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, call HS&BA at (800) 635-3105. 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 <u>underlined</u> terms see the Glossary. You can view the Glossary at <u>https://www.healthcare.gov/sbc-glossary</u> or call 1-800-635-3105 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall <u>deductible</u> ?	PPO <u>providers</u> and Non-PPO <u>providers</u> combined: \$500 /individual or \$1,000 /family (\$1,000 /individual or \$2,000 /family in 2024 if you did not participate in the wellness program in 2023).	Generally, you must pay all of 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 <u>deductible?</u>	Yes. PPO <u>preventive care</u> , LiveHealth online visit and outpatient <u>prescription drugs</u> 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 <u>preventive services</u> without <u>cost</u> <u>sharing</u> and before you meet your <u>deductible</u> . See a list of covered <u>preventive services</u> at <u>https://www.healthcare.gov/coverage/preventive- care-benefits/</u>
Are there other <u>deductibles</u> for specific services?	There are no specific <u>deductibles</u> under your medical <u>plan</u> . (Depending on the dental option that your employer bargains for, you may have a <u>deductible</u> under a separate dental <u>plan</u> .)	Under this medical <u>plan</u> , you don't have to meet <u>deductibles</u> for specific services.
What is the <u>out-of-</u> <u>pocket limit</u> for this <u>plan</u> ?	<i>Medical</i> PPO <u>providers</u> : \$2,000/individual, \$4,000/family. <i>Outpatient</i> <u>Prescription Drugs</u> (in-network): \$2,000/individual; \$4,000/family.	The <u>out-of-pocket limit</u> is the most you could pay in a year for covered services. If you have 2 or more 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> ?	 Medical: <u>Balance-billing</u> charges, penalties for failure to obtain <u>preauthorization</u>, amounts over the reference-based price, dental & vision expenses, health care this <u>plan</u> doesn't cover, Non-PPO <u>copayments</u> and <u>coinsurance</u> except for ER visit, and out-of-area expenses. Outpatient <u>Prescription Drugs</u>: medical, dental, and vision expenses, <u>balance-billing</u> charges, charges for certain brand drugs if a generic is available, penalties for failure to obtain <u>preauthorization</u>, health care this <u>plan</u> doesn't cover, and expenses from an out-of-<u>network</u> or out-of-area pharmacy. 	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .

Important Questions	Answers	Why This Matters:
Will you pay less if you use a <u>network</u> <u>provider</u> ?	Yes. See <u>www.anthem.com</u> or call 1-800-81-BLUE for a list of PPO <u>providers</u> .	You pay the least if you use a <u>provider</u> in the Anthem Prudent Buyer PPO network. You pay more if you use a <u>provider</u> that is an Out-of-Area Provider (as you will be <u>balance-billed</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 <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.

	Services You May Need	What You Will Pay			
Common Medical Event		PPO Provider (You will pay the least)	Out-of-Area Provider	Non-PPO Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Primary care visit to treat an injury or illness	15% coinsurance	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	LiveHealth Online: \$20 <u>copay</u> /visit; <u>deductible</u> does not apply.
	Specialist visit				
If you visit a health care <u>provider's</u> office or clinic	<u>Preventive</u> <u>care/screening/</u> Immunization	No charge, <u>deductible</u> does not apply	Not covered	Not covered	 You may have to pay for services that aren't preventive care. Ask your provider if the services needed are preventive. Then check what your plan will pay for. For colonoscopies and sigmoidoscopies received from a Non-PPO or out-of-area provider, you pay 35% coinsurance after deductible, plus any balance billing that any Non-PPO provider may charge you.

