible	<u>Preauthorization</u> is required for certain services, for details call plan administrator.	
	Physician/surgeon fees	20% <u>coinsurance</u> after <u>deductible</u>	50% coinsurance after deductible	None	
	Emergency room care	\$200 <u>copay</u> ( <u>Deductible</u> Waived)		ER <u>copay</u> is waived if admitted as inpatient. All facilities are covered as in-network subject to meeting "emergency" criteria. Network <u>deductible</u> applies for Out-of- Network	
If you need immediate medical attention	Emergency medical transportation	20% coinsurance after deductible		Ground and Air Ambulance Services only. All facilities are covered as in-network subject to meeting "emergency" criteria. Network deductible applies for Out-of-Network	
	Urgent care	\$50 <u>copay</u> /per visit ( <u>Deductible</u> Waived)	20% <u>coinsurance</u> after deductible	None.	
If you have a hospital	Facility fee (e.g., hospital room)	20% <u>coinsurance</u> after <u>deductible</u>	50% coinsurance after deductible	Preauthorization is required or benefit reduces to 50% of the allowed amount.	
stay	Physician/surgeon fees	20% <u>coinsurance</u> after <u>deductible</u>	50% coinsurance after deductible	None	
If you need mental health, behavioral health, or substance abuse services	Outpatient services	\$35 <u>copay</u> /per visit ( <u>Deductible</u> Waived)	50% <u>coinsurance</u> after deductible	In Network Partial hospitalization(PHP) & Intensive Outpatient treatment (IOP) 20% coinsurance after deductible.	
	Inpatient services	20% <u>coinsurance</u> after <u>deductible</u>	50% coinsurance after deductible	Preauthorization is required or benefit reduces to 50% of the allowed amount.	



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	
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information	
If you are pregnant	Office visits	\$35 <u>copay/per visit</u> ( <u>Deductible</u> Waived)	50% <u>coinsurance</u> after deductible	Cost sharing does not apply to certain preventive services. Depending on the type of services, coinsurance may apply.  Maternity care may include tests and services described elsewhere in the SBC	
	Childbirth/delivery professional services	20% <u>coinsurance</u> after <u>deductible</u>	50% <u>coinsurance</u> after deductible		
	Childbirth/delivery facility services	20% <u>coinsurance</u> after <u>deductible</u>	50% coinsurance after deductible	(i.e. ultrasound). Preauthorization is required for inpatient stay over 48 hours for a vaginal delivery or 96 hours for a cesarean section.	
	Home health care	20% <u>coinsurance</u> after <u>deductible</u>	50% <u>coinsurance</u> after deductible	Maximum 60 visits per benefit period.  Preauthorization is required or benefit reduces to 50% of the allowed.	
If you need help recovering or have other special health needs	Rehabilitation services	\$50 <u>copay/per visit</u> ( <u>Deductible</u> Waived)	50% <u>coinsurance</u> after deductible	Physical therapy, Speech therapy, and Occupational therapy have no visit limitations. Cardiac therapy limited to 36 visits per calendar year. Pulmonary therapy	
	Habilitation services	\$50 <u>copay</u> /per visit ( <u>Deductible</u> Waived)	50% <u>coinsurance</u> after deductible	limited to 20 visits per calendar year.  No limits apply for treatment of Autism  Spectrum Disorder Services for children under the age of 12. Preauthorization is required or benefit reduces to 50% of the allowed amount.	
	Skilled nursing care	20% <u>coinsurance</u> after <u>deductible</u>	50% <u>coinsurance</u> after deductible	Maximum 60 days (combined with inpatient physical medical rehabilitation) per calendar year. Preauthorization is required or benefit reduces to 50% of the allowed amount.	
	Durable medical equipment	20% <u>coinsurance</u> after <u>deductible</u>	50% coinsurance after deductible	Covers 1 per type of DME (including repair / replacement) every 3 years.  Preauthorization is required for certain items, for details call plan administrator.	
	Hospice services	20% <u>coinsurance</u> after <u>deductible</u>	50% coinsurance after deductible	Preauthorization is required or benefit reduces to 50% of the allowed.	



