

Hubbell National PPO Plan

Coverage Period: 01/01/2020-12/31/2019

Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Service Coverage for: Employee/Family Plan Type: PS1

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, visit hubbellflex.hrintouch.com or call 1-844-277-9672. 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 https://www.cms.gov/CCIIO/Resources/Forms-Reports-and-Other-Resources/Downloads/UG-Glossary-508-MM.pdf or call 1-800-736-1362 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	Network: \$800 Individual / \$2,400 Family Non-Network: \$1,500 Individual / \$4,000 Family per calendar year. Does not apply to pharmacy drugs, and services listed below as "No Charge".	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> .
Are there services covered before you meet your <u>deductible?</u>	Yes. <u>Preventive Care</u> is 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 annual <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 services at www.healthcare.gov/coverage/preventive-care-benefits/
Are there other deductibles for specific services?	No, there are no other <u>deductibles</u> .	You don't have to meet <u>deductibles</u> for specific services, but see the chart starting on page 2 for other costs for services this <u>plan</u> covers.
What is the <u>out-of-</u> <u>pocket limit</u> for this <u>plan</u> ?	Medical- Network: \$3,000 Individual / \$7,200 Family Non-Network: \$10,000 Individual / \$25,000 Family per calendar year	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.
What is not included in the <u>out-of-pocket</u> <u>limit?</u>	<u>Premiums</u> , <u>balance-billing</u> charges, health care this <u>plan</u> doesn't cover, penalties for failure to obtain pre-notification for services.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket</u> .

Important Questions	Answers	Why This Matters:
Will you pay less if you use a <u>network</u> <u>provider</u> ?	Yes. See www.myuhc.com	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a <u>referral</u> to see a <u>specialist</u> ?	No	You can see the <u>specialist</u> you choose without a <u>referral</u> .



All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

		What You	ı 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
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	Virtual visit - In network 20% coinsurance after deductible by a Designated Virtual Network Provider. No virtual visit coverage for out of network. If you receive services in addition to office visit, additional copays, deductibles, or coinsurance may apply.
of chine	Specialist visit	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	None
	Preventive care/screening/immunization	No Charge	Not Covered	Includes preventive health services specified in the health care reform law. 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.

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		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
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	Prior authorization is required for sleep studies, echocardiography, and echocardiograms out of <u>network</u> or <u>coinsurance</u> increased an additional 10% to 50%.
	Imaging (CT/PET scans, MRIs)	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	None
	Generic Drugs (Tier 1)	Retail: 20% <u>Coinsurance;</u> <u>deductible</u> does not apply Mail Order: 20% <u>Coinsurance; deductible</u> does not apply	Not Covered	Employee pays 20% <u>coinsurance</u> for all drugs subject to minimum and maximum levels. Retail: \$10 Min. and \$25 Max. Mail Order: \$20 Min. and \$50 Max.
If you need drugs to treat your illness or condition	Preferred brand drugs (Tier 2)	Retail: 20% <u>Coinsurance</u> ; <u>deductible</u> does not apply Mail Order: 20% <u>Coinsurance</u> ; <u>deductible</u> does not apply	Not Covered	Employee pays 20% <u>coinsurance</u> for all drugs subject to minimum and maximum levels. Retail: \$25 Min. and \$125 Max. Mail Order: \$50 Min. and \$250 Max.
available at www.caremark.com	Non-preferred brand drugs (Tier 3)	Retail: 20% <u>Coinsurance</u> ; <u>deductible</u> does not apply Mail Order: 20% <u>Coinsurance</u> ; <u>deductible</u> does not apply	Not Covered	Employee pays 20% <u>coinsurance</u> for all drugs subject to minimum and maximum levels. Retail: \$50 Min. and \$175 Max. Mail Order: \$100 Min. and \$350 Max.
	Specialty drugs (Tier 4)	Retail: 20% <u>Coinsurance</u> ; deductible does not apply Mail Order: 20% <u>Coinsurance</u> ; deductible does not apply	Not Covered	Employee pays 20% coinsurance for all drugs subject to minimum and maximum levels. See generic, preferred brand, and non-preferred drugs above for the applicable minimum or maximum.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	None

