

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 1-888-438-6105. 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 1-888-438-6105 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	\$500 person / \$1,000 family Tier 1 SmartCare \$800 person / \$1,600 family Tier 2 In-network \$2,000 person / \$4,000 family & Tier 3 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. Preventive 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>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 <u>preventive services</u> at <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a>
Are there other deductibles for specific services?	Yes.	You must pay all of the costs for these services up to the specific <u>deductible</u> amount before this <u>plan</u> begins to pay for these services.
What is the <u>out-of-</u> <u>pocket limit</u> for this <u>plan</u> ?	\$2,700 person / \$5,400 family Tier 1 SmartCare \$3,200 person / \$6,400 family Tier 2 In-network \$9,000 person / \$18,000 family Tier 3 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 <u>out-of-pocket limit</u> ?	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 limit</u> .
Will you pay less if you use a <u>network provider</u> ?	Yes. See <a href="https://www.umr.com">www.umr.com</a> or call 1-888-438-6105 for a list of <a href="https://www.umr.com">network providers</a> .	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</u> <u>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.

Coverage Period: 01/01/2024 – 12/31/2024

Coverage for: Individual + Family | Plan Type: PPO

Do you need a	referral	to
see a specialis	t?	

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		What You Will Pay			Limitations, Exceptions, &
Medical Event	Services You May Need	Tier 1 SmartCare	Tier 2 In-network	Tier 3 Out-of-network	Other Important Information
	Primary care visit to treat an injury or illness	\$10 Copay per visit	\$25 Copay per visit	50% Coinsurance	None
If you visit a health care provider's office or clinic	Specialist visit	\$30 Copay per visit	\$45 Copay per visit	50% Coinsurance	None
	Preventive care/screening/ immunization	No charge; Deductible Waived	No charge; Deductible Waived	50% Coinsurance	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	<u>Diagnostic test</u> (x-ray, blood work)	15% Coinsurance	20% Coinsurance	50% Coinsurance	None

Common	Services You May Need	What You Will Pay			Limitations, Exceptions, &
Medical Event		Tier 1 SmartCare	Tier 2 In-network	Tier 3 Out-of-network	Other Important Information
	Imaging (CT/PET scans, MRIs)	\$50 Copay per visit; 15% Coinsurance	\$100 Copay per visit; 20% Coinsurance	50% Coinsurance	Preauthorization is required. If you don't get preauthorization, benefits could be reduced by \$250 of the total cost of the service.
If you need drugs to treat your illness or condition.	Generic drugs (Tier 1)	\$14 Retail/Mail; one Copayment for each 30- day supply	\$14 Retail/Mail; one Copayment for each 30- day supply	\$17.50 Retail	Some drugs require Prior Authorization and others require Step
More information about prescription drug coverage is	Preferred brand drugs (Tier 2)	\$57 Retail/Mail; one Copayment for each 30- day supply	\$57 Retail/Mail; one Copayment for each 30- day supply	\$60.50 Retail	Therapy or have quantity limits. Reference Based Pricing applies to some drugs. Please refer to your "Prescription Drug Program Summary of Peoplits". Mail order up to 20 days
available at www.medimpact .com	Non-preferred brand drugs (Tier 3)	\$92 Retail/Mail; one Copayment for each 30- day supply	\$92 Retail/Mail; one Copayment for each 30- day supply	\$95.50 Retail	of Benefits". Mail order up to 90-day supply on maintenance medicines. Specialty drugs applicable Copayment applies.
\$1,800 OOP Max Individual \$3,600 OOP Max Family (Separate from Medical OOP Max)	Specialty drugs (Tier 4)	\$14 Tier 1 \$57 Tier 2 \$92 Tier 3	\$14 Tier 1 \$57 Tier 2 \$92 Tier 3	\$17.50 Tier 1 \$60.50 Tier 2 \$95.50 Tier 3	OOP max does not include costs for excluded or non-covered medications or devices. Non covered medications do not go to the Rx Max OOP expense.
If you have	Facility fee (e.g., ambulatory surgery center)	15% Coinsurance	\$80 Copay per visit; 20% Coinsurance	50% Coinsurance	Preauthorization is required. If you don't get preauthorization, benefits
outpatient surgery	Physician/surgeon fees	15% Coinsurance	20% Coinsurance	50% Coinsurance	could be reduced by \$250 of the total cost of the service.

Common		What You Will Pay			Limitations, Exceptions, &
Medical Event	Services You May Need	Tier 1 SmartCare	Tier 2 In-network	Tier 3 Out-of-network	Other Important Information
	Emergency room care	\$350 Copay per visit; 20% Coinsurance	\$350 Copay per visit; 20% Coinsurance	\$350 Copay per visit; 20% Coinsurance	Copay may be waived if admitted
If you need immediate medical attention	Emergency medical transportation	\$100 Copay per trip	\$100 Copay per trip	\$100 Copay per trip	Copay may be waived if admitted
attention	Urgent care	\$50 Copay per visit	\$50 Copay per visit	50% Coinsurance	None
If you have a hospital stay	Facility fee (e.g., hospital room)	\$150 Copay per admission; 15% Coinsurance	\$300 Copay per admission; 20% Coinsurance	50% Coinsurance	Maximum combined Inpatient Copay per calendar year is \$1,200 per person, no more than one Copay per 30 calendar days;
	Physician/surgeon fees	15% Coinsurance	20% Coinsurance	50% Coinsurance	Preauthorization is required. If you don't get preauthorization, benefits could be reduced by \$250 of the total cost of the service.
If you have mental health, behavioral	Outpatient services	Office: \$10 Copay per visit. Day Treatment: \$150 Copay for first day only; 15% Coinsurance. All other Outpatient Services: 15% Coinsurance	Office: \$25 Copay per visit. Day Treatment: \$150 Copay for first day only; 20% Coinsurance. All other Outpatient Services: \$80 Copay per visit; 20% Coinsurance.	50% Coinsurance	Preauthorization is required for Partial hospitalization. If you don't get preauthorization, benefits could be reduced by \$250 of the total cost of the service.
health, or substance abuse services	Inpatient services	\$150 Copay per admission; 15% Coinsurance	\$300 Copay per admission; 20% Coinsurance	50% Coinsurance	Maximum combined Inpatient Copay per calendar year is \$1,200 per person, no more than one Copay per 30 calendar days; Preauthorization is required. If you don't get preauthorization, benefits could be reduced by \$250 of the total cost of the service.

