Coverage Period: 01/01/2023 – 12/31/2023 Coverage for: Employee / Family | Plan Type: EPO

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, 1-718-513-2478. 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 1-718-513-2478 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	Network providers: \$2,000 Individual / \$4,000 Family Out-of-network providers: Not Covered Benefit Period: Calendar 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. Preventive care and Primary/Specialist 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?	Yes. \$100 deductible for Non-Generic Drugs.	You must pay all of the costs for these services up to the specific <u>deductible</u> amount before this <u>plan</u> begins to pay for these services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	Network providers: \$6,750 Individual / \$13,500 Family Out-of-network providers: Not Covered	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 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 the Blue Cross Blue Shield PPO Network. A list of network providers can be found at www.bcbs.com or call 1-800-810-2583	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	Limitations, Exceptions, & Other Important Information		
Medical Event	Services You May Need	Network Provider Out-of-Network Provider (You will pay the least) (You will pay the most)			
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	\$15 <u>copay</u> /per visit	Not Covered	None	
	Specialist visit to treat an injury or illness	\$50 copay/per visit	Not Covered	None	
	Preventive care/screening/ immunization	No charge	Not Covered	You may have to pay for services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services you need are preventive. Then check what your <u>plan</u> will pay for.	
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	Hospital Setting: 20% coinsurance after deductible All Other: \$0 copay/per visit	Not Covered	Preauthorization is required for Sleep Study or benefit will be denied.	
	Imaging (CT/PET scans, MRIs)	20% coinsurance after deductible	Not Covered	<u>Preauthorization</u> is required or benefit will be denied.	
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.ingenio-rx.com call 1-833-271-2374	Generic drugs	\$15 <u>copay</u> Retail \$37.50 <u>copay</u> Mail Order	Not Covered	\$100 <u>deductible</u> for Non-Generic	
	Preferred brand drugs	\$35 <u>copay</u> Retail after Rx Deductible \$87.50 <u>copay</u> Mail Order after Rx Deductible	Not Covered	Drugs. Covers up to a 30-day supple (retail subscription); 31-90-day supple (mail order prescription). If a prescription is filled with a non-	
	Non-preferred brand drugs	\$75 <u>copay</u> Retail after Rx Deductible \$187.50 <u>copay</u> Mail Order after Rx Deductible	Not Covered	generic drug when a generic equivalent exists, member will be responsible for the cost difference between the non-generic drug and the generic equivalent.	
	Specialty drugs	Not Covered	Not Covered	the generic equivalent.	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% <u>coinsurance</u> after <u>deductible</u>	Not Covered	Preauthorization is required or benefit will be denied.	
	Physician/surgeon fees	20% <u>coinsurance</u> after <u>deductible</u>	Not Covered	None	



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 Medical Event	Services You May Need	What You Will Pay Network Provider (You will pay the least) Out-of-Network Provider (You will pay the most)		Limitations, Exceptions, & Other Important Information	
If you need immediate medical attention	Emergency room care Emergency medical transportation	\$500 <u>copay</u> /per visit		ER copay is waived if admitted as inpatient. All facilities are covered as in-network subject to meeting "emergency" criteria.	
	Urgent care	\$50 copay/per visit Not Covered		None None	
If you have a hospital stay	Facility fee (e.g., hospital room)	20% <u>coinsurance</u> after <u>deductible</u>	Not Covered	Preauthorization is required or benefit will be denied.	
	Physician/surgeon fees	20% <u>coinsurance</u> after <u>deductible</u>	Not Covered	None	
If you need mental health, behavioral health, or substance	Outpatient services	\$15 copay/per visit	Not Covered	Preauthorization is required or benefit will be denied.	
	Office visit services	\$15 copay/per visit	Not Covered	None	
abuse services	Inpatient services	20% <u>coinsurance</u> after <u>deductible</u>	Not Covered	Preauthorization is required or benefit will be denied.	
	Office visits	\$15 <u>copay</u> /per visit	Not Covered	Cost sharing does not apply to certain preventive services.	
If you are pregnant	Childbirth/delivery professional services	20% <u>coinsurance</u> after <u>deductible</u>	Not Covered	Depending on the type of services, coinsurance may apply. Maternity	
	Childbirth/delivery facility services	20% <u>coinsurance</u> after <u>deductible</u>	Not Covered	care may include tests and services described elsewhere in the SBC (i.e. ultrasound). Preauthorization is required for inpatient stay.	
If you need help recovering or have other special health needs	Home health care	\$50 <u>copay</u> /per visit	Not Covered	Preauthorization is required or benefit will be denied.	
	Rehabilitation services	\$50 <u>copay</u> /per visit	Not Covered	Maximum 30 visits per therapy per benefit period. Includes physical therapy, speech therapy, and	
	Habilitation services	\$50 <u>copay</u> /per visit	Not Covered	occupational therapy. <u>Preauthorization</u> is required or benefit will be denied.	