			What You Will Pay		
Common Medical Event	Services You May Need	PPO Provider (You will pay the least)	Out-of-Area Provider	Non-PPO Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Diagnostic test (x- ray, blood work)	15% coinsurance	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	Professional/physician charges may be billed separately.
If you have a test	Imaging (CT/PET scans, MRIs)	15% coinsurance	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	<u>Preauthorization</u> required for repeat imaging to avoid non-payment. Professional/physician charges may be billed separately.
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.optumrx.com	Generic drugs	Retail (30-day supply) \$5 <u>copay</u> /script plus 20% <u>coinsurance</u> , Mail order (90-day supply): \$40 <u>copay</u> /script			 <u>Deductible</u> does not apply to <u>prescription</u> <u>drugs</u>. Certain generic over-the-counter (OTC) and <u>prescription drugs</u> are payable at no charge with a prescription.
	Preferred brand drugs	Retail (30-day supply) 20% <u>coinsurance</u> ; Mail order (90-day supply): \$60 <u>copayment</u> /script	You must nav 100% coi	nsurance and file a	 Some <u>prescription drugs</u> are subject to preapproval, quantity limits or step therapy. No charge for ACA-required generic preventive care drugs (such as
	Non-preferred brand drugs	Retail (30-day supply) \$15 <u>copayment</u> /script plus 20% <u>coinsurance</u> , Mail order (90-day supply): \$60 <u>copayment</u> /script	You must pay 100% <u>coinsurance</u> and file a claim with the PBM.		 contraceptives) or brand name drugs if a generic is medically inappropriate. Max <u>copay</u> of \$100 per brand name drug if unavailable or medically inappropriate as generic or through mail order. Excluded amounts do not count towards the <u>out-of-pocket limit.</u> Your <u>cost sharing</u> counts toward the <u>prescription drug out-of-pocket limit</u>, not the medical <u>plan out-of-pocket limit</u>.
	Specialty drugs	20% <u>coinsurance</u> up to \$100 maximum <u>copayment</u>	Not covered		 Limited to a 30-day supply. <u>Deductible</u> does not apply. <u>Specialty drugs</u> must be filled using the OptumRx Specialty Mail Order Pharmacy. Call 1-877-839-7045. Your <u>cost sharing</u> counts toward the <u>prescription drug out-of-pocket limit</u>, not the medical <u>plan out-of-pocket limit</u>.

			What You Will Pay		
Common Medical Event	Services You May Need	PPO Provider (You will pay the least)	Out-of-Area Provider	Non-PPO Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Facility fee (e.g., ambulatory surgery center)	15% coinsurance	15% <u>coinsurance</u> plus any amount over \$500	35% <u>coinsurance p</u> lus any amount over \$500	For hospital facility charge at a PPO <u>provider</u> , max of \$6,000 is payable for an arthroscopy, \$2,000 for cataract surgery, and \$1,500 for colonoscopy.
1	Physician/surgeon fees	15% coinsurance	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	 Services of a Non-PPO anesthesiologist or assistant surgeon may be covered as a PPO provider if a PPO hospital and PPO surgeon are used. Balance billing will not apply if services were provided at a PPO facility unless a consent waiver was signed.
	Emergency room care	15% coinsurance	15% coinsurance	35% coinsurance	Professional/physician charges may be billed separately.
If you need immediate medical attention	Emergency medical transportation	15% <u>coinsurance</u>	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	 You pay 100% for Non-emergency ambulance, even <u>In-network</u>. <u>Balance billing</u> will not apply to covered air ambulance services.
	Urgent care	15% coinsurance	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	None.
lf you have a hospital stay	Facility fee (e.g., hospital room)	15% <u>coinsurance</u>	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	<u>Preauthorization</u> is required to avoid a \$250 penalty. Payment will be limited to a \$35,000 maximum for a single hip or knee replacement surgery. Hospital semi-private room is covered.
	Physician/surgeon fees	15% <u>coinsurance</u>	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus balance billing	None.
If you need mental health, behavioral health, or substance abuse	Outpatient services	Office Visit: 15% coinsurance Other Outpatient Services: 15% coinsurance	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	LiveHealth Online: \$20 <u>copay</u> /visit; <u>deductible</u> does not apply.
services	Inpatient services	15% <u>coinsurance</u>	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance plus</u> balance billing	<u>Preauthorization</u> is required to avoid a \$250 penalty. Hospital semi-private room is covered.

			What You Will Pay		
Common Medical Event	Services You May Need	PPO Provider (You will pay the least)	Out-of-Area Provider	Non-PPO Provider (You will pay the most)	Limitations, Exceptions, & Other Importan Information
If you are pregnant	Office visits	15% <u>coinsurance</u>	Preventive prenatal screenings are not covered. All other services 15% coinsurance plus balance billing	Preventive prenatal screenings are not covered. All other services 35% coinsurance plus balance billing	 <u>Cost sharing</u> does not apply for <u>preventive</u> <u>services</u> from PPO <u>providers</u>. Maternity care may include tests and services described somewhere else in the SBC (i.e., ultrasound).
	Childbirth/delivery professional services	15% coinsurance	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	 <u>Preauthorization</u> is required to avoid a \$250 penalty only if hospital stay is longer than 48 hours for vaginal delivery or 96
	Childbirth/delivery facility services	15% coinsurance	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	hours for C-section.Hospital semi-private room is covered.Ultrasound payable as a diagnostic test.
	Home health care 15%	15% coinsurance	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	150 visits per calendar year.
If you need help recovering or have other special health	<u>Rehabilitation</u> <u>services</u>	15% <u>coinsurance</u>	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	12 (or, in some cases, an additional 24 visits) per calendar year. <u>Preauthorization</u> of inpatient <u>rehabilitation services</u> is required to avoid a \$250 penalty.
	<u>Habilitation</u> <u>services</u>	15% <u>coinsurance</u>	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	Coverage limited to <u>medically necessary</u> treatment of autism or other covered mental health diagnosis. Other services are not covered by the <u>plan</u> .
needs	Skilled nursing care	15% coinsurance	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	120 days per disability
	Durable medical equipment	15% <u>coinsurance</u>	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus balance billing	Rental is covered unless purchase is less expensive
	Hospice services	15% <u>coinsurance</u>	15% <u>coinsurance</u> plus <u>balance billing</u>	35% <u>coinsurance p</u> lus <u>balance billing</u>	Covered for terminally ill patient
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	Not covered	If your employer provides vision coverage, it
	Children's glasses	Not covered	Not covered	Not covered	will be under a separate vision <u>plan</u> .
	Children's dental check-up	Not covered	Not covered	Not covered	If your employer provides dental coverage, it will be under a separate dental <u>plan</u> .