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		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
	Physician/surgeon fees	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	None
IC	Emergency room care	20% <u>Coinsurance</u>	20% Coinsurance	None
If you need immediate medical attention	Emergency medical transportation	20% <u>Coinsurance</u> <u>deductible</u> does not apply	20% <u>Coinsurance</u> <u>deductible</u> does not apply	None
attention	<u>Urgent care</u>	20% <u>Coinsurance</u>	20% <u>Coinsurance</u>	None
If you have a	Facility fee (e.g., hospital room)	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	\$250 Out-of-Network copay, Prior authorization is required for out of network or coinsurance increases an additional 10% to 50%.
hospital stay	Physician/surgeon fees	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	Prior authorization is required for out of network or coinsurance increases an additional 10% to 50%.
If you need mental health, behavioral health, or substance abuse services	Outpatient services	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	Prior authorization is required for out of network or coinsurance increases an additional 10% to 50%. Prior Authorization is also required for Benefits provided for Applied Behavioral Analysis (ABA) or coinsurance increases an additional 10% to 50%.
	Inpatient services	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	\$250 Out-of-Network copay, Prior authorization is required for out of network or coinsurance increases an additional 10% to 50%.
	Office visits	20% <u>Coinsurance</u>	40% Coinsurance	Routine pre-natal care is covered at No
If you are pregnant	Childbirth/delivery professional services	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	Charge in <u>network</u> . Prior authorization is required for out of <u>network</u> or
	Childbirth/delivery facility services	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	coinsurance increases an additional 10% to 50%.

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		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
If you need help	Home health care	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	60 visits per calendar year, combined in/out <u>network</u> . Prior authorization is required for out of <u>network</u> or <u>coinsurance</u> increases an additional 10% to 50%.
	Rehabilitation services	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	60 visits Cardiac and Pulmonary per Calendar year. 30 Visits combined Physical and Occupational Therapy per calendar year. 20 visits for Speech Therapy per calendar year limit.
recovering or have	<u>Habilitation services</u>	Not Covered	Not Covered	None
other special health needs	Skilled nursing care	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	60 days per calendar year combined In/Out-of-Network. Prior authorization for out of network or coinsurance increases an additional 10% to 50%.
	Durable medical equipment	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	Prior authorization is required for out of network DME over \$1,000 or coinsurance increases an additional 10% to 50%.
	Hospice services	20% <u>Coinsurance</u>	40% <u>Coinsurance</u>	Prior authorization is required for out of network or coinsurance increases an additional 10% to 50%.
	Children's eye exam	Not Covered	Not Covered	None
If your child needs	Children's glasses	Not Covered	Not Covered	None
dental or eye care	Children's dental check- up	Not Covered	Not Covered	None

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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.)					
Adult routine vision exam (i.e. refraction)	 Cosmetic Surgery 	 Long-term care 			
Child dental check-up	 Dental Care (Adult) 	 Non-emergency care when traveling 			
• Child routine vision exam (i.e. refraction)	 <u>Habilitation services</u> 	outside the U.S.			
Child vision glasses	Infertility treatment	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	 Private-duty nursing 			
Bariatric Surgery	Hearing aids	 Routine foot care 			

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: Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. 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 <u>Grievance</u> and <u>Appeals Rights:</u> 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: 1-866-747-0048 or visit www.welcometouhc.com or the Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa/healthreform.

Additionally, a consumer assistance program may help you file your <u>appeal</u>. A list of states with Consumer Assistance Programs is available at www.dol.gov/ebsa/healthreform and http://cciio.cms.gov/programs/consumer/capgrants/index.html.

Does this plan provide Minimum Essential Coverage? Yes

If you don't have <u>Minimum Essential Coverage</u> 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 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:

Spanish (Español): Para obtener asistencia en Español, llame al 1-800-736-1362.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-736-1362.

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-800-736-1362.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-800-736-1362.

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-<u>network</u> pre-natal care and a hospital delivery)

■ The <u>plan's</u> overall	
- The plans overall	\$800
<u>deductible</u>	Ψοσο
■ Specialist coinsurance	20%
■ Hospital (facility)	20%
<u>coinsurance</u>	2070
■ Other <u>coinsurance</u>	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)

Total Example Cost	\$12,800
In this example, Peg would pay:	

<u>Cost Sharing</u>		
<u>Deductibles</u>	\$800	
Copayments	\$0	
<u>Coinsurance</u>	\$2,388	
What isn't covered		
Limits or exclusions	\$60	
The total Peg would pay is	\$3,188	

Managing Joe's type 2 Diabetes (a year of routine in-network care of a well-controlled condition)

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■ The <u>plan's</u> overall	\$800
<u>deductible</u>	ΨΟΟΟ
■ Specialist coinsurance	20%
■ Hospital (facility)	20%
<u>coinsurance</u>	2070
■ Other <u>coinsurance</u>	20%

This EXAMPLE event includes services like:

