Coverage Period: 07/01/2025 – 06/30/2026 Coverage for: Individual + 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, visit <u>www.umr.com</u> or by calling 1-800-826-9781. 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 underlined terms, see the Glossary. You can view the Glossary at <u>www.umr.com</u> or call 1-800-826-9781 to request a copy.

| Important Questions | Answers | Why this Matters: |
|--|---|---|
| What is the overall deductible? | \$750 person / \$1,500 family In-network \$1,500 person / \$3,000 family Out-of-network | Generally, you must pay all 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. <u>Preventive care</u> 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 preventive services 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 <u>deductibles</u> 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> ? | \$3,000 person / \$6,000 family In-network \$6,000 person / \$12,000 family Out-of-network | 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 out-of-pocket limit? | Penalties, <u>premiums</u> , <u>balance billing</u> charges, and health care this <u>plan</u> doesn't cover. | Even though you pay these expenses, they don't count toward the <u>out-of-pocket</u> <u>limit</u> . |
| Will you pay less if you use a <u>network provider</u> ? | Yes. See www.umr.com or call 1-800-826-9781 for a list of network providers . | This <u>plan</u> uses a <u>provider network</u> . You will pay less if you use a <u>provider</u> in the <u>plan's 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 <u>provider's</u> 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 <u>copayment</u> and <u>coinsurance</u> costs shown in this chart are after your <u>deductible</u> has been met, if a <u>deductible</u> applies.

| Common | Services You May | What You Will Pay | | Limitations, Exceptions, & Other Important |
|--|--|--|---|---|
| Medical Event | Need Need | In-network (You will pay the least) | Out-of-network (You will pay the most) | Information |
| | Primary care visit to treat an injury or illness | 10% Coinsurance | 30% Coinsurance | None |
| If you visit a health care provider's office or clinic | <u>Specialist</u> visit | 10% Coinsurance | 30% Coinsurance | None |
| | Preventive care/screening/immunization | No charge; Deductible Waived | Not covered | You may have to pay for services that aren't preventive. Ask your <u>provider</u> if the services needed are preventive. Then check what your <u>plan</u> will pay for. |
| If you have a | Diagnostic test (x-ray, blood work) | 10% Coinsurance | 30% Coinsurance | None |
| test | Imaging (CT/PET scans, MRIs) | 10% Coinsurance | 30% Coinsurance | Preauthorization is required. |

| Common | Camilaga Vay May | What You Will Pay | | Limitations Everytions 9 Other Important | |
|---|------------------------------------|---|---|---|--|
| Medical Event | Services You May Need | In-network (You will pay the least) | Out-of-network (You will pay the most) | Limitations, Exceptions, & Other Important Information | |
| | Generic drugs (Tier 1) | \$10 copay (retail 1-30 days) \$20 copay (retail 31-90 days) \$20 copay (mail 1-90 days) | Not Covered | Generic Policy - Dispense As Written (DAW) - If your doctor writes a prescription stating that a Generic may be dispensed, we will only pay for the Generic drug. If you choose to buy the | |
| If you need drugs to treat your illness or condition. More information about prescription drug coverage is available at www.optumrx.com or call 1.800.334.813 4. | Preferred brand drugs (Tier 2) | 20% Co-insurance (\$100.00 Maximum) (retail 1-30 days) 20% Co-insurance (\$200.00 Maximum) (retail 31-90 days) 20% Co-insurance (\$200.00 Maximum) (mail 1-90 days) | Not Covered | Brand name drug in this situation, you will be required to pay the Brand copay/coinsurance plus the difference in cost between the Generic and Brand name drug. High Dollar Claim Review, Prior Authorization and Appeals program (HDCR) -Medication costs exceeding \$1,000 per 30-day supply and \$3,000 per 90-day supply require prior authorization. Low Clinical Value Drug List (LCV) -Separate formulary exclusion list including low clinical value drugs, me too drugs, new to market drugs, and non-essential. Maintenance Drug-A medication that is used for chronic health conditions on an ongoing or long-term basis (e.g., antihypertensive medication taken daily to control high blood pressure) Manufacturer Copay Assistance Program (MCAP)-Some specialty medications may qualify for third-party copayment assistance programs which could lower your out-of-pocket costs for those products. For any such specialty medication where third party copayment assistance is used, you will not receive credit toward your maximum out of pocket or deductible for any copayment or coinsurance amounts that are applied to a manufacturer coupon or rebate. | |
| | Non-preferred brand drugs (Tier 3) | 20% Co-insurance (\$200.00 Maximum) (retail 1-30 days) 20% Co-insurance (\$400.00 Maximum) (retail 31-90 days) 20% Co-insurance (\$400.00 Maximum) (mail 1-90 days) | Not Covered | | |
| | Specialty drugs (Tier 4) | 20% Coinsurance (\$300.00 Maximum) (mail 1-30 days only) ***All Tiers*** | Not Covered | | |

