Meridian Health Team Member Benefit Plan

Summary of Benefits and Coverage: What this Plan Covers & What it Costs

Coverage Period: 01/01/2017 – 12/31/2017

Coverage for: Individual / Family | **Plan Type:** MVP

This is only a summary. If you want more detail about your coverage and costs, you can get the complete terms in the policy or plan document at **www.TeamMeridian.com** or by calling **732-751.3553.**

Important Questions	Answers	Why this Matters:
What is the overall deductible?	Inner Circle: Individual **$3,000** / Family $**6,000** In-Network: Individual **$4,000** / Family **$8,000**	You must pay all the costs up to the **deductible** amount before this plan begins to pay for covered services you use. Check your policy or plan document to see when the **deductible** starts over (usually, but not always, January 1st). See the chart starting on page 2 for how much you pay for covered services after you meet the **deductible**.
Are there other deductibles for specific services?	No.	You don't have to meet **deductibles** for specific services, but see the chart starting on page 2 for other costs for services this plan covers.
Is there an out–of–pocket limit on my expenses?	Yes. Inner Circle: Individual **$4,600** / Family **$9,900** (Med)/ Individual **$2,000** / Family **$3,300** (Rx). In-Network: Individual **$4,850** / Family **$10,400** (Med)/ Individual **$2,000** / Family **$3,300** (Rx).	The **out-of-pocket limit** is the most you could pay during a coverage period (usually one year) for your share of the cost of covered services. This limit helps you plan for health care expenses.
What is not included in the out–of–pocket limit?	Premiums, balance-billed charges, penalties for failure to obtain pre-authorization for service, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the **out-of-pocket limit.**
Is there an overall annual limit on what the plan pays?	No.	The chart starting on page 2 describes any limits on what the plan will pay for *specific* covered services, such as office visits.
Does this plan use a network of providers?	Yes. For a list of QualCare network providers go to www.qualcareinc.com or call 1-800-992-6613 for additional network providers that may be allowed by your plan.	If you use an in-network doctor or other health care **provider**, this plan will pay some or all of the costs of covered services. Be aware, your in-network doctor or hospital may use an out-of-network **provider** for some services. Plans use the term in-network, **preferred**, or participating for **providers** in their **network**. See the chart starting on page 2 for how this plan pays different kinds of **providers**.
Do I need a referral to see a specialist?	No.	You can see the **specialist** you choose without permission from this plan.
Are there services this plan doesn't cover?	Yes.	Some of the services this plan doesn't cover are listed on page 5. See your policy or plan document for additional information about **excluded services.**

Questions: Call **732-751-3553** or visit us at **www.TeamMeridian.com.** If you aren't clear about any of the underlined terms used in this form, see the Glossary. You can view the Glossary at **www.HealthReformPlanSBC.com** or call **732-751-3553** to request a copy.

Revise Date: 10/25/16

- **Copayments** are fixed dollar amounts (for example, $20) you pay for covered health care, usually when you receive the service.
- **Coinsurance** is *your* share of the costs of a covered service, calculated as a percent of the **allowed amount** for the service. For example, if the plan's **allowed amount** for an overnight hospital stay is $1,000, your **coinsurance** payment of 20% would be $200. This may change if you haven't met your **deductible**.
- The amount the plan pays for covered services is based on the **allowed amount**. If an out-of-network **provider** charges more than the **allowed amount**, you may have to pay the difference. For example, if an out-of-network hospital charges $1,500 for an overnight stay and the **allowed amount** is $1,000, you may have to pay the $500 difference. (This is called **balance billing**.)
- This plan may encourage you to use Inner Circle **providers** by charging you lower **deductibles**, **copayments** and **coinsurance** amounts.

