Coverage Period: 4/01/2023 – 11/30/2023 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 call 1-888-773-6590. 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 1-888-773-6590 to request a copy. For **Pre-Authorization** and **Case Management Services** contact Valenz Navcare at 1-877-608-2200.

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 plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible." (Embedded).
Are there services covered before you meet your deductible?	Yes. Prescription Drugs, <u>Preventive care</u> services, Primary Care services, Emergency Care, and Urgent Care services 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 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 deductible 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 plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit 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 <u>out–of–pocket limit</u> .
Will you pay less if you use a <u>network provider</u> ?	Yes. This plan uses the Multiplan PHCS Practitioner and Ancillary Services Network. A list of network providers can be found at www.multiplan.com/phcspracanc_or call 1-877-952-7427.	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	\$20 <u>copay</u> / per visit	40% <u>coinsurance</u> after <u>deductible</u>	Hospital Based services are excluded.
If you visit a health care provider's office or clinic	Specialist visit	\$40 <u>copay</u> / per visit	40% <u>coinsurance</u> after <u>deductible</u>	Hospital Based services are excluded.
	Preventive care/screening/immunization	No Charge	60% <u>coinsurance</u> after <u>deductible</u>	Includes <u>preventive</u> health services specified in the health care reform law.  Hospital Based services are excluded.
	Diagnostic test (x-ray, blood work)	\$50 <u>copay</u> / per visit 40% <u>coinsurance</u> after <u>deductible</u>		Hospital Based services are excluded.
If you have a test	you have a test  Imaging (CT/PET scans, MRIs)  \$400 copay/per visit (Plan pays up to 150% of Medicare Allowable Payment)		Preauthorization is required or benefit will be reduced by 50%.	
If you need drugs to treat your illness or condition	Generic drugs	\$0 for Preventive Medicine \$10 copay – 30 day supply \$30 copay – 90 day supply	Not Covered	Subject to formulary. Retail: 0-30 day supply Mail Order: 31-90 day supply
More information about prescription drug	Limited brand drugs	\$40 <u>copay</u> – 30 day supply \$120 <u>copay</u> – 90 day supply  Not Covered		Subject to formulary.
coverage is available at www.mypromotecare.com	Non-limited brand drugs	\$80 <u>copay</u> – 30 day supply \$240 <u>copay</u> – 90 day supply	Not Covered	Subject to formulary.
or call <b>1-888-478-3443</b>	Specialty drugs	25% <u>copay</u> Not Covered		Subject to formulary.
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	\$400 <u>copay/</u> per visit (Plan pays up to 150% of Medicare Allowable Payment)		Preauthorization is required or benefit will be reduced by 50%.
surgery	Physician/surgeon fees	No charge	No charge after Deductible (Plan pays up to 150% of Medicare Allowable Payment)	None.
If you need immediate medical attention	Emergency room care	\$400 <u>copay/</u> per visit (Plan pays up to 150% of Medicare Allowable Payment)		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	
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information	
	Emergency medical transportation		pay/ per trip Medicare Allowable Payment)	Ground Ambulance only.	
	Urgent care	\$50 <u>copay</u> /per visit	40% <u>coinsurance</u> after <u>deductible</u>	Hospital Based services are excluded.	
If you have a hospital	Facility fee (e.g., hospital room)	The state of the s	/per admission Medicare Allowable Payment)	Preauthorization is required or benefit will be reduced by 50%.	
stay	Physician/surgeon fees	No charge (included in Inpatient Hospitalization copay)	No charge after Deductible (Plan pays up to 150% of Medicare Allowable Payment)	None.	
If you need mental health, behavioral health, or substance abuse services	Outpatient services	\$20 <u>copay</u> /per visit	Deductible must be met AND a \$25 Copay/per visit (Plan pays up to 150% of Medicare Allowable Payment)	ABA Therapy is covered. Preventive services are covered for mental, behavioral health or substance abuse. Cost sharing does not apply for preventive services. Methadone clinics & Halfway homes are excluded. Partial hospitalization is not covered.	
	Inpatient services \$250 copay/ per day (Plan pays up to 150% of Medicare Allowable Payment)		Preauthorization is required or benefit will be reduced by 50%.		
	Office visits	\$50 <u>copay</u> / per visit	40% <u>coinsurance</u> after <u>deductible</u>	Childbirth/ delivery Professional Services Co-pay includes Maternity standard office visits. Cost sharing does not apply for	
If you are pregnant	Childbirth/delivery professional services	No charge (included in Inpatient Hospitalization copay)	40% <u>coinsurance</u> after <u>deductible</u>	preventive services, some prenatal testing, screenings, and laboratory services.	
	Childbirth/delivery facility services		/per admission Medicare Allowable Payment)	Preauthorization is required for inpatient stay over 48 hours for a vaginal delivery or 96 hours for a cesarean section. If Preauthorization is required but is not obtained benefit will be reduced by 50%.	



