Coverage for: Individual + Family | Plan Type: HDHP

Coverage Period: 01/01/2025 - 12/31/2025



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 1-866-868-7241. 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 1-866-868-7241 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	\$4,000 person / \$8,000 family	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 https://www.healthcare.gov/coverage/preventive-care-benefits/
Are there other <u>deductibles</u> 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> ?	\$6,400 person / \$12,800 person \$6,400 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 out-of-pocket limit.
Will you pay less if you use a <u>network provider</u> ?	Yes. See www.umr.com or call 1-866-868-7241 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 plan's <u>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</u> 's 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 Fragutions 9 Other brown attent
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
	Primary care visit to treat an injury or illness	30% Coinsurance	Not covered	None
If you visit a health care provider's office or clinic	Specialist visit	30% Coinsurance	Not covered	None
	Preventive care/screening/ immunization	No charge; Deductible Waived	Not covered	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.
If you have a	Diagnostic test (x-ray, blood work)	30% Coinsurance	Not covered	None
test	Imaging (CT/PET scans, MRIs)	30% Coinsurance	Not covered	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	Generic drugs (Tier 1)	20% coinsurance	Not covered	Please note that all the copays in the cells are retail copays. There are also mail-order copays (30-day	
your illness or condition. More information	Preferred brand drugs (Tier 2)	30% coinsurance	Not covered	supply unless maintenance meds, which are typically 90-day supplies): • Mail Generic: 20% coinsurance • Mail Preferred Brand: 30%	
about prescription drug coverage is available at	Non-preferred brand drugs (Tier 3)	40% coinsurance	Not covered	coinsuranceMail Non-Preferred Brand: 40% coinsurance	
myempirxheal th.com.	Specialty drugs (Tier 4)	Not covered	Not covered	No specialty mail offered. All medications deemed preventative have a \$0 flat copay.	
If you have	Facility fee (e.g., ambulatory surgery center)	30% Coinsurance	Not covered	None	
outpatient surgery	Physician/surgeon fees	30% Coinsurance	Not covered	None	
If you need	Emergency room care	30% Coinsurance	30% Coinsurance	None	
immediate medical attention	Emergency medical transportation	30% Coinsurance	30% Coinsurance	None	
alleniion	<u>Urgent care</u>	30% Coinsurance	Not covered	None	

Common		What You Will Pay		Limitations Franchisms 9 Other brown attent	
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)	30% Coinsurance	Not covered	Preauthorization is required. If you don't get preauthorization, benefits could be reduced	
hospital stay	Physician/surgeon fee	30% Coinsurance	Not covered	by 50% up to a Maximum of \$10,000 of the total cost of the service.	
If you have mental health, behavioral	Outpatient services	30% Coinsurance	Not covered	None	
health, or substance abuse needs	Inpatient services	30% Coinsurance	Not covered	Preauthorization is required. If you don't get preauthorization, benefits could be reduced by 50% up to a Maximum of \$10,000 of the total cost of the service.	
	Office visits	No charge; Deductible Waived	Not covered	Cost sharing does not apply for preventive	
If you are pregnant	Childbirth/delivery professional services	30% Coinsurance	Not covered	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	30% Coinsurance	Not covered		

Common		What You Will Pay		Limitations Franchisms 9 Other Immentant
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
	Home health care	30% Coinsurance	Not covered	Preauthorization is required.
	Rehabilitation services	30% Coinsurance	Not covered	None
If you need help	Habilitation services	30% Coinsurance	Not covered	Habilitation services for Learning Disabilities are not covered.
recovering or have other special health needs	Skilled nursing care	30% Coinsurance	Not covered	60 Maximum days per calendar year; Preauthorization is required. If you don't get preauthorization, benefits could be reduced by 50% up to a Maximum of \$10,000 of the total cost of the service.
	Durable medical equipment	30% Coinsurance	Not covered	<u>Preauthorization</u> is required for DME in excess of \$500 for rentals or \$1,500 for purchases.
	Hospice service	30% Coinsurance	Not covered	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
- Cosmetic surgery
- Dental care (Adult)
- Hearing aids

- Infertility treatment
- Long-term care
- Non-emergency care when traveling outside the U.S.
- 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 (In-network only)

• Chiropractic care (In-network only)

 Private-duty nursing (Outpatient care) (In-network only)

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 Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.HealthCare.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 <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: U.S. Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>www.HealthCare.gov</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.

Language Access Services:

Spanish (Español): Para obtener asistencia en Español, llame al 1-866-868-7241.

Traditional Chinese (中文): 如果需要中文的幫助, 請撥打這個號碼 1-866-868-7241.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-866-868-7241.

Pennsylvania Dutch (Deitsch): Fer Hilf griege in Deitsch, ruf die do Nummer uff 1-866-868-7241.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-866-868-7241.

Samoan (Gagana Samoa): Mo se fesoasoani i le Gagana Samoa, vala'au mai i le numera telefoni 1-866-868-7241.

Carolinian (Kapasal Falawasch): ngere aukke ghut alillis reel kapasal Falawasch au fafaingi tilifon ye 1-866-868-7241.

Chamorro (Chamoru): Para un ma ayuda gi finu Chamoru, a'gang 1-866-868-7241.

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	\$4,000
■ Specialist coinsurance	30%
■ Hospital (facility) coinsurance	30%
■ Other coinsurance	30%

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

\$4,000
\$0
\$2,200
\$70
\$6,270

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

■ The plan's overall deductible	\$4,000
■ Specialist coinsurance	30%
■ Hospital (facility) coinsurance	30%
■ Other coinsurance	30%

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

\$12,700

Durable medical equipment (glucose meter)

Total Example Cost	\$5,000
n this example. Les would now	
n 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 plan's overall deductible	\$4,000
■ Specialist coinsurance	30%
■ Hospital (facility) coinsurance	30%
■ Other coinsurance	30%

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic tests (x-ray)

Total Example Cost

¢E 600

<u>Durable medical equipment</u> (crutches)

Rehabilitation services (physical therapy)

In this example, Mia would pay:		
Cost Sharing		
<u>Deductibles</u> *	\$2,800	
Copayments	\$0	
Coinsurance		
What isn't covered		
Limits or exclusions	\$10	
The total Mia would pay is	\$2,810	

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 1-866-868-7241.

*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