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

Coverage for: Individual + Family | Plan Type: BASE - PPO



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 underlined 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?	\$3,000 person / \$6,000 family In-network \$6,000 person / \$14,000 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. <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?	Yes. \$100 person / \$200 family benefit deductible per calendar year for prescription drug expenses In-network	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-pocket</u> <u>limit</u> for this <u>plan</u> ?	\$7,600 person / \$15,200 family In-network \$15,200 person / \$30,400 family Out-of-network Other limits apply – see the chart that starts on page 2	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 1-800-207-3172 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  $\underline{copayment}$  and  $\underline{coinsurance}$  costs shown in this chart are after your  $\underline{deductible}$  has been met, if a  $\underline{deductible}$  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	\$50 Copay per visit; Deductible Waived	60% Coinsurance	None
If you visit a health care provider's office or clinic	<u>Specialist</u> visit	50% Coinsurance	60% Coinsurance	None
	Preventive care/screening/ immunization	No charge; Deductible Waived	Not covered	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)	50% Coinsurance	60% Coinsurance	None
test	Imaging (CT/PET scans, MRIs)	50% Coinsurance	60% 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.umr.com.	Tier 1 (generic and some brand-name)	30% Copay	If you use a Non-Network Pharmacy, you are responsible for payment upfront. You may be reimbursed based on the lowest contracted amount, minus any applicable deductible or copayment amount.	\$1,500 person / \$3,000 family annual Maximum out-of-pocket per calendar year  Covers up to a 34-day supply (retail); 35-90 day supply (mail order); Covers up to a 30-day supply (specialty)  You must pay the difference in cost between a Generic drug and a Brand-name drug, regardless of circumstances, this difference is not applied to preferred brand-name products in the high priced generic strategy, until the Out-of-pocket is met
	Tier 2 (preferred brand-name and some generic)	30% Copay		
	Tier 3 (nonpreferred brand- name and nonpreferred generic)	30% Copay		
	Tier 4 (specialty drugs)	30% Copay		
If you have	Facility fee (e.g., ambulatory surgery center)	50% Coinsurance	60% Coinsurance	None
outpatient surgery	Physician/surgeon fees	50% Coinsurance	60% Coinsurance	None
If you need	Emergency room care	50% Coinsurance	50% Coinsurance	In-network deductible applies to Out-of-network benefits
immediate medical attention	Emergency medical transportation	50% Coinsurance	50% Coinsurance	In-network deductible applies to Out-of-network benefits
	<u>Urgent care</u>	\$50 Copay per visit; Deductible Waived	60% Coinsurance	None

Common		What You Will Pay		Limitations Evacutions & Other Important	
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	
If you have a	Facility fee (e.g., hospital room)	50% Coinsurance	60% Coinsurance	- Preauthorization is required	
hospital stay	Physician/surgeon fees	50% Coinsurance	60% Coinsurance	Preauthorization is required.	
If you have mental health, behavioral health, or	Outpatient services	\$50 Copay per visit; Deductible Waived Office visits; 50% Coinsurance other outpatient services	60% Coinsurance	Preauthorization is required for Partial hospitalization.	
substance abuse services	Inpatient services	50% Coinsurance	60% Coinsurance	Preauthorization is required.	
	Office visits	No charge; Deductible Waived	60% Coinsurance	Cost sharing does not apply for preventive	
If you are pregnant	Childbirth/delivery professional services	50% Coinsurance	60% Coinsurance	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 facility services	50% Coinsurance	60% Coinsurance		

Common	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important
Medical Event		In-network (You will pay the least)	Out-of-network (You will pay the most)	Information
If you need help recovering or have other special health needs	Home health care	50% Coinsurance	60% Coinsurance	100 Maximum visits per calendar year; Preauthorization is required.
	Rehabilitation services	\$50 Copay per visit; Deductible Waived office therapy; 50% Coinsurance hospital therapy	60% Coinsurance	None
	Habilitation services	\$50 Copay per visit; Deductible Waived office therapy; 50% Coinsurance hospital therapy	60% Coinsurance	Habilitation services for Learning Disabilities are not covered.
	Skilled nursing care	Not covered	Not covered	None
	Durable medical equipment	50% Coinsurance	60% Coinsurance	Preauthorization is required for DME in excess of \$500 for rentals or \$1,500 for purchases.
	Hospice service	50% Coinsurance	60% Coinsurance	None
	Children's eye exam	100% Deductible Waived	100% Deductible Waived	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.)

- Acupuncture
- Cosmetic surgery
- Dental care (Adult)
- Hearing aids

- Infertility treatment
- Long-term care
- 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.)

- Bariatric surgery (if medically necessary)
- Chiropractic care

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 <a href="https://www.cciio.cms.gov">www.cciio.cms.gov</a>. Other coverage options may be available to you too, including buying individual insurance coverage through the <a href="https://www.HealthCare.gov">Health Insurance</a> Marketplace. For more information about the <a href="https://www.HealthCare.gov">Marketplace</a>, visit <a href="https://www.HealthCare.gov">www.HealthCare.gov</a> 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 <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 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 <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>	\$3,000
■ Specialist coinsurance	50%
■ Hospital (facility) coinsurance	50%
■ Other coinsurance	50%

#### 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:

Cost Sharing		
Deductibles	\$3,100	
Copayments	\$0	
Coinsurance	\$4,200	
What isn't covered		
Limits or exclusions	\$0	
The total Peg would pay is	\$7,300	

# **Managing Joe's Type 2 Diabetes**

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

■ The plan's overall deductible	\$3,000
■ Specialist coinsurance	50%
■ Hospital (facility) coinsurance	50%
■ Other coinsurance	50%

#### This EXAMPLE event includes services like:

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

Diagnostic tests (blood work)

Prescription drugs

Durable medical equipment (glucose meter)

Total Example Cost	\$5,6

## In this example, Joe would pay:

Cost Sharing		
Deductibles*	\$500	
Copayments	\$1,400	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$20	
The total Joe would pay is	\$1,920	

## **Mia's Simple Fracture**

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

■ The plan's overall deductible	\$3,000
■ Specialist coinsurance	50%
■ Hospital (facility) coinsurance	50%
■ Other coinsurance	50%

#### 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)

## In this example, Mia would pay:

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Cost Sharing	
Deductibles*	\$2,400
Copayments	\$200
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$2,600

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 1-800-207-3172.

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