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
	Home health care	\$25 <u>copay</u> / per visit	Deductible must be met AND a \$25 Copay/per visit (Plan pays up to 150% of Medicare Allowable Payment)	Limited to 25 visits per Plan Year.  Preauthorization is required or benefit will be reduced by 50%.
	Rehabilitation services	Deductible must be met AN		Limited to 20 visits (combined Physical, Occupational, and Speech Therapy) per Plan Year. Preauthorization is required
If you need help recovering or have other special health needs	Habilitation services	\$75 <u>copay</u> / per visit	Deductible must be met AND a \$75 Copay/per visit (Plan pays up to 150% of Medicare Allowable Payment)	for Speech Therapy or benefit reduces to 50% of the allowed.
	Skilled nursing care	Not covered	Not covered	None
	Durable medical equipment	\$400 <u>copay</u>	40% <u>coinsurance</u> after <u>deductible</u>	None
	Hospice services	\$400 <u>copay/</u> per admission (Plan pays up to 150% of Medicare Allowable Payment)		Limited to 180 days per lifetime. Preauthorization is required.
	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 dental or eye care	Children's glasses	Not covered	Not covered	No coverage for glasses
	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.)

- Abortion- elective
- Acupuncture
- Alternative Medicine/Homeopathy
- Bariatric Surgery
- Bereavement Counseling
- Biofeedback
- Chiropractic Care
- 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
- Long Term Care
- Maternity Care for Dependent Daughters
- Massage Therapy
- 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.)

- Home Health Services (25 visits per Plan Year)
- Hospice Services Limited to 180 days per Lifetime
   Rehabilitative Services

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 www.dol.gov/ebsa/healthreform, or the U.S. Department of Health and Human Services at 1-877-267-2323 x 61565 or www.ccijo.cms.gov. For more information on your rights to continue coverage, contact the plan at 1-888-773-6590. 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: 1-888-773-6590.

#### 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 plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

## **Language Access Services:**

[Spanish (Español): Para obtener asistencia en Español, llame al 1-888-773-6590

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-888-773-6590

[Chinese (中文): 如果需要中文的帮助,请拨打这个号码 1-888-773-6590

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-888-773-6590

To see examples of how this plan 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 <u>plan's</u> overall <u>deductible</u>	\$0
■ Specialist copayment	\$40
■ Hospital (facility) coinsurance	0%
■ Other <u>coinsurance</u>	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)

**Total Example Cost** 

In this example, Peg would pay:		
Cost Sharing		
Deductibles	\$0	
Copayments	\$1,081	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$61	
The total Peg would pay is	\$1,142	

\$12,687

# Managing Joe's type 2 Diabetes

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

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

In this example, less would nave

Total Example Cost \$5.60		
7.7	Total Example Cost	\$5,601

in this example, Joe would pay:		
Cost Sharing		
Deductibles	\$0	
Copayments	\$1,807	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$22	
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)

In this example Mia would nave

The total Mia would pay is

Total Example Cost	\$2.800

in this example, wha would pay	/ •	
Cost Sharing		
Deductibles	\$0	
Copayments	\$1,542	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$0	

\$1.542