Goodwill Industries of Central Texas, Inc.

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, call Imagine 360 at 1-800-903-4360. 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.cciio.cms.gov or call 1-800-903-4360 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$3,200 person/\$6,000 family for Level I & Level II PPO & Non-PPO	Generally, you must pay all of the costs from <u>providers</u> 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> .
Are there services covered before you meet your deductible?	Yes. Preventive care & primary 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>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 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> ?	\$4,000 person/\$8,000 family for Level I & Level II PPO & Non-PPO	The <u>out-of-pocket</u> limit 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.
What is not included in the <u>out-of-pocket limit</u> ?	Premiums; balance-billed charges; any noncompliance penalties; 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. See page 2 for an explanation of Level I & Level II Providers. Visit providers.partnersdirecthealth.com for a list of participating Partners Direct Health Level II providers or Visit www.healthsmart.com or call 1-800-687-0500 for a list of participating HealthSmart Level II providers.	This <u>plan</u> uses a <u>provider 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 the 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.



Level I <u>Providers</u> include but are not limited to: Hospitals (Inpatient and Outpatient treatment); Inpatient Facilities (such as Rehabilitation Facilities, Skilled Nursing Facilities and <u>Hospice</u>); Inpatient and Outpatient Facilities of Mental Disorders, Chemical Dependency, Drug and Substance Abuse; Ambulatory Surgery Centers and Dialysis Clinics

Level II Providers are Physicians and all other Providers of service not defined as a Level I Provider.

Common	Services You May	What You Will Pay			Limitations, Exceptions, & Other
Medical Event	Need	Level I Provider	Level II PPO Provider	Level II Non-PPO Provider	Important Information
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	N/A	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	There is no charge for female office sterilization & all FDA approved contraceptive methods. \$10 consult fee applies to Plans Telehealth/Telemedicine vendor Virtual Emergent & Urgent Care consultations. 0% coinsurance (deductible applies) applies to Plans Telehealth/Telemedicine vendor Virtual Primary Care consultations. 0% coinsurance (deductible applies) applies to Plans Telehealth/Telemedicine vendor Virtual Mental Health consultations. Non-PPO charges are based on Allowable Claims Limits.
	Specialist visit	N/A	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	
	Preventive care/screening/immunization	No Charge	No Charge	No Charge	See your plan document for additional benefit information & limitations. Level I & Non-PPO charges are based on Allowable Claims Limits. You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.

Common Medical Event	Services You May Need	What You Will Pay Level I Level II Level II		Limitations, Exceptions, & Other Important Information		
If you have a test	Diagnostic test (x-ray, blood work)	Provider 0% coinsurance; deductible applies	PPO Provider 0% coinsurance; deductible applies	Non-PPO Provider 0% coinsurance; deductible applies	Level I & Non-PPO charges are based on Allowable Claims Limits.	
	Imaging (CT/PET scans, MRIs)	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	0% coinsurance, deductible applies to MRIs, CTs & PET Scans billed by KIS Imaging. Level I & Non-PPO charges are based on Allowable Claims Limits.	
If you need drugs to treat your illness or	Generic drugs		<u>e</u> then <u>Copay:</u> Retail \$1 Mail Order \$20 (90-day	supply)	Covers a 30-day supply for Retail/90-day	
condition More information about	Preferred brand drugs		<u>le</u> then <u>Copay:</u> Retail \$5 Mail Order \$100 (90-da	y supply)	supply for Mail Order/30-day supply for Specialty. See your plan document for	
prescription drug coverage is available at	Non-preferred brand drugs		e then Copay: Retail \$8 Mail Order \$160 (90-da	y supply)	information about drugs that require prior authorization and drugs that are excluded.	
www.myrxvalet.com.	Specialty drugs	<u>Deductible</u>	e then <u>Copay:</u> Retail \$10	00 (30-day supply)		
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	0% <u>coinsurance;</u> <u>deductible</u> applies	N/A	N/A	Level I & Non-PPO charges are based on	
	Physician/surgeon fees	N/A	0% <u>coinsurance;</u> <u>deductible</u> applies	0% coinsurance; deductible applies	Allowable Claims Limits.	
If you need immediate	Emergency room care	0% <u>coinsurance</u> ; <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> PPO <u>deductible</u> applies	UR notification required if admitted inpatient or \$250 non-compliance penalty applies. Level I & Non-PPO charges are based on Allowable Claims Limits.	
If you need immediate medical attention	Emergency medical transportation	0% <u>coinsurance</u> ; <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> PPO <u>deductible</u> applies	Level I & Non-PPO charges are based on Allowable Claims Limits.	
	Urgent care	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	Allowable Claims Limits.	
If you have a hospital stay	Facility fee (e.g., hospital room)	0% <u>coinsurance;</u> <u>deductible</u> applies	N/A	N/A	UR notification required or \$250 non-compliance penalty applies. Level I &	
	Physician/surgeon fees	N/A	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	Non-PPO charges are based on Allowable Claims Limits.	