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	
	Skilled nursing care	20% <u>coinsurance</u> after <u>deductible</u>	Not Covered	Maximum 60 visits per benefit period. Preauthorization is required or benefit will be denied.	
	Durable medical equipment	20% <u>coinsurance</u> after <u>deductible</u>	Not Covered	<u>Preauthorization</u> is required or benefit will be denied.	
	Hospice services	20% <u>coinsurance</u> after <u>deductible</u>	Not Covered	<u>Preauthorization</u> is required or benefit will be denied.	
If your child needs dental or eye care	Children's eye exam	Not Covered Except for ACA mandated services	Not covered	One vision screening for children 3-5 years is covered as a preventive service Cost sharing does not apply for preventive services.	
	Children's glasses	Not Covered	Not covered	No coverage for glasses	
	Children's dental check-up	Not Covered Except for ACA mandated services	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:

Cosmetic Surgery

Hearing Aids

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

- Acupuncture
 Advanced Infertility Services
 Bereavement Counseling
 Biofeedback
 Infertility Treatment
 Long-Term Care
 Maternity Care for Dependent daughters
 Non-Emergency Care in the ER setting
 - Non-Emergency Care when traveling outside
 - the US
 - Private Duty NursingRespite Care

- Routine Dental Care (adult)
- Routine Foot Care
- Specialty Medication
- TMJ Appliances
- Vision Exam & Hardware
- Voluntary Sterilization (except as required by PPACA)
- 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 25 visits per calendar year)

Gene or Cellular therapy / Treatments

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.cciio.cms.gov. For more information on your rights to continue coverage, contact the plan at 1-718-513-2478. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance 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 <u>claim</u>. This complaint is called a <u>grievance</u> or <u>appeal</u>. For more information about your rights, look at the explanation of benefits you will receive for that medical <u>claim</u>. Your <u>plan</u> documents also provide complete information to submit a <u>claim</u>, <u>appeal</u>, or a <u>grievance</u> for any reason to your <u>plan</u>. For more information about your rights, this notice, or assistance, contact: 1-718-513-2478.

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 1-718-513-2478

[Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-718-513-2478

[Chinese (中文): 如果需要中文的帮助, 请拨打这个号码1-718-513-2478

[Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-718-513-2478

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



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>	\$2,000
■ Specialist copayment	\$50
■ Hospital (facility) coinsurance	20%
■ Other coinsurance	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)

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>	\$2,000
■ Specialist copayment	\$50
■ Hospital (facility) coinsurance	20%
■ Other coinsurance	20%

This EXAMPLE event includes services like:

Primary care physician office visits (including disease education)
Diagnostic tests (blood work)
Prescription drugs
Durable medical equipment (alucose meter)

Mia's Simple Fracture

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

■ The <u>plan's</u> overall <u>deductible</u>	\$2,000
■ 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)

Durable medical equipment (crutches)
Rehabilitation services (physical therapy)

Total Example Cost	\$12,687	Total Example Cost	\$5,601	Total Example Cost	\$2,800	
In this example, Peg would pay:		In this example, Joe would pay:		In this example, Mia would pay:		
Cost Sharing		Cost Sharing		Cost Sharing		
Deductibles	\$2,000	Deductibles*	\$890	Deductibles*	\$291	
Copayments	\$26	Copayments	\$814	Copayments	\$1,374	
Coinsurance	\$1,292	Coinsurance	\$0	Coinsurance	\$0	
What isn't covered		What isn't covered		What isn't covered		
Limits or exclusions	\$61	Limits or exclusions	\$22	Limits or exclusions	\$0	
The total Peg would pay is	\$3,379	The total Joe would pay is	\$1,726	The total Mia would pay is	\$1,665	