Coverage for: Employee & Dependents | Plan Type: Cost Plus Buy Up Plan

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?	\$1,500 person/\$3,000 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> ?	\$6,000 person/\$12,000 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 $\underline{\text{copayment}}$ and $\underline{\text{coinsurance}}$ costs shown in this chart are after your $\underline{\text{deductible}}$ has been met, if a $\underline{\text{deductible}}$ 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
	Primary care visit to treat an injury or illness	N/A	\$30 <u>copay</u> /visit; 10% <u>coinsurance;</u> <u>deductible</u> waived	\$30 <u>copay</u> /visit; 10% <u>coinsurance;</u> <u>deductible</u> waived	Family/General Practitioners, Pediatricians, Internists & Obstetrician Gynecologists are considered Primary
If you visit a health care provider's office or clinic	Specialist visit	N/A	\$60 <u>copay</u> /visit; 10% <u>coinsurance;</u> <u>deductible</u> waived	10% <u>coinsurance;</u> <u>deductible</u> applies	Care Providers (PCP). PCP copay applies to Level II PPO mental/behavioral & substance abuse office visits. There is no charge to Plans Telehealth/ Telemedicine vendor Virtual Emergent & Urgent Care consultations, for female office sterilization & all FDA approved contraceptive methods. \$30 copay (10% coinsurance; deductible waived) applies to Plans Telehealth/Telemedicine vendor Virtual Primary Care consultations. \$30 copay (10% coinsurance; deductible waived) applies to Plans Telehealth Telemedicine vendor Virtual Mental Health consultations. 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
	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.
	Diagnostic test (x-ray, blood work)	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	Level I & Non-PPO charges are based on Allowable Claims Limits.
If you have a test	Imaging (CT/PET scans, MRIs)	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	0% coinsurance, deductible waived 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	Copay: Retail \$10 (30-day supply) Mail Order \$20 (90-day supply)		Covers a 30-day supply for Retail/90-day	
condition More information about	Preferred brand drugs		<mark>Copay:</mark> Retail \$50 (30-da Mail Order \$100 (90-da		supply for Mail Order/30-day supply for Specialty. See your plan document for
prescription drug coverage is available at	Non-preferred brand drugs		Copay: Retail \$80 (30-da Mail Order \$160 (90-da	y supply)	information about drugs that require prior authorization and drugs that are excluded.
If you have outpatient surgery	Specialty drugs Facility fee (e.g., ambulatory surgery center) Physician/surgeon	10% coinsurance; deductible applies	N/A 10% coinsurance;	N/A 10% coinsurance;	Level I & Non-PPO charges are based on Allowable Claims Limits.
	fees	14/7 (deductible applies	deductible applies	CD concurrenced if admitted ID LID
If you need immediate medical attention	Emergency room care	\$500 copay/visit; 10% coinsurance; deductible applies	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	ER copay waived if admitted IP. UR notification required if admitted inpatient or \$250 non-compliance penalty applies. Level I & Non-PPO charges are based on Allowable Claims Limits.
	Emergency	10% coinsurance;	10% coinsurance;	10% coinsurance;	Level I & Non-PPO charges are based on

Common	Services You May	What You Will Pay		Limitations, Exceptions, & Other		
Medical Event	Need	Level I	Level II	Level II	Important Information	
		Provider	PPO Provider	Non-PPO Provider		
	medical transportation	deductible applies	<u>deductible</u> applies	<u>deductible</u> applies	Allowable Claims Limits.	
	Urgent care	\$75 <u>copay</u> /visit; 10% <u>coinsurance;</u> <u>deductible</u> waived	\$75 <u>copay</u> /visit; 10% <u>coinsurance;</u> <u>deductible</u> waived	\$75 <u>copay</u> /visit; 10% <u>coinsurance;</u> <u>deductible</u> waived		
If you have a hospital	Facility fee (e.g., hospital room)	10% coinsurance; deductible applies	N/A	N/A	UR notification required or \$250 non-compliance penalty applies. Level I &	
stay	Physician/surgeon fees	N/A	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	Non-PPO charges are based on Allowable Claims Limits.	
If you need mental	Outpatient services	10% <u>coinsurance</u> ; <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	See 'If you visit a health care provider's office or clinic' for the office visit benefit. UR notification required for Inpatient	
health, behavioral health, or substance abuse services	Inpatient services	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	admissions and day treatment or \$250 non-compliance penalty applies. Level I & Non-PPO charges are based on Allowable Claims Limits.	
	Office visits	N/A	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies		
If you are pregnant	Childbirth/delivery professional services	N/A	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	Office visit copayment applies to the initial visit only. Contact UR for coordination of prenatal care. Level I & Non-PPO charges are based on Allowable Claims Limits.	
	Childbirth/delivery facility services	10% <u>coinsurance;</u> <u>deductible</u> applies	N/A	N/A	are based on Allowable Claims Limits.	
	Home health care	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	Services are limited per calendar year to 60 visits for Home Health, 35 visits	
If you need help recovering or have other special health needs	Rehabilitation services	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	combined for Physical/Speech/ Occupational Therapy & Chiropractic Care & 25 days combined for Skilled Nursing/	
	Habilitation services	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	Rehabilitation Facilities. Treatment of developmental delays may not be covered.	
	Skilled nursing care	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	See your plan document for additional information. UR notification required for Inpatient Admission & Inpatient Hospice or	

Common	Services You May		What You Will Pa	Limitations, Exceptions, & Other	
Medical Event	Need	Level I Provider	Level II PPO Provider	Level II Non-PPO Provider	Important Information
	Durable medical equipment	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	\$250 non-compliance penalty applies. Level I & Non-PPO charges are based on Allowable Claims Limits.
	Hospice services	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	10% <u>coinsurance;</u> <u>deductible</u> applies	Allowable Claims Limits.
If your child needs dental or eye care	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.
	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

Hearing Aids

Chiropractic Care

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 <u>plan</u> 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.

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

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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 plan's overall deductible	\$1500
■ Specialist copay	\$60
■ Hospital (facility) coinsurance	10%
■ Other <u>coinsurance</u>	10%

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		
<u>Deductibles</u>	\$1,500	
<u>Copayments</u>	\$40	
Coinsurance	\$1,110	
What isn't covered		
Limits or exclusions	\$60	
The total Peg would pay is	\$2,710	

Managing Joe's type 2 Diabetes

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

■ The plan's overall deductible	\$150
■ Specialist copay	\$60
■ Hospital (facility) coinsurance	10%
■ Other <u>coinsurance</u>	10%

This EXAMPLE event includes services like:

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

Diagnostic tests (blood work)

Prescription drugs

\$12,700

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

Total Example Cost	\$5,600
In this example, Joe would pay:	

Cost Sharing			
<u>Deductibles</u>	\$900		
Copayments	\$800		
Coinsurance	\$0		
What isn't covered			
Limits or exclusions	\$20		
The total Joe would pay is	\$1,720		

Mia's Simple Fracture

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

■ The <u>plan's</u> overall <u>deductible</u>	\$1500
■ Specialist copay	\$60
Hospital (facility) coinsurance	10%
■ Other coinsurance	10%

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

Total Example Cost

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

Rehabilitation services (physical therapy)

In this example, Mia would pay:	
Cost Sharing	
<u>Deductibles</u>	\$1,500
Copayments	\$120
Coinsurance	\$100
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$1,720

\$2,800