Common Medical Event	Services You May Need	Your cost if you use a		Limitations & Exceptions
		Inner Circle Provider	In-Network Provider	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	$30 copay/visit	50% coinsurance	——————none——————
	Specialist visit	$40 copay/visit	50% coinsurance	——————none——————
	Other practitioner office visit	Chiropractor - $40 copay/visit	Chiropractor - 50% coinsurance	Chiropractic services limited to 20 visits per year
	Preventive care/ screening / immunization	No charge	No charge	Age and frequency schedules may apply. If you receive services in addition to an office visit, additional copayments, deductibles or coinsurance may apply.
If you have a test	Diagnostic test (x-ray, blood work)	40% coinsurance	50% coinsurance	Your costs may be less if performed in an outpatient hospital setting
	Imaging (CT/PET scans, MRIs)	40% coinsurance	50% coinsurance	

Common Medical Event	Services You May Need	Your cost if you use a Inner Circle Provider	Your cost if you use a In-Network Provider	Limitations & Exceptions
If you need drugs to treat your illness or condition More information about **prescription drug coverage** is available at **www.EnvisionRx.com**	Generic drugs	Retail: $0 copay; Mail order: $0 copay	Retail: $15 copay; Mail order: $30 copay	Drugs quantity limits apply. This plan uses a Preferred drug list. Certain drugs may be excluded. Covers up to a 30-day supply from the Meridian Ambulatory Pharmacy/Envision in-network retail pharmacy or a 90-day supply from the Meridian Ambulatory Pharmacy/Envision mail order pharmacy. Preventive drugs covered at 100%.
	Preferred brand drugs	Retail: $25 copay; Mail order: $50 copay	Retail: $40 copay; Mail order: $90 copay	
	Non-preferred brand drugs	Retail: $35 copay; Mail order: $70 copay	Retail: $60 copay; Mail order: $160 copay	
	Specialty drugs	$70 copay	$200 copay	Some specialty drugs may not be available at a retail pharmacy. Only 30 day supply available.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	40% coinsurance	50% coinsurance	Your costs may be less if performed in an outpatient hospital setting.
	Physician/surgeon fees	40% coinsurance	50% coinsurance	————————none————————
If you need immediate medical attention	Emergency room services	40% coinsurance (deductible waived)	40% coinsurance (deductible waived)	Copayment, coinsurance, and deductible for non-emergent use of emergency room services may apply.
	Emergency medical transportation	40% coinsurance	50% coinsurance	————————none————————
	Urgent care	$30 copay	50% coinsurance	————————none————————
If you have a hospital stay	Facility fee (e.g., hospital room)	40% coinsurance	50% coinsurance	Precertification is required
	Physician/surgeon fee	40% coinsurance	50% coinsurance	————————none————————

Common Medical Event	Services You May Need	Your cost if you use a Inner Circle Provider	Your cost if you use a In-Network Provider	Limitations & Exceptions
If you have mental health, behavioral health, or substance abuse needs	Mental/Behavioral health outpatient services	$40 copay/visit	50% coinsurance	————————none————————
	Mental/Behavioral health inpatient services	40% coinsurance	50% coinsurance	Precertification is required
	Substance use disorder outpatient services	$40 copay/visit	50% coinsurance	————————none————————
	Substance use disorder inpatient services	40% coinsurance	50% coinsurance	Precertification is required
If you are pregnant	Prenatal and postnatal care	No charge	No charge	If you receive services in addition to an office visit, additional copayments, deductibles or coinsurance may apply.
	Delivery and all inpatient services	40% coinsurance	50% coinsurance	Precertification is required
If you need help recovering or have other special health needs	Home health care	40% coinsurance	50% coinsurance	Precertification is required. Limit 120 visits per calendar year.
	Rehabilitation services	40% coinsurance	50% coinsurance	Precertification is required. Visit limits may apply for rehabilitation services
	Habilitation services	40% coinsurance	50% coinsurance	Precertification is required. Visit limits may apply for habilitation services
	Skilled nursing care	40% coinsurance	50% coinsurance	Precertification is required. Limit 120 visits per calendar year.
	Durable medical equipment	40% coinsurance	50% coinsurance	Precertification is required.
	Hospice service	40% coinsurance	50% coinsurance	Precertification is required. Limit 181 day maximum
If your child needs dental or eye care	Eye exam	Not covered	Not covered	May be provided under a separate benefit plan offering
	Glasses	Not covered	Not covered	May be provided under a separate benefit plan offering
	Dental check-up	Not covered	Not covered	May be provided under a separate benefit plan offering

Excluded Services & Other Covered Services:

Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services.)

