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| --- | --- |
| **Description: Exclamation** | **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, visit [www.umr.com](http://www.umr.com) or by calling  1-800-826-9781. 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.umr.com](http://www.umr.com) or call 1-800-826-9781 to request a copy. |

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| **Important Questions** | | **Answers** | **Why this Matters:** |
| **What is the overall deductible?** | | $1,000 person / $2,000 person + 1 / $3,000 family  In-network  $2,000 person / $4,000 person + 1 / $6,000 family Out-of-network | Generally, you must pay all the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible. |
| **Are there services covered before you meet your deductible?** | | Yes. Preventive care services are covered before you meet your deductible. | This plan covers some items and services even if you haven’t yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost-sharing and before you meet your deductible. See a list of covered preventive services at <https://www.healthcare.gov/coverage/preventive-care-benefits/> |
| **Are there other deductibles for specific services?** | | No. | You don’t have to meet deductibles for specific services. |
| **What is the out–of–pocket limit for this plan?** | | $3,500 person / $7,000 person + 1 / $10,500 family In-network  $7,000 person / $14,000 person + 1 / $21,000 family Out-of-network | The out-of-pocket limitis the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met. |
| **What is not included in the out–of–pocket limit?** | | Penalties, premiums, balance billing charges, and health care this plan doesn’t cover. | Even though you pay these expenses, they don’t count toward the  out-of-pocket limit. |
| **Will you pay less if you use a network provider?** | | Yes. See [www.umr.com](http://www.umr.com) or call 1-800-826-9781 for a list of network providers. | 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 referral to see a specialist?** | | No. | You can see the specialist you choose without a referral. |
| **Description: Exclamation** | All copaymentand coinsurance costs shown in this chart are after your deductible has been met, if a deductible applies. | | |

| **Common  Medical Event** | **Services You May Need** | **What You Will Pay** | | **Limitations, Exceptions, & Other Important Information** |
| --- | --- | --- | --- | --- |
| In-network  **(You will pay the least)** | Out-of-network  **(You will pay the most)** |
| **If you visit a health care provider’s office or clinic** | Primary care visit to treat an injury or illness | 20% Coinsurance | 40% Coinsurance | None |
| Specialist visit | 20% Coinsurance | 40% Coinsurance | None |
| Preventive care/screening/ immunization | No charge;  Deductible Waived | No charge;  Deductible Waived | 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. |
| **If you have a test** | Diagnostic test  (x-ray, blood work) | 20% Coinsurance | 40% Coinsurance | None |
| Imaging  (CT/PET scans, MRIs) | 20% Coinsurance | 40% Coinsurance | None |
| **If you need drugs to treat your illness or condition.**  More information aboutprescription drug coverageis available at  [www.caremark.com](http://www.caremark.com). | Generic drugs (Tier 1) | 20% coinsurance | 100% | ‍‍A list of network providers is available at www.caremark.com or call toll-free at 1-866-818-6911.  When a generic medicine is available but the pharmacy dispenses the brand per your or your physician’s request, you may pay the difference between the brand discount and the generic discount when available.  CVS Caremark Specialty serves as the plan’s exclusive provider of specialty drugs. Specialty drugs are limited to one fill or one month’s supply per month.  **Prescription drug coverage annual out-of-pocket maximum:** is $3,000 per individual; $6,000 per Associate +1 and $8,400 family. The prescription drug out-of-pocket limitis the most you could pay in a year for covered pharmacy coverages. If you have other family members in this plan, they must meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met. |
| Preferred brand drugs (Tier 2) | 30% coinsurance | 100% |
| Non-preferred brand drugs (Tier 3) | 45% coinsurance | 100% |
| Specialty drugs (Tier 4) | 20% coinsurance; If the medication is applicable to the PrudentRx program, the plan member responsibility will be $0.  Note: If the plan member is eligible to participate in the PrudentRx program, and decides not to participate, 30% coinsurance will apply. | 100% |
| **If you have outpatient surgery** | Facility fee (e.g., ambulatory surgery center) | 20% Coinsurance | 40% Coinsurance | None |
| Physician/surgeon fees | 20% Coinsurance | 40% Coinsurance | None |
| **If you need immediate medical attention** | Emergency room care | 20% Coinsurance | 20% Coinsurance | In-network deductible applies to  Out-of-network benefits |
| Emergency medical transportation | 20% Coinsurance | 20% Coinsurance | In-network deductible applies to  Out-of-network benefits |
| Urgent care | 20% Coinsurance | 40% Coinsurance | None |
| **If you have a hospital stay** | Facility fee  (e.g., hospital room) | 20% Coinsurance | 40% Coinsurance | Preauthorization is required. |
| Physician/surgeon fees | 20% Coinsurance | 40% Coinsurance |
| **If you have mental health, behavioral health, or substance abuse services** | Outpatient services | 20% Coinsurance | 40% Coinsurance | Preauthorization is required for Partial hospitalization. |
| Inpatient services | 20% Coinsurance | 40% Coinsurance | Preauthorization is required. |
| **If you are pregnant** | Office visits | No charge;  Deductible Waived | No charge;  Deductible Waived | Cost sharing does not apply for preventive 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  (i.e. ultrasound). |
| Childbirth/delivery professional services | 20% Coinsurance | 40% Coinsurance |
| Childbirth/delivery facility services | 20% Coinsurance | 40% Coinsurance |
| **If you need help recovering or have other special health needs** | Home health care | 20% Coinsurance | 40% Coinsurance | 60 Maximum visits per calendar year; Preauthorization is required. |
| Rehabilitation services | 20% Coinsurance | 40% Coinsurance | 25 Maximum visits per calendar year OT;  25 Maximum visits per calendar year PT;  25 Maximum visits per calendar year ST; Habilitation services for Learning Disabilities are not covered. |
| Habilitation services | 20% Coinsurance | 40% Coinsurance |
| Skilled nursing care | 20% Coinsurance | 40% Coinsurance | 120 Maximum days per confinement; Preauthorization is required. |
| Durable medical equipment | 20% Coinsurance | 40% Coinsurance | Preauthorization is required for DME in excess of $500 for rentals or $1,500 for purchases. |
| Hospice service | 20% Coinsurance | 40% Coinsurance | None |
| **If your child needs dental or eye care** | Children’s eye exam | No charge;  Deductible Waived | No charge;  Deductible Waived | 1 Maximum exam per calendar year |
| 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 | * Dental care (Adult) | * Routine foot care |
| * Bariatric surgery | * Long-term care | * Weight loss programs |
| * Cosmetic surgery | * Private-duty nursing |  |