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (C	heck your policy or plan document for more informat	ion and a list of any other <u>excluded services</u> .)		
 Cosmetic surgery Dental care (Adult) (Child) (may be offered under a separate dental <u>plan</u>) <u>Habilitation services (</u>except for <u>medically</u> <u>necessary</u> treatment of autism or other covered mental health diagnosis<u>)</u> 	 Hearing aids (for employee or spouse) Long-term care Non-emergency care when traveling outside the U.S. 	 Private-duty nursing Routine eye care (Adult) (Child) (may be covered under separate vision <u>plan</u>) Weight loss programs (except as required by the health reform law) 		
Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)				
 Acupuncture (12 visits/calendar year for pain) Bariatric Surgery (Gastric bypass covered if approved by Utilization Management) 	 Chiropractic care (12 visits/calendar year) Hearing aids (for dependent children only, max \$400 per aid payable once every 36 months) 	 Infertility treatment (only services to diagnose infertility are covered) 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 the 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 Care.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 on how 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 Health Services & Benefit Administrators at (800) 635-3105. You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>www.dol.gov/ebsa/healthreform</u>.

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 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 (800) 635-3105.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa (800) 635-3105.

Chinese (中文): 如果需要中文的帮助,请拨打这个号码 (800) 635-3105.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' (800) 635-3105.

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



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 Ba l (9 months of in-network pre-natal hospital delivery)		Managing J (a year of routir cont
 The plan's overall <u>deductible</u> <u>Specialist coinsurance</u> Hospital (facility) <u>coinsurance</u> Other coinsurance 	\$2,000 15% 15%	 The plan's overa <u>Specialist coins</u> Hospital (facility
Other <u>coinsurance</u> This EXAMPLE event includes serv <u>Specialist</u> office visits (prenatal care)	15% vices like:	Other <u>coinsuran</u> This EXAMPLE eve Primary care physici
Childbirth/Delivery Professional Servic Childbirth/Delivery Facility Services	disease education)	

Childbirth/Delivery Facility Services <u>Diagnostic tests</u> (ultrasounds and blood work) <u>Specialist</u> visit (anesthesia)

Total Example Cost\$12,700	······································
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In this example, Peg would pay:

Cost Sharing	
Deductibles	\$1,000
<u>Copayments</u>	\$10
Coinsurance	\$1,000
What isn't covered	
Limits or exclusions	\$20
The total Peg would pay is	\$2,030

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

The plan's overall <u>deductible</u>	\$2,000
Specialist coinsurance	15%
Hospital (facility) coinsurance	15%
Other coinsurance	15%
This EXAMPLE event includes servi	ces 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
n this example, Joe would pay:	
Cost Sharing	
<u>Deductibles</u>	\$980
<u>Copayments</u>	\$90
Coinsurance	\$830
What isn't covered	
Limits or exclusions	\$160
The total Joe would pay is	\$2,060

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

The plan's overall <u>deductible</u>	\$1,000
Specialist coinsurance	15%
Hospital (facility) <u>coinsurance</u>	15%
Other <u>coinsurance</u>	15%

This EXAMPLE event includes services like:

Emergency room care (including medical supplies) Diagnostic test (x-ray) Durable medical equipment (crutches) Rehabilitation services (physical therapy)

In this example, Mia would pay:

Cost Sharing	
<u>Deductibles</u>	\$1,000
<u>Copayments</u>	\$10
Coinsurance	\$270
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$1,280

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 do 7 reduce your cost. For more information about the wellness program, please contact HS&BA at (800) 635-3105.