- Cosmetic surgery
- Dental care (Adult)
- Hearing aids
- Glasses
- Long-term care
- Routine eye care (Adult)
- Routine foot care.
- Charges for experimental services and supplies
- Non-emergency care when traveling outside the U.S.
- Weight loss programs – provided through the Healthy Lifestyle program

Other Covered Services (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)

- Acupuncture
- Bariatric surgery
- Chiropractic care
- Infertility treatment
- Private-duty nursing

Your Rights to Continue Coverage:

If you lose coverage under the plan, then, depending upon the circumstances, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in duration and will require you to pay a **premium**, which may be significantly higher than the premium you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply. For more information on your rights to continue coverage, contact the plan at 732-751-3553 or HumanResourcesBenefits@MeridianHealth.com. 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**, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or **www.cciio.cms.gov**.

Your Grievance and Appeals Rights:

If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to **appeal** or file a **grievance**. For questions about your rights, this notice, or assistance, you can contact:
Medical: QualCare, Inc. at 1-800-992-6613
Prescription: EnvisionRx at 1-800-361-4542
Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or **www.dol.gov/ebsa/healthreform**.
New Jersey Department of Banking and Insurance at 1-800-446-7467 or www.state.nj.us/dobi/consumer.

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Does this Coverage Provide Minimum Essential Coverage?

The Affordable Care Act requires most people to have health care coverage that qualifies as "minimum essential coverage." **This plan or policy does provide minimum essential coverage.**

Does this Coverage Meet the Minimum Value Standard?

The Affordable Care Act establishes a minimum value standard of benefits of a health plan. The minimum value standard is 60% (actuarial value). **This health coverage does meet the minimum value standard for the benefits it provides.**

To see examples of how this plan might cover costs for a sample medical situation, see the next page.

About these Coverage Examples:

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.

This is not a cost estimator.

Don't use these examples to estimate your actual costs under this plan. The actual care you receive will be different from these examples, and the cost of that care will also be different.

See the next page for important information about these examples.

Having a baby
(normal delivery)

- **Amount owed to providers:** $7,540
- **Plan pays** $2,724
- **Patient pays** $4,816

Sample care costs:

Hospital charges (mother)	$2,700
Routine obstetric care	$2,100
Hospital charges (baby)	$900
Anesthesia	$900
Laboratory tests	$500
Prescriptions	$200
Radiology	$200
Vaccines, other preventive	$40
Total	**$7,540**

Patient pays:

Deductibles	$3,000
Co-pays	$0
Co-insurance	$1,816
Limits or exclusions	$0
Total	**$4,816**

These numbers assume the patient has given notice of her pregnancy to the plan. If you are pregnant and have not given notice of your pregnancy, your costs may be higher. For more information, please contact: 1-800-992-6613.

Managing type 2 diabetes
(routine maintenance of a well-controlled condition)

- **Amount owed to providers:** $5,400
- **Plan pays** $1,440
- **Patient pays** $3,960

Sample care costs:

Prescriptions	$2,900
Medical Equipment and Supplies	$1,300
Office Visits and Procedures	$700
Education	$300
Laboratory tests	$100
Vaccines, other preventive	$100
Total	**$5,400**

Patient pays:

Deductibles	$3,000
Co-pays	$400
Co-insurance	$560
Limits or exclusions	$0
Total	**$3,960**

Questions and answers about the Coverage Examples:

What are some of the assumptions behind the Coverage Examples?

- Costs don't include **premiums**.
- Sample care costs are based on national averages supplied by the U.S. Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- The patient's condition was not an excluded or preexisting condition.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from in-network **providers**. If the patient had received care from out-of-network **providers**, costs would have been higher.

What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how **deductibles**, **copayments**, and **coinsurance** can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

Does the Coverage Example predict my own care needs?

✘ **No.** Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

Does the Coverage Example predict my future expenses?

✘ **No.** Coverage Examples are **not** cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your **providers** charge, and the reimbursement your health plan allows.

Can I use Coverage Examples to compare plans?

✓ **Yes.** When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

Are there other costs I should consider when comparing plans?

✓ **Yes.** An important cost is the **premium** you pay. Generally, the lower your **premium**, the more you'll pay in out-of-pocket costs, such as **copayments**, **deductibles**, and **coinsurance**. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.