

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 <u>underlined</u> 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<br>deductible?  | <b>\$1,350</b> person / <b>\$2,700</b> person +1 / <b>\$2,700</b> family Tier 1<br><b>\$2,500</b> person / <b>\$5,000</b> person +1 / <b>\$5,000</b> family Tier 2<br><b>\$5,000</b> person / <b>\$10,000</b> person +1 / <b>\$10,000</b> family Tier 3   | 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<br>covered before you meet<br>your <u>deductible</u> ? | 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<br>yet met the <u>deductible</u> amount. But <u>coinsurance</u> mayapply. For<br>example, this <u>plan</u> covers certain preventive services without<br><u>cost-sharing</u> and before you meet your <u>deductible</u> . See a list of<br>covered <u>preventive services</u> at<br><u>https://www.healthcare.gov/coverage/preventive-care-benefits/</u>   |
| Are there other<br><u>deductibles</u> for specific<br>services?           | No.   | You don't have to meet deductibles for specific services.  |
| What is the <u>out–of–pocket</u><br>limit for this <u>plan</u> ?          | \$5,000 person / \$10,000 person +1 / \$10,000 family Tier 1<br>\$5,200 person / \$10,400 person +1 / \$10,400 family Tier 2<br>\$6,650 person / \$13,300 person +1 / \$13,300 family Tier 3<br>\$6,650 Tier 1 / \$6,650 Tier 2 / \$6,650 Tier 3 Maximum amount that<br>any one person will satisfy towards 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 <u>out-of-pocket limit</u> ?                  | 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<br>use a <u>network provider</u> ?               | Yes. See <u>www.umr.com</u> or call 1-800-826-9781 for a list of <u>network providers</u> .   | This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (a balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider 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 <u>copayment</u> and <u>coinsurance</u> costs shown in this chart are after your <u>deductible</u> has been met, if a <u>deductible</u> applies.

| Common<br>Medical Event   | Services You May                                       | What You Will Pay               |                                 |                                 |             | Limitations, Exceptions, & Other  |  |
|---|--|---------------------------------|---------------------------------|---------------------------------|-------------|---|--|
|   | Need   | Tier 1                          | Tier 2                          | Tier 3                          | Tier 4      | Important Information   |  |
| If you visit a<br>health care<br>provider's<br>office or clinic | Primary care visit to<br>treat an injury or<br>illness | 15% Coinsurance                 | 20% Coinsurance                 | 60% Coinsurance                 | Not covered | None  |  |
|   | <u>Specialist</u> visit                                | 15% Coinsurance                 | 20% Coinsurance                 | 60% Coinsurance                 | Not covered | None  |  |
|   | Preventive<br>care/screening/<br>immunization          | No charge;<br>Deductible Waived | No charge;<br>Deductible Waived | No charge;<br>Deductible Waived | Not covered | You may have to pay for services<br>that aren't preventive. Ask your<br>provider if the services you need<br>are preventive. Then check what<br>your plan will pay for. |  |
| lf you have a<br>test   | <u>Diagnostic test</u><br>(x-ray, blood work)          | 15% Coinsurance                 | 20% Coinsurance                 | 60% Coinsurance                 | Not covered | None  |  |
|   | Imaging<br>(CT/PET scans,MRIs)                         | 15% Coinsurance                 | 20% Coinsurance                 | 60% Coinsurance                 | Not covered | Not covered if not medically necessary.   |  |

| Common   | Services You May<br>Need              | What You Will Pay                             |   |   |   | Limitations, Exceptions, & Other  |  |
|--|---------------------------------------|---|---|---|---|---|--|
| Medical Event  |                                       | Tier 1  | Tier 2  | Tier 3  | Tier 4  | Important Information   |  |
| If you need<br>drugs to treat<br>your illness or<br>condition.<br>More<br>information<br>about<br>prescription<br>drug coverage<br>is available at<br>www.umr.com. | Generic drugs (Tier 1)                | \$100 per prescription                        | h a Minimum of\$10 up<br>(retail); 35% Coinsuraı<br>um of\$200 per prescrij | Deductible and Out-of-pocket limit<br>applies<br>Covers up to a 30-day supply (retail &<br>specialty);<br>31-90 day supply (mail order)<br>Diabetic drugs 30-day supply retail: No<br>charge (generic);<br>20% Coinsurance with a Minimum of<br>\$30 up to a Maximum of \$100 per   |   |   |  |
|  | Preferred brand drugs<br>(Tier2)      | \$120 per prescription                        | h a Minimum of\$40 up<br>(retail); 35% Coinsuraı<br>um of\$230 per prescrij | Not covered   | prescription (preferred); 50%<br>Coinsurance with a Minimum of \$50<br>up to a Maximum of \$120 per<br>prescription (non-preferred);<br>90-day supply mail order:<br>No charge (generic);<br>20% Coinsurance with a Minimum of<br>\$60 up to a Maximum of \$200 per<br>prescription (preferred); 50%<br>Coinsurance with a Minimum of \$100<br>up to a Maximum of \$230 per |   |  |
|  | Non-preferred brand<br>drugs (Tier 3) | \$150 per prescription                        | h a Minimum of\$60 up<br>(retail); 50% Coinsurai<br>num of\$250 per presci  | prescription<br>Diabetic supplies 30-day supply retail:<br>No charge (generic & preferred); 20%<br>Coinsurance with a Minimum of \$30<br>up to a Maximum of \$100 per<br>prescription (non-preferred); 90-day<br>supply mail order:<br>No charge (generic & preferred); 20%<br>Coinsurance with a Minimum of \$60<br>up to a Maximum of \$200 per |   |   |  |
|  | <u>Specialty drugs</u><br>(Tier 4)    | 35% Coinsurance wit<br>\$170 per prescription | h a Minimum of\$90 up   | to a Maximum of   |   | prescription (non-preferred)<br>You must pay the difference in cost<br>between a Generic drug and Brand-<br>name drug when a medical<br>professional has not specified a<br>Brand-name drug or has not indicated<br>that the Brand-name drug is<br>necessary, until the out-of-pocket is<br>met |  |