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

Diagnostic tests (blood work)

Prescription drugs

Durable medical equipment (glucose meter)

Total Example Cost	\$7,400
In this example, Joe would	pay:

<u>Cost Sharing</u>		
<u>Deductibles</u>	\$800	
Copayments	\$0	
<u>Coinsurance</u>	\$1,308	
What isn't covered		
Limits or exclusions	\$60	
The total Joe would pay is	\$2,108	

Mia's Simple Fracture

(in-<u>network</u> emergency room visit and follow up care)

■ The <u>plan's</u> overall	\$800
deductible	φουυ
■ Specialist coinsurance	20%
■ Hospital (facility)	20%
coinsurance	20 / 0
■ Other <u>coinsurance</u>	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	\$1,900	
In this example, Mia would pay:		
<u>Cost Sharing</u>		
<u>Deductibles</u>	\$800	
Copayments	\$0	
<u>Coinsurance</u>	\$220	
What isn't covered		
Limits or exclusions	\$0	
The total Mia would pay is	\$1,020	

We do not treat members differently because of sex, age, race, color, disability or national origin.

If you think you were treated unfairly because of your sex, age, race, color, disability or national origin, you can send a complaint to the Civil Rights Coordinator.

Online: UHC_Civil_Rights@uhc.com

Mail: Civil Rights Coordinator. UnitedHealthcare Civil Rights Grievance. P.O. Box 30608 Salt Lake City, UTAH 84130

You must send the complaint within 60 days of when you found out about it. A decision will be sent to you within 30 days. If you disagree with the decision, you have 15 days to ask us to look at it again.

If you need help with your complaint, please call the toll-free number listed within this Summary of Benefits and Coverage (SBC), TTY 711, Monday through Friday, 8 a.m. to 8 p.m.

You can also file a complaint with the U.S. Dept. of Health and Human Services.

Online: https://ocrportal.hhs.gov/ocr/portal/lobby.jsf

Complaint forms are available at http://www.hhs.gov/ocr/office/file/index.html.

Phone: Toll-free 1-800-368-1019, 800-537-7697 (TDD)

Mail: U.S. Dept. of Health and Human Services. 200 Independence Avenue, SW Room 509F, HHH Building Washington, D.C. 20201

We provide free services to help you communicate with us. Such as, letters in other languages or large print. Or, you can ask for an interpreter. To ask for help, please call the number contained within this Summary of Benefits and Coverage (SBC), TTY 711, Monday through Friday, 8 a.m. to 8 p.m.

ATENCIÓN: Si habla **español (Spanish)**, hay servicios de asistencia de idiomas, sin cargo, a su disposición. Llame al número gratuito que aparece en este Resumen de Beneficios y Cobertura (Summary of Benefits and Coverage, SBC).

請注意:如果您說中文 (Chinese),我們免費為您提供語言協助服務。請撥打本福利和承保摘要 (Summary of Benefits and Coverage, SBC) 內所列的免付費電話號碼。

XIN LƯU Ý: Nếu quý vị nói tiếng **Việt (Vietnamese)**, quý vị sẽ được cung cấp dịch vụ trợ giúp về ngôn ngữ miễn phí. Vui lòng gọi số điện thoại miễn phí ghi trong bản Tóm lược về quyền lợi và đài thọ bảo hiểm (Summary of Benefits and Coverage, SBC) này.

알림: 한국어 **(Korean)** 를 사용하시는 경우 언어 지원 서비스를 무료로 이용하실 수 있습니다. 본 혜택 및 보장 요약서 (Summary of Benefits and Coverage, SBC) 에 기재된 무료전화번호로 전화하십시오.

PAUNAWA: Kung nagsasalita ka ng **Tagalog (Tagalog)**, may makukuha kang mga libreng serbisyo ng tulong sa wika. Pakitawagan ang toll-free na numerong nakalista sa Buod na ito ng Mga Benepisyo at Saklaw (Summary of Benefits and Coverage o SBC).

ВНИМАНИЕ: бесплатные услуги перевода доступны для людей, чей родной язык является **русском (Russian)**. Позвоните по бесплатному номеру телефона, указанному в данном «Обзоре льгот и покрытия» (Summary of Benefits and Coverage, SBC).

تنبيه: إذا كنت تتحدث العربية (Arabic)، فإن خدمات المساعدة اللغوية المجانية متاحة لك. يُرجى الاتصال برقم الهاتف المجاني المدرج بداخل مخلص المزايا والتغطية (Benefits and Coverage، SBC هذا.