Common		What You Will Pay			Limitations, Exceptions, &
Medical Event	Services You May Need	Tier 1 SmartCare	Tier 2 In-network	Tier 3 Out-of-network	Other Important Information
	Office visits	15% Coinsurance	20% Coinsurance	50% Coinsurance	Maximum combined Inpatient Copay per calendar year is \$1,200 per person, no more than one Copay per 30 calendar days;
If you are pregnant	Childbirth/delivery professional services	15% Coinsurance	20% Coinsurance	50% Coinsurance	Copay per 30 calendar days, Copay waived after completion of Maternity Management Incentive; 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 facility services	\$150 Copay per admission; 15% Coinsurance	\$300 Copay per admission; 20% Coinsurance	50% Coinsurance	
If you need help recovering or have other special health needs	Home health care	15% Coinsurance	20% Coinsurance	50% Coinsurance	40 Maximum visits per calendar year; Preauthorization is required. If you don't get preauthorization, benefits could be reduced by \$250 of the total cost of the service.
	Rehabilitation services	\$30 Copay for evaluation; 15% Coinsurance	\$45 Copay for evaluation: 20% Coinsurance	50% Coinsurance	30 Maximum visits per calendar year combined with Chiropractic care; Preauthorization is required after 30 visits. If you don't get preauthorization, benefits could be
	Habilitation services	15% Coinsurance	20% Coinsurance	50% Coinsurance	reduced by \$250 of the total cost of the service. Habilitation services for Learning Disabilities are not covered.
	Skilled nursing care	\$150 Copay per admission; 15% Coinsurance	\$300 Copay per admission; 20% Coinsurance	50% Coinsurance	Maximum combined Inpatient Copay per calendar year is \$1,200 per person, no more than one Copay per 30 calendar days; Copay waived if transferred from an Acute Care Facility; Preauthorization is required. If you don't get preauthorization, benefits could be reduced by \$250 of the total cost of the service.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, &
		Tier 1 SmartCare	Tier 2 In-network	Tier 3 Out-of-network	Other Important Information
	Durable medical equipment	15% Coinsurance	20% Coinsurance	50% Coinsurance	Preauthorization is required for DME in excess of \$500 for rentals or \$1,500 for purchases. If you don't get preauthorization, benefits could be reduced by \$250 per occurrence.
	Hospice service	15% Coinsurance	20% Coinsurance	50% Coinsurance	None
If your child	Children's eye exam	\$10 Copay per visit	\$25 Copay per visit	50% Coinsurance	1 Maximum exam per calendar year
needs dental or eye care	Children's glasses	Not covered	Not covered	Not covered	None
	Children's dental check-up	Not covered	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

Long-term care

Routine foot care

Cosmetic surgery

Private-duty nursing

Weight loss programs

Dental care (Adult)

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

Bariatric surgery

Hearing aids

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

Chiropractic care

Infertility treatment

• 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 U.S. Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or

<u>www.cciio.cms.gov</u>. Other coverage options may be available to you too, including buying individual insurance coverage through the <u>Health Insurance Marketplace</u>. For more information about the <u>Marketplace</u>, visit <u>www.HealthCare.gov</u> 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 on how 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 <a href="http://cciio.cms.gov/programs/consumer/capgrants/index.html">http://cciio.cms.gov/programs/consumer/capgrants/index.html</a>.

## 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 <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	\$500
■ Specialist copayment	\$30
■ Hospital (facility) copayment	\$150
■ Other <u>coinsurance</u>	15%

#### 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:

<b>Managing Joe's Type 2 Diabetes</b>
(a year of routine in-network care of a well-
controlled condition)

■ The <u>plan's</u> overall <u>deductible</u>	\$500
■ Specialist copayment	\$30
■ Hospital (facility) copayment	\$150
■ Other coinsurance	15%

### This EXAMPLE event includes services like:

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

Diagnostic tests (blood work)

**Total Example Cost** 

Prescription drugs

Durable medical equipment (glucose meter)

# **Mia's Simple Fracture**

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

■ The plan's overall deductible	\$500
■ Specialist copayment	\$30
■ Hospital (facility) copayment	\$150
■ Other coinsurance	15%

#### This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic tests (x-ray)

**Total Example Cost** 

\$5.600

Durable medical equipment (crutches)

Rehabilitation services (physical therapy)

Total Example Cost	\$12,700

Cost Sharing		
<u>Deductibles</u>	\$500	
Copayments	\$200	
Coinsurance	\$1,400	
What isn't covered		
Limits or exclusions	\$70	
The total Peg would pay is	\$2,170	

## In this example, Joe would pay:

Cost Sharing		
Deductibles*	\$200	
Copayments	\$100	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$4,300	
The total Joe would pay is	\$4,600	

## In this example. Mia would pay:

in this example, wild would pay.		
Cost Sharing		
<u>Deductibles</u> *	\$500	
Copayments	\$500	
Coinsurance	\$200	
What isn't covered		
Limits or exclusions	\$10	
The total Mia would pay is	\$1,210	

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 1-888-438-6105.

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

\$2.800