Coverage for: Individual + Family | Plan Type: PPO

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 1-800-207-3172. 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>www.umr.com</u> or call 1-800-207-3172 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	\$1,000 person / \$2,000 family In-network \$3,000 person / \$6,000 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. Preventive Care, Certain Office Visits, Emergency Room Care, Urgent Care, Prescription Drugs and Certain therapies. Non- Network Providers: Yes. Emergency Room Care and Prescription Drugs.	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 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 <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	\$4,000 person / \$8,000 family In-network \$12,000 person / \$24,000 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 1-800-207-3172 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 $\underline{\text{copayment}}$ 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	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other
Medical Event		In-network (You will pay the least)	Out-of-network (You will pay the most)	Important Information
	Primary care visit to treat an injury or illness	Primary care visit: \$25 copay/visit; deductible does not apply Virtual visit: \$25 copay/visit; deductible does not apply	Primary care visit: 50% after deductible Virtual visit: 50% after deductible	None
If you visit a health care provider's	<u>Specialist</u> visit	\$40 Copay per visit; Deductible Waived	50% Coinsurance	None
office or clinic	Preventive care/screening/immunization	No charge; Deductible Waived	50% Coinsurance	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. For Breast Feeding Counseling Non-PAR is Same as PAR. For Male Sterilization PAR is SAAOD. For Male Contraceptives is Not Covered.
If you have a test	Diagnostic test (x-ray, blood work)	No charge; Deductible Waived office setting	50% Coinsurance	Cost-sharing may vary based on where service is performed.

Common		What You Will Pay		Limitations, Exceptions, & Other
Medical Event	Services You May Need	In-network (You will pay the least)	Out-of-network (You will pay the most)	Important Information
	Imaging (CT/PET scans, MRIs)	20% Coinsurance	50% Coinsurance	None
If you need drugs to treat your illness or	Generic drugs (Tier 1)	Retail: \$10 copayment Mail Order: \$25 copayment	Not Covered	
More information	Preferred brand drugs (Tier 2)	Retail: \$35 copayment Mail Order: \$87.50 copayment	Not Covered	None
about prescription drug coverage is available at www.expresss- scripts.com or http://www.kyrx .org/	Non-preferred brand drugs (Tier 3)	Retail: \$55 copayment Mail Order: \$137.50 copayment	Not Covered	
	Specialty drugs (Tier 4)	25% of required payment limited to \$300 per prescription filled	Not Covered	
If you have	Facility fee (e.g., ambulatory surgery center)	20% Coinsurance	50% Coinsurance	None
outpatient surgery	Physician/surgeon fees	20% Coinsurance	50% Coinsurance	None
If you need immediate	Emergency room care	\$200 Copay per visit; Deductible Waived	\$200 Copay per visit; Deductible Waived	Copay may be waived if admitted

Common		What You Will Pay		Limitations, Exceptions, & Other
Medical Event	Services You May Need	In-network (You will pay the least)	Out-of-network (You will pay the most)	Important Information
medical attention	Emergency medical transportation	20% Coinsurance	20% Coinsurance	In-network deductible applies to Out-of-network benefits
	<u>Urgent care</u>	\$40 Copay per visit; Deductible Waived	50% Coinsurance	None
If you have a	Facility fee (e.g., hospital room)	20% Coinsurance	50% Coinsurance	Preauthorization is required. If you don't get preauthorization, benefits
hospital stay	Physician/surgeon fees	20% Coinsurance	50% Coinsurance	could be reduced by \$250 of the total cost of the service.
If you have mental health, behavioral health, or	Outpatient services	\$25 Copay per visit; Deductible Waived office visits; 20% Coinsurance other outpatient services	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.
substance abuse services	Inpatient services	20% Coinsurance	50% Coinsurance	<u>Preauthorization</u> is required. If you don't get <u>preauthorization</u> , benefits could be reduced by \$250 of the total cost of the service.
If you are pregnant	Office visits	Primary care visit: \$25 copay/visit; deductible does not apply	50% Coinsurance	Cost sharing does not apply for preventive services. Depending on the type of services, deductible, copayment or coinsurance may apply. Maternity

Common	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other
Medical Event		In-network (You will pay the least)	Out-of-network (You will pay the most)	Important Information
	Childbirth/delivery professional services	20% Coinsurance	50% Coinsurance	care may include tests and services described elsewhere in the SBC (i.e. ultrasound).
	Childbirth/delivery facility services	20% Coinsurance	50% Coinsurance	
	Home health care	20% Coinsurance	50% Coinsurance	100 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.
If you need help recovering or have other special health needs	Rehabilitation services	Physical, occupational therapy: \$25 copay/visit; deductible does not apply. Cognitive, speech and audiology therapy: 20% after deductible	Physical, occupational, cognitive, speech and audiology therapy: 50% after deductible	Therapies: Physical, occupational, speech, cognitive and audiology therapy 60 visits per year
	Habilitation services	Physical, occupational therapy: \$25 copay/visit; deductible does not apply. Cognitive, speech and audiology therapy: 20% after deductible	Physical, occupational, cognitive, speech and audiology therapy: 50% after deductible	Habilitation services for Learning Disabilities are not covered. Therapies: Physical, occupational, speech, cognitive and audiology therapy 60 visits per year.
	Skilled nursing care	20% Coinsurance	50% Coinsurance	60 Maximum days 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.

Common	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other
Medical Event		In-network (You will pay the least)	Out-of-network (You will pay the most)	Important Information
	Durable medical equipment	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	No charge; Deductible Waived	No charge; Deductible Waived	None
	Children's eye exam	Not covered	Not covered	None
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.)

- Bariatric Surgery
- Child dental care check-up
- Child eye exam
- Child glasses
- Cosmetic surgery, and if to correct functional impairment
- Long-term care
- Dental care (Adult) (if for dental injury of a sound natural tooth)
- Infertility treatment
- Non-emergency care when traveling outside the U.S.

- Private-duty nursing
- Routine eye care (Adult)
- 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.)

- Acupuncture (unless prescribed by physician)
- Chiropractic care manipulations are covered (60 Visit per year) 60 combined with physical, occupational, speech, cognitive and audiology therapy
- Hearing aids (One hearing aid per impaired ear up to \$1500 every 36 months)

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 <u>plan</u> 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.

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>	\$1,000
■ Specialist copayment	\$40
■ 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

In this example, Peg would pay:

Cost Sharing			
<u>Deductibles</u>	\$1,000		
<u>Copayments</u>	\$0		
Coinsurance	\$1,800		
What isn't covered			
Limits or exclusions	\$70		
The total Peg would pay is	\$2,870		

Managing Joe's Type 2 Diabetes

(a year of routine in-network care of a wellcontrolled condition)

■ The plan's overall deductible	\$1,000
■ Specialist copayment	\$40
■ Hospital (facility) coinsurance	20%
■ Other <u>coinsurance</u>	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*	\$200	
Copayments	\$200	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$4,300	
The total Joe would pay is	\$4,700	

Mia's Simple Fracture

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

■ The plan's overall deductible	\$1,000
■ Specialist copayment	\$40
■ 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
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Cost Sharing	
Deductibles*	\$1,000
Copayments	\$300
Coinsurance	\$70
What isn't covered	
Limits or exclusions	\$10
The total Mia would pay is	\$1,380

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 or call 1-800-207-3172.

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