Common	Services You May	What You Will Pay		Limitations, Exceptions, & Other		
Medical Event	Need	Level I Provider	Level II PPO Provider	Level II Non-PPO Provider	Important Information	
If you need mental health, behavioral	Outpatient services	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	UR notification required for Inpatient admissions and day treatment or \$250 non-compliance penalty applies. Level I &	
health, or substance abuse services	Inpatient services	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	Non-PPO charges are based on Allowable Claims Limits.	
	Office visits	N/A	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies		
If you are pregnant	Childbirth/delivery professional services	N/A	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	Contact UR for coordination of prenatal care. Level I & Non-PPO charges are based on Allowable Claims Limits.	
	Childbirth/delivery facility services	0% <u>coinsurance;</u> <u>deductible</u> applies	N/A	N/A		
If you need help recovering or have other special health needs	Home health care	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	Services are limited per calendar year to 60 visits for Home Health, 35 visits combined for Physical/Speech/ Occupational Therapy & Chiropractic Care & 25 days combined for Skilled Nursing/ Rehabilitation Facilities. Treatment of developmental delays may not be covered. See your plan document for additional information. UR notification required for Inpatient Admission & Inpatient Hospice or \$250 non-compliance penalty applies. Level I & Non-PPO charges are based on	
	Rehabilitation services	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies		
	Habilitation services	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies		
	Skilled nursing care	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies		
	Durable medical equipment	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies		
	Hospice services	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	0% <u>coinsurance;</u> <u>deductible</u> applies	Allowable Claims Limits.	
If your child needs	Children's eye exam	No Charge	No Charge	No Charge	Benefit applies to routine vision & hearing screenings for children. Non-PPO charges are based on Allowable Claims Limits.	
dental or eye care	Children's glasses		Not Covered		Not Covered	
	Children's dental check-up		Not Covered		Not Covered	

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.)

- Bariatric Surgery
- Cosmetic Surgery
- Dental Care (Adult)
- Infertility Treatment

- Long Term Care
- Non-emergency care when traveling outside the U.S.
- Private Duty Nursing

Routine foot care

Weight Loss Programs

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

- Acupuncture
- Chiropractic Care

- Hearing Aids
- Routine Eye Care (Adult)

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: the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.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 <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: 800-903-4360 or the Department of Labor, Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform.

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 the 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:

Español: Para obtener asistencia en Español, llame al 800-903-4360.

Tagalog: Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 800-903-4360.

中文: 如果需要中文的帮助, 请拨打这个号码 800-903-4360.

Dine: Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 800-903-4360.

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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>	\$3200
■ Specialist coinsurance	0%
■ Hospital (facility) coinsurance	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)

In this example Pea would nave

Total Example Cost	\$12,700

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Cost Sharing			
<u>Deductibles</u>	\$3,200		
Copayments	\$10		
Coinsurance	\$0		
What isn't covered			
Limits or exclusions \$60			
The total Peg would pay is	\$3,270		

Managing Joe's type 2 Diabetes

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

■ The plan's overall deductible	\$320
■ Specialist coinsurance	0%
■ Hospital (facility) coinsurance	0%
■ Other coinsurance	0%

This EXAMPLE event includes services like:

<u>Primary care physician</u> office visits (*including disease education*)

Diagnostic tests (blood work)

Prescription drugs

<u>Durable medical equipment</u> (glucose meter)

Total Example Cost	\$5,600

In this example, Joe would pay:

Cost Sharing			
<u>Deductibles</u>	\$3,200		
Copayments	\$60		
Coinsurance	\$0		
What isn't covered			
Limits or exclusions	\$20		
The total Joe would pay is	\$3,280		

Mia's Simple Fracture

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

■ The plan's overall deductible	\$3200
■ Specialist coinsurance	0%
■ Hospital (facility) coinsurance	0%
■ Other coinsurance	0%

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

<u>Durable medical equipment</u> (crutches)

Rehabilitation services (physical therapy)

In this example, Mia would pay:

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Cost Sharing	
<u>Deductibles</u>	\$2,800
Copayments	\$0
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$2,800