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



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?	\$1,800 person / \$3,600 family In-network \$3,600 person / \$7,200 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> , the overall family <u>deductible</u> must be met before the <u>plan</u> begins to pay.
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 <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 <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> ?	\$4,000 person / \$6,000 family In-network \$8,000 person / \$12,000 family Out-of-network \$4,000 In-network / \$8,000 Out-of-network Maximum amount that any one person will satisfy toward the annual family out-of-pocket	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 <a href="https://www.umr.com">www.umr.com</a> or call 1-800-826-9781 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 <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  $\underline{\text{copayment}}$  and  $\underline{\text{coinsurance}}$  costs shown in this chart are after your  $\underline{\text{deductible}}$  has been met, if a  $\underline{\text{deductible}}$  applies.

Common	What You Will Pay		Limitations, Exceptions, & Other Important	
Medical Event	Services You May 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	20% Coinsurance	40% Coinsurance	None
If you visit a health care provider's office or clinic	Specialist visit	20% Coinsurance	40% Coinsurance	None
	Preventive care/screening/ immunization	No charge; Deductible Waived	40% 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	Diagnostic test (x-ray, blood work)	20% Coinsurance	40% Coinsurance	None
test	Imaging (CT/PET scans, MRIs)	20% Coinsurance	40% Coinsurance	None

Common		What You Will Pay		Limitations, Exceptions, & Other Important
Medical Event	Services You May Need	In-network (You will pay the least)	Out-of-network (You will pay the most)	Information
If you need drugs to treat your illness or condition.  More information about prescription drug coverage is available at www.elixirsolutions.com.	Generic drugs (Tier 1)	After deductible is met \$7 for a 30 day supply or \$14 for a 90 day supply at a Mail or Retail Pharmacy	Applicable cost share + penalty	Prior Authorization on select medications will apply. Consult the formulary drug list for coverage. A penalty will apply if physician approves Generic to be dispensed and member receives Brand medication
	Preferred brand drugs (Tier 2)	After deductible is met \$35 for a 30 day supply or \$70 for a 90 day supply at a Mail or Retail Pharmacy	Applicable cost share + penalty	
	Non-preferred brand drugs (Tier 3)	After deductible is met 50% for a 30 or 90 day supply at a Mail or Retail Pharmacy	Applicable cost share + penalty	
	Specialty drugs (Tier 4)	After deductible is met 50% for a 30 day supply at a designated Best-In-Class Specialty Pharmacy	Applicable cost share + penalty	
If you have	Facility fee (e.g., ambulatory surgery center)	20% Coinsurance	40% Coinsurance	None
outpatient surgery	Physician/surgeon fees	20% Coinsurance	40% Coinsurance	None
If you need immediate	Emergency room care	No charge after deductible	No charge after deductible	In-network deductible applies to Out-of-network benefits
medical attention	Emergency medical transportation	20% Coinsurance	20% Coinsurance	In-network deductible applies to Out-of-network benefits

Common	What You Will Pay		ı Will Pay	Limitations, Exceptions, & Other Important	
Medical Event	Services You May Need	In-network (You will pay the least)	Out-of-network (You will pay the most)	Information	
	<u>Urgent care</u>	20% Coinsurance	40% Coinsurance	None	
If you have a	Facility fee (e.g., hospital room)	20% Coinsurance	40% Coinsurance	Preauthorization is required. If you don't get preauthorization, benefits could be reduced by	
hospital stay		40% Coinsurance	50% of the total cost of the service.		
If you have mental health, behavioral health, or	Outpatient services	20% Coinsurance	40% Coinsurance	Preauthorization is required for Partial hospitalization. If you don't get preauthorization, benefits could be reduced by 50% of the total cost of the service.	
substance abuse services	Inpatient services	20% Coinsurance	40% Coinsurance	Preauthorization is required. If you don't get preauthorization, benefits could be reduced by 50% of the total cost of the service.	
If you are	Office visits	No charge; Deductible Waived	40% Coinsurance	Cost sharing does not apply for preventive services. Depending on the type of services, deductible, copayment or coinsurance may	
pregnant	Childbirth/delivery professional services	20% Coinsurance	40% Coinsurance	apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).	

C		What You Will Pay		Limitations Evacutions & Other Important
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
	Childbirth/delivery facility services	20% Coinsurance	40% Coinsurance	
	Home health care	20% Coinsurance	40% Coinsurance	120 Maximum visits per calendar year; Preauthorization is required. If you don't get preauthorization, benefits could be reduced by 50% of the total cost of the service.
If you need help	Rehabilitation services	20% Coinsurance	40% Coinsurance	60 Maximum visits per calendar year; Habilitation services for Learning Disabilities are not covered.
	Habilitation services	20% Coinsurance	40% Coinsurance	
recovering or have other special health needs	Skilled nursing care	20% Coinsurance	40% Coinsurance	120 Maximum days per calendar year;  Preauthorization is required. If you don't get preauthorization, benefits could be reduced by 50% of the total cost of the service.
	Durable medical equipment	20% Coinsurance	40% 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 50% per occurrence.
	Hospice service	20% Coinsurance	40% Coinsurance	26 Maximum weeks per lifetime
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	None

Common		What You Will Pay		Limitations Evacutions 9 Other Important
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
	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 <u>excluded services</u> .)

Cosmetic surgery

Infertility treatment Long-term care

Routine foot care

Dental care (Adult)

Weight loss programs

Hearing aids

Routine eye care (Adult)

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

Acupuncture

Chiropractic care

• Private-duty nursing (Outpatient care)

Bariatric surgery

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 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 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. 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 and http://ccijo.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 <u>plan</u> 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 <u>plan's</u> overall <u>deductible</u>	\$1,800
■ Specialist coinsurance	20%
■ Hospital (facility) coinsurance	20%
■ Other <u>coinsurance</u>	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
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# In this example, Peg would pay: Cost Sharing

Cost Sharing		
<u>Deductibles</u>	\$1,800	
Copayments	\$0	
Coinsurance	\$1,900	
What isn't covered		
Limits or exclusions	\$70	
The total Peg would pay is	\$3,770	

## Managing Joe's Type 2 Diabetes

(a year of routine in-network care of a well-controlled condition)

■ The plan's overall deductible	\$1,800
■ Specialist coinsurance	20%
■ Hospital (facility) coinsurance	20%
■ Other coinsurance	20%

### This EXAMPLE event includes services like:

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

Diagnostic tests (blood work)

Prescription drugs

<u>Durable medical equipment</u> (glucose meter)

Total Example Cost	\$5,600

### In this example, Joe would pay:

Cost Sharing		
Deductibles*	\$1,100	
Copayments	\$0	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$4,300	
The total Joe would pay is	\$5,400	

### **Mia's Simple Fracture**

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

■ The <u>plan's</u> overall <u>deductible</u>	\$1,800
■ 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)

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

Total Example Cost	\$2,800
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## In this example, Mia would pay:

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Cost Sharing		
Deductibles*	\$1,800	
Copayments	\$0	
Coinsurance	\$200	
What isn't covered		
Limits or exclusions	\$10	
The total Mia would pay is	\$2,010	

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.

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