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
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information
	Children's eye exam	Not covered Except for ACA mandated	Not Covered	One vision screening for children 3-5 years is covered as a preventive service. Cost sharing does not apply for preventive services.
If your child needs	Children's glasses	Not covered	Not Covered	No Coverage for Glasses
dental or eye care	Children's dental check- up	Not covered Except for ACA mandated	Not Covered	Dental caries fluoride application for infants and children up to 5 years are covered as preventive services. Cost sharing does not apply for preventive services.

#### **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.)				
<ul><li>Acupuncture</li><li>Bariatric Surgery</li><li>Cosmetic Surgery</li></ul>	<ul> <li>Dental Care (Adult)</li> <li>Long-term Care</li> <li>Non-emergency care when traveling outside the U.S.</li> <li>Private-duty Nursing</li> </ul>	<ul><li>Routine eye care (Adult)</li><li>Routine Foot Care (non-diabetic)</li><li>Weight Loss programs</li></ul>		
Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)				
<ul> <li>Chiropractic Care – Limited to 20 visits per calendar year</li> </ul>	<ul> <li>Hearing aids – Limited to 1 per ear / 24 months</li> <li>Infertility treatment – cycle limits may apply</li> </ul>	Routine Foot Care (Diabetic only)		

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or <a href="www.dol.gov/ebsa/healthreform">www.dol.gov/ebsa/healthreform</a>, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or <a href="www.cciio.cms.gov">www.cciio.cms.gov</a>. For more information on your rights to continue coverage, contact the plan at 1-888-721-2128. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance <a href="Marketplace">Marketplace</a>, visit <a href="www.HealthCare.gov">www.HealthCare.gov</a> 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 mark 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 <u>plan</u> might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your <u>providers</u> charge, and many other factors. Focus on the <u>cost sharing</u> amounts (<u>deductibles</u>, <u>copayments</u> and <u>coinsurance</u>) and <u>excluded services</u> under the <u>plan</u>. Use this information to compare the portion of costs you might pay under different health <u>plans</u>. 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	\$500
■ Specialist copayment	\$50
■ Hospital (facility) coinsurance	20%
■ Other <u>coinsurance</u>	20%

#### 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)

**Total Example Cost** 

In this example, Peg would pay:			
Cost Sharing			
Deductibles	\$500		
Copayments	\$35		
Coinsurance	\$1,465		
What isn't covered			
Limits or exclusions	\$60		
The total Peg would pay is	\$2,060		

# **Managing Joe's type 2 Diabetes**

(a year of routine in-network care of a well-controlled condition)

■ The plan's overall deductible	\$500
■ Specialist copayment	\$50
■ Hospital (facility) coinsurance	20%
■ Other <u>coinsurance</u>	20%

#### This EXAMPLE event includes services like:

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

Prescription drugs

**Total Example Cost** 

\$12,700

Durable medical equipment (glucose meter)

In this example, Joe would pay:			
Cost Sharing			
Deductibles*	\$500		
Copayments	\$800		
Coinsurance	\$60		
What isn't covered			
Limits or exclusions \$2			
The total Joe would pay is	\$1,380		

# **Mia's Simple Fracture**

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

■ The plan's overall deductible	\$500
■ Specialist copayment	\$50
■ Hospital (facility) coinsurance	20%
■ Other coinsurance	20%

## This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

**Total Example Cost** 

\$5,600

Durable medical equipment (crutches)

Rehabilitation services (physical therapy)

In this example, Mia would pay:			
Cost Sharing			
Deductibles*	\$500		
Copayments	\$600		
Coinsurance	\$200		
What isn't covered			
Limits or exclusions \$			
The total Mia would pay is	\$1,300		

\$2,800