ATANSYON: Si w pale **Kreyòl ayisyen (Haitian Creole)**, ou kapab benefisye sèvis ki gratis pou ede w nan lang pa w. Tanpri rele nimewo gratis ki nan Rezime avantaj ak pwoteksyon sa a (Summary of Benefits and Coverage, SBC).

ATTENTION : Si vous parlez **français (French)**, des services d'aide linguistique vous sont proposés gratuitement. Veuillez appeler le numéro sans frais figurant dans ce Sommaire des prestations et de la couverture (Summary of Benefits and Coverage, SBC).

UWAGA: Jeżeli mówisz po **polsku (Polish)**, udostępniliśmy darmowe usługi tłumacza. Prosimy zadzwonić pod bezpłatny numer podany w niniejszym Zestawieniu świadczeń i refundacji (Summary of Benefits and Coverage, SBC).

ATENÇÃO: Se você fala **português (Portuguese)**, contate o serviço de assistência de idiomas gratuito. Ligue para o número gratuito listado neste Resumo de Beneficios e Cobertura (Summary of Benefits and Coverage - SBC).

ATTENZIONE: in caso la lingua parlata sia l'**italiano (Italian)**, sono disponibili servizi di assistenza linguistica gratuiti. Chiamate il numero verde indicato all'interno di questo Sommario dei Benefit e della Copertura (Summary of Benefits and Coverage, SBC).

ACHTUNG: Falls Sie **Deutsch (German)** sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Bitte rufen Sie die in dieser Zusammenfassung der Leistungen und Kostenübernahmen (Summary of Benefits and Coverage, SBC) angegebene gebührenfreie Rufnummer an.

注意事項:日本語 (Japanese)を話される場合、無料の言語支援サービスをご利用いただけます。

本「保障および給付の概要」(Summary of Benefits and Coverage, SBC) に記載されているフリーダイヤルにてお電話ください。

توجه: اگر زبان شما فارسی (Farsi) است، خدمات امداد زبانی به طور رایگان در اختیار شما می باشد. لطفاً با شماره تلفن رایگان ذکر شده در این خلاصه مزایا و پوشش (Summary of) است، خدمات امداد زبانی به طور رایگان در اختیار شما می باشد. لطفاً با شماره تلفن رایگان ذکر شده در این خلاصه مزایا و پوشش (Summary of) تماس بگیرید.

CEEB TOOM: Yog koj hais Lus **Hmoob (Hmong)**, muaj kev pab txhais lus pub dawb rau koj. Thov hu rau tus xov tooj hu dawb teev muaj nyob ntawm Tsab Ntawv Nthuav Qhia Cov Txiaj Ntsim Zoo thiab Kev Kam Them Nqi (Summary of Benefits and Coverage, SBC) no.

ចំណាប់អាវម្មណ៍ៈ បើសិនអ្នកនិយាយ**ភាសាខ្មែរ (Khmer)** សេវាជំនួយភាសាដោយឥតគិតថ្លៃ គឺមានសំរាប់អ្នក។ សុមទូរស័ព្ទទៅលេខឥតចេញថ្លៃ ដែលមានកត់នៅក្នុង សេចក្តីសង្ខេបអត្ថប្រយោជន៍ និងការ៉ាបង់រង (Summary of Benefits and Coverage, SBC) នេះ។

PAKDAAR: Nu saritaem ti **Ilocano (Ilocano)**, ti serbisyo para ti baddang ti lengguahe nga awanan bayadna, ket sidadaan para kenyam. Maidawat nga awagan ti awan bayad na nu tawagan nga numero nga nakalista iti uneg na daytoy nga Dagup dagiti Benipisyo ken Pannakasakup (Summary of Benefits and Coverage, SBC).

DÍÍ BAA'ÁKONÍNÍZIN: **Diné (Navajo)** bizaad bee yánilti'go, saad bee áka'anída'awo'ígíí, t'áá jíík'eh, bee ná'ahóót'i'. T'áá sh**ǫ**qdí Naaltsoos Bee 'Aa'áhayání dóó Bee 'Ak'é'asti' Bee Baa Hane'í (Summary of Benefits and Coverage, SBC) biyi' t'áá jíík'ehgo béésh bee hane'í biká'ígíí bee hodíilnih.

OGOW: Haddii aad ku hadasho **Soomaali (Somali)**, adeegyada taageerada luqadda, oo bilaash ah, ayaad heli kartaa. Fadlan wac lambarka bilaashka ah ee ku yaalla Soo-koobitaanka Dheefaha iyo Caymiska (Summary of Benefits and Coverage, SBC).