| Common | Services You May | What You Will Pay | | Limitations, Exceptions, & Other Important |
|---|--|--|---|--|
| Medical Event | Need Need | In-network (You will pay the least) | Out-of-network (You will pay the most) | Information |
| | | | | Specialty medications- are high-cost drugs that are often injected or infused and require special storage and monitoring. These medications must be obtained through OptumRX specialty pharmacy by calling OptumRX at 1.800.850.9122. Some exceptions apply. These medications are limited to a 1–30-day supply. Step Therapy Program -Certain medications may be subject to step therapy. You could be asked to try one of the first or second level options before certain drugs are covered by the plan |
| If you have outpatient | Facility fee (e.g., ambulatory surgery center) | 10% Coinsurance | 30% Coinsurance | None |
| surgery | Physician/surgeon fees | 10% Coinsurance | 30% Coinsurance | None |
| | Emergency room care | 10% Coinsurance | 10% Coinsurance | In-network deductible applies to Out-of-network benefits |
| If you need immediate medical attention | Emergency medical transportation | 10% Coinsurance | 10% Coinsurance | In-network deductible applies to Out-of-network benefits; Preauthorization is required for Non-emergent Air services. |
| utonion | <u>Urgent care</u> | 10% Coinsurance | 30% Coinsurance | None |
| If you have a hospital stay | Facility fee (e.g., hospital room) | 10% Coinsurance | 30% Coinsurance | Preauthorization is required. |

| Common | Comisso Vou Mou | What You Will Pay | | Limitations Franchisms 9 Other Immediate |
|--|---|--|---|---|
| Common Medical Event | Services You May Need | In-network (You will pay the least) | Out-of-network (You will pay the most) | Limitations, Exceptions, & Other Important Information |
| | Physician/surgeon fees | 10% Coinsurance | 30% Coinsurance | |
| If you have mental health, behavioral | Outpatient services | 10% Coinsurance | 30% Coinsurance | Preauthorization is required for Partial hospitalization. |
| health, or substance abuse services | Inpatient services | 10% Coinsurance | 30% Coinsurance | Preauthorization is required. |
| | Office visits | No charge; Deductible Waived | 30% Coinsurance | Cost sharing does not apply for preventive |
| If you are pregnant | Childbirth/delivery professional services | 10% Coinsurance | 30% Coinsurance | services. Depending on the type of services, deductible, copayment or coinsurance may apply. Maternity care may include tests and services described elsewhere in the SBC |
| | Childbirth/delivery facility services | 10% Coinsurance | 30% Coinsurance | (i.e. ultrasound). |
| If you need help recovering or | Home health care | 10% Coinsurance | 30% Coinsurance | 100 Maximum visits per plan year |

| Common | Services You May Need | What You Will Pay | | Limitations Evacutions 9 Other Important | |
|--|----------------------------|--|---|--|--|
| Medical Event | | In-network (You will pay the least) | Out-of-network (You will pay the most) | Limitations, Exceptions, & Other Important Information | |
| have other special health needs | Rehabilitation services | 10% Coinsurance | 30% Coinsurance | 60 Maximum visits per plan year OT; 60 Maximum visits per plan year PT; 60 Maximum visits per plan year ST; Habilitation | |
| | Habilitation services | 10% Coinsurance | 30% Coinsurance | 60 Maximum visits per plan year ST; Habilitation services for Learning Disabilities are not covered. | |
| | Skilled nursing care | 10% Coinsurance | 30% Coinsurance | 70 Maximum days per plan year; Preauthorization is required. | |
| | Durable medical equipment | 10% Coinsurance | 30% Coinsurance | Preauthorization is required for DME in excess of \$500 for rentals or \$1,500 for purchases. | |
| | Hospice service | 10% Coinsurance | 30% Coinsurance | 100 Maximum visits per plan year | |
| | Children's eye exam | No charge; Deductible Waived | Not covered | 1 Maximum exam per plan year | |
| If your child needs dental or eye care | Children's glasses | Not covered | Not covered | None | |
| | Children's dental check-up | Not covered | Not covered | None | |

Excluded Services & Other Covered Services:

Services Your Plan Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

Acupuncture

Hearing aids

• Non-emergency care when traveling outside the U.S.

