Coverage Period: 11/01/2020 – 10/31/2021 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.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	Network providers: \$250 individual / \$500 family Out-of-network providers: \$7,000 individual / \$14,000 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>Prescription drugs</u> , <u>Preventive</u> <u>care</u> and primary 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</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: \$6,250 individual / \$12,500 family Out-of-network providers: \$12,500 individual / \$25,000 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 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 1-800-997-1654	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.

		What You Will Pay			
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information	
	Primary care visit to treat an injury or illness	\$20 <u>copay</u> /per visit	50% coinsurance after deductible	Telemedicine with \$0 cost share via Health Wallet at www.thehealthwallet.com or at 1-888-995-2759	
If you visit a health care provider's office or clinic	Specialist visit to treat an injury or illness	\$35 <u>copay</u> /per visit	50% <u>coinsurance</u> after deductible	None	
	Preventive care/screening/immunization	No Charge	50% coinsurance 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.	
	Diagnostic test (x-ray, blood work)	20% <u>coinsurance</u> after deductible	50% coinsurance after deductible	None	
If you have a test	Imaging (CT/PET scans, MRIs)	20% coinsurance after deductible	50% coinsurance after deductible	<u>Preauthorization</u> is required or benefit reduce to 50% of the allowed.	
If you need drugs to treat	Generic drugs (Tier 1)	\$20 <u>copay</u> Retail \$40 <u>copay</u> Mail Order	Not Covered	Covers up to a 30-day supply (retail subscription); 31-90 day supply (mail order prescription). If a prescription is filled with a non-generic drug when a generic equivalent exists, member will be responsible for the cost difference between the non-generic drug and the generic equivalent.	
your illness or condition More information about prescription drug coverage	Preferred brand drugs (Tier 2)	\$40 <u>copay</u> Retail \$80 <u>copay</u> Mail Order	Not Covered		
is available at www.omnipbm.com/engag	Non-preferred brand drugs (Tier 3)	\$65 <u>copay</u> Retail \$130 <u>copay</u> Mail Order	Not Covered		
<u>e</u> or call 1-888-478-3443	Specialty drugs (Tier 4)	20% Coinsurance after deductible	Not Covered		
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% <u>coinsurance</u> after deductible	50% <u>coinsurance</u> after deductible	Preauthorization is required for certain services, for details call plan administrator. If preauthorization is not obtained benefit is subject to preauthorization penalty of 50% of the allowed.	
	Physician/surgeon fees	20% coinsurance after deductible	50% <u>coinsurance</u> after deductible	None	

		What You Will Pay			
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information	
	Emergency room care	20% coinsurance after deductible/per visit		All facilities are covered as in-network subject to meeting "emergency" criteria.	
If you need immediate medical attention	Emergency medical transportation	20% coinsurance after deductible/per visit		All facilities are covered as in-network subject to meeting "emergency" criteria.	
	<u>Urgent care</u>	\$30 <u>copay</u> /per visit	50% <u>coinsurance</u> after deductible	None	
If you have a hospital	Facility fee (e.g., hospital room)	20% coinsurance after deductible	50% coinsurance after deductible	<u>Preauthorization</u> is required or benefit reduces to 50% of the allowed.	
stay	Physician/surgeon fees	20% coinsurance after deductible	50% <u>coinsurance</u> after deductible	None	
If you need mental health, behavioral health,	Outpatient services	\$25 copay/per visit	50% coinsurance after deductible	None	
or substance abuse services	Inpatient services	20% coinsurance after deductible/per visit	50% <u>coinsurance</u> after deductible	Preauthorization is required or benefit reduces to 50% of the allowed.	
	Office visits	\$35 <u>copay</u> /per visit	50% <u>coinsurance</u> after <u>deductible</u>	Cost sharing does not apply to certain	
If you are pregnant	Childbirth/delivery professional services	20% coinsurance after deductible	50% coinsurance after deductible	preventive services. Depending on the type of services, coinsurance may apply. Maternity care may include tests and services described	
	Childbirth/delivery facility services	20% coinsurance after deductible	50% <u>coinsurance</u> after deductible	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 need help	Home health care	20% <u>coinsurance</u> after deductible	50% coinsurance after deductible	Maximum 60 visits per benefit period. Preauthorization is required or benefit reduces to 50% of the allowed.	
recovering or have other special health needs	Rehabilitation services	20% <u>coinsurance</u> after deductible	50% <u>coinsurance</u> after deductible	Maximum 60 visits per benefit period. Includes physical therapy, speech therapy, and	
	Habilitation services	20% coinsurance after deductible	50% <u>coinsurance</u> after deductible	occupational therapy. Therapy limits are not combined.	

		What You Will Pay		
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Skilled nursing care	20% coinsurance after deductible	50% <u>coinsurance</u> after deductible	Maximum 60 visits per benefit period. <u>Preauthorization</u> is required or benefit reduces to 50% of the allowed.
	Durable medical equipment	20% <u>coinsurance</u> after deductible	50% <u>coinsurance</u> after deductible	<u>Preauthorization</u> is required for certain services, for details call plan administrator. If preauthorization is not obtained benefit is subject to preauthorization penalty of 50% of the allowed.
	Hospice services	20% coinsurance after deductible	50% <u>coinsurance</u> after deductible	Maximum 180 days per lifetime. Preauthorization is required or benefit reduces to 50% of the allowed.
If your shild poods dontal	Children's eye exam	Not Covered	Not Covered	None
If your child needs dental	Children's glasses	Not Covered	Not Covered	None
or eye care	Children's dental check-up	Not Covered	Not Covered	None

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.)

Services roul Flam Generally Does NOT Co	ver (Check your policy of plan document for more inform	ination and a list of any other excluded services.
AcupunctureAdvanced Infertility Services	Dental Care (Routine)Hearing Aids	Respite Care Respite Care
 Bariatric Surgery Bereavement Counseling Biofeedback Cosmetic Surgery 	 Long-Term Care Maternity Care for dependent daughters Non-Emergency Care outside US Non-Emergency Care in the ER Setting 	 Routine Foot Care TMJ Treatment Vision Exam and Hardware Weight Loss Programs

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

 Allergy injections Chiropractic Care (Limited to 26 visits per benefit period.) 	e Sterilization
--	-----------------

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 x61565 or

<u>www.cciio.cms.gov</u>. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance <u>Marketplace</u>. For more information about the <u>Marketplace</u>, visit <u>www.HealthCare.gov</u> 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.

If you don't have Minimum Essential Coverage for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

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 1-888-721-2128

[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 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>	\$25
■ Specialist copayment	\$35
■ Hospital (facility) coinsurance	20%
■ 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)

Total Example Cost \$12,731

In this example, Peg would pay:

m une example, i eg meala paj.		
Cost Sharing		
Deductibles	\$250	
Copayments	\$120	
Coinsurance	\$2,480	
What isn't covered		
Limits or exclusions		
The total Peg would pay is	\$2,910	

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>	\$250
■ Specialist copayment	\$35
■ Hospital (facility) coinsurance	20%
■ Other coinsurance	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 \$7,389

In this example, Joe would pay:

\$250
\$1,370
\$372
\$55
\$2,047

Mia's Simple Fracture

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

■ The <u>plan's</u> overall <u>deductible</u>	\$250
■ Specialist copayment	\$35
■ Hospital (facility) coinsurance	20%
■ 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 pay:

in this example, wha would pay.	
Cost Sharing	
Deductibles*	\$250
Copayments	\$245
Coinsurance	\$172
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$667