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

|  |  |  |
| --- | --- | --- |
| * Chiropractic care | * Infertility treatment | * Routine eye care (Adult) |
| * Hearing aids | * Non-emergency care when traveling outside the U.S. |  |

**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 Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or [www.HealthCare.gov](http://www.HealthCare.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](http://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 claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: U.S. Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or [www.HealthCare.gov](http://www.HealthCare.gov). Additionally, a consumer assistance program may help you file your appeal. A list of states with Consumer Assistance Programs is available at [www.HealthCare.gov](http://www.HealthCare.gov) 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.

***To see examples of how this plan 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 plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

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**Managing Joe’s Type 2 Diabetes**(a year of routine in-network care of a well-controlled condition)

**Peg is Having a Baby**(9 months of in-network pre-natal care and a hospital delivery)

**Mia’s Simple Fracture**(in-network emergency room visit and follow up care)

**◼ The plan's overall deductible $1,000**

**◼ Specialist coinsurance 20%**

**◼ Hospital (facility) coinsurance 20%**

**◼ Other coinsurance 20%**

**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)*

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

**In this example, Peg would pay:**

|  |  |
| --- | --- |
| *Cost Sharing* | |
| Deductibles | $1,000 |
| Copayments | $0 |
| Coinsurance | $2,500 |
| *What isn’t covered* | |
| Limits or exclusions | $0 |
| **The total Peg would pay is** | **$3,500** |

**◼ The plan's overall deductible $1,000**

**◼ Specialist coinsurance 20%**

**◼ Hospital (facility) coinsurance 20%**

**◼ Other coinsurance 20%**

**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** | **$5,600** |

**In this example, Joe would pay:**

|  |  |
| --- | --- |
| *Cost Sharing* | |
| Deductibles\* | $1,000 |
| Copayments | $0 |
| Coinsurance | $2,500 |
| *What isn’t covered* | |
| Limits or exclusions | $0 |
| **The total Joe would pay is** | **$3,500** |

**◼ The plan's overall deductible $1,000**

**◼ Specialist coinsurance 20%**

**◼ Hospital (facility) coinsurance 20%**

**◼ Other coinsurance 20%**

**This EXAMPLE event includes services like:**

Emergency room care *(including medical supplies)*

Diagnostic tests *(x-ray)*

Durable medical equipment *(crutches)*

Rehabilitation services *(physical therapy)*

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

**In this example, Mia would pay:**

|  |  |
| --- | --- |
| *Cost Sharing* | |
| Deductibles\* | $1,000 |
| Copayments | $0 |
| Coinsurance | $400 |
| *What isn’t covered* | |
| Limits or exclusions | $10 |
| **The total Mia would pay is** | **$1,410** |

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

\*Note: This plan has other deductibles for specific services included in this coverage example. See "Are there other deductibles for specific services?”" row above.