Cosmetic surgery
 Dental care (adult)
 Infertility treatment
 Long-term care
 Routine foot care
 Weight loss programs

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

Bariatric surgery

• Private-duty nursing (Outpatient care)

• Routine eye care (adult) – 1 exam per plan year

Chiropractic care – 26 visits per plan year

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 U.S. Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, 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>. Additionally, a consumer assistance program may help you file your <u>appeal</u>. A list of states with Consumer Assistance Programs is available at <u>www.HealthCare.gov</u> and http://cciio.cms.gov/programs/consumer/capgrants/index.html.

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 Standard? 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 1-800-826-9781.

Traditional Chinese (中文): 如果需要中文的幫助, 請撥打這個號碼 1-800-826-9781.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-800-826-9781.

Pennsylvania Dutch (Deitsch): Fer Hilf griege in Deitsch, ruf die do Nummer uff 1-800-826-9781.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-826-9781.

Samoan (Gagana Samoa): Mo se fesoasoani i le Gagana Samoa, vala'au mai i le numera telefoni 1-800-826-9781.

Carolinian (Kapasal Falawasch): ngere aukke ghut alillis reel kapasal Falawasch au fafaingi tilifon ye 1-800-826-9781.

Chamorro (Chamoru): Para un ma ayuda gi finu Chamoru, a'gang 1-800-826-9781.

To see examples of how this <u>plan</u> 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 plan's overall deductible | \$750 |
|-----------------------------------|-------|
| ■ Specialist coinsurance | 10% |
| ■ Hospital (facility) coinsurance | 10% |
| ■ Other <u>coinsurance</u> | 10% |
| | |

This EXAMPLE event includes services like:

Specialist office visits (pre-natal care)
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests (ultrasounds and blood work)
Specialist visit (anesthesia)

In this example, Peg would pay:

The total Peg would pay is

| Total Example Cost | \$12,700 |
|--------------------|----------|
| | |

Cost Sharing Deductibles \$750 Copayments \$0 Coinsurance \$1,200 What isn't covered Limits or exclusions \$70

\$2,020

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> | \$750 |
|---|-------|
| ■ Specialist coinsurance | 10% |
| ■ Hospital (facility) coinsurance | 10% |
| Other <u>coinsurance</u> | 10% |

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

| In this example, Joe would pay: | | | |
|---------------------------------|---------|--|--|
| Cost Sharing | | | |
| <u>Deductibles</u> | \$750 | | |
| Copayments | \$0 | | |
| Coinsurance | \$40 | | |
| What isn't covered | | | |
| Limits or exclusions | \$4,300 | | |
| The total Joe would pay is | \$5,090 | | |

Mia's Simple Fracture

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

| ■ The plan's overall deductible | \$750 |
|-----------------------------------|-------|
| ■ Specialist coinsurance | 10% |
| ■ Hospital (facility) coinsurance | 10% |
| ■ Other coinsurance | 10% |

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)
Diagnostic tests (x-ray)

<u>Durable medical equipment</u> (crutches)
<u>Rehabilitation services</u> (physical therapy)

| Total Example Cost | \$2,800 |
|--------------------|---------|
| | |

In this example, Mia would pay:

\$5,600

| in this example, this would pay. | |
|----------------------------------|-------|
| Cost Sharing | |
| <u>Deductibles</u> | \$750 |
| Copayments | \$0 |
| Coinsurance | \$200 |
| What isn't covered | |
| Limits or exclusions | \$10 |
| The total Mia would pay is | \$960 |

Note: These numbers assume the patient does not participate in the <u>plan's</u> wellness program. If you participate in the <u>plan's</u> wellness program, you may be able to reduce your costs. For more information about the wellness program, please contact: <u>www.umr.com</u> or call 1-800-826-9781.