| Common  | Services You May                                     | What You Will Pay   |   |   |   | Limitations, Exceptions, & Other   |  |
|---|--|---|---|---|---|--|--|
| Medical Event   | Need   | Tier 1  | Tier 2  | Tier 3  | Tier 4  | Important Information  |  |
| lf you have<br>outpatient<br>surgery  | Facility fee<br>(e.g., ambulatory<br>surgery center) | 15% Coinsurance   | 20% Coinsurance   | 60% Coinsurance   | Not covered   | None   |  |
|   | Physician/surgeon<br>fees                            | 15% Coinsurance   | 20% Coinsurance   | 60% Coinsurance   | Not covered   | None   |  |
| If you need<br>immediate<br>medical<br>attention                                      | Emergency room care                                  | 15% Coinsurance<br>True ER;<br>25% Coinsurance<br>Non-true ER | 20% Coinsurance<br>True ER;<br>30% Coinsurance<br>Non-true ER | 20% Coinsurance<br>True ER;<br>30% Coinsurance<br>Non-true ER | 20%<br>Coinsurance<br>True ER;<br>30%<br>Coinsurance<br>Non-true ER | Tier 2 deductible applies to Tiers 3<br>& 4 benefits   |  |
|   | Emergency medical<br>transportation                  | 15% Coinsurance   | 20% Coinsurance   | 20% Coinsurance   | 20%<br>Coinsurance  | Tier 2 deductible applies to Tiers 3<br>& 4 benefits;<br>\$10,000 Maximum benefit per<br>calendar year Air ambulance |  |
|   | <u>Urgent care</u>                                   | 15% Coinsurance   | 20% Coinsurance   | 60% Coinsurance   | Not covered   | None   |  |
| lf you have a<br>hospital stay  | Facility fee<br>(e.g., hospital room)                | 15% Coinsurance   | 20% Coinsurance   | 60% Coinsurance   | Not covered   | Preauthorization is required.  |  |
|   | Physician/surgeon fee                                | 15% Coinsurance   | 20% Coinsurance   | 60% Coinsurance   | Not covered   | None   |  |
| If you have<br>mental health,<br>behavioral<br>health, or<br>substance<br>abuse needs | Outpatient services                                  | 15% Coinsurance   | 20% Coinsurance   | 60% Coinsurance   | Not covered   | Preauthorization is required for Partial hospitalization.  |  |
|   | Inpatient services                                   | 15% Coinsurance   | 20% Coinsurance   | 60% Coinsurance   | Not covered   | Preauthorization is required.  |  |

| Common                                       | Services You May                          | What You Will Pay               |                                 |                                 |             | Limitations, Exceptions, & Other  |  |
|--|---|---------------------------------|---------------------------------|---------------------------------|-------------|---|--|
| Medical Event                                | Need                                      | Tier 1                          | Tier 2                          | Tier 3                          | Tier 4      | Important Information   |  |
| lf you are<br>pregnant                       | Office visits                             | No charge;<br>Deductible Waived | No charge;<br>Deductible Waived | No charge;<br>Deductible Waived | Not covered | Cost sharing does not apply to certain preventive services.   |  |
|  | Childbirth/delivery professional services | 15% Coinsurance                 | 20% Coinsurance                 | 60% Coinsurance                 | Not covered | Depending on the type of services,<br>deductible, copayment or<br>coinsurance mayapply. Maternity<br>care may include tests and |  |
|  | Childbirth/delivery<br>facility services  | 15% Coinsurance                 | 20% Coinsurance                 | 60% Coinsurance                 | Not covered | services described elsewhere in the SBC (i.e. ultrasound).  |  |
| lf you need                                  | Home health care                          | 15% Coinsurance                 | 20% Coinsurance                 | 60% Coinsurance                 | Not covered | 60 Maximum visits per calendar year; Preauthorization is required.  |  |
|  | Rehabilitation services                   | 15% Coinsurance                 | 20% Coinsurance                 | 60% Coinsurance                 | Not covered | 60 Maximum visits per calendar<br>year  |  |
| help<br>recovering or                        | Habilitation services                     | Not covered                     | Not covered                     | Not covered                     | Not covered | None  |  |
| have other<br>special health<br>needs        | Skilled nursing care                      | 15% Coinsurance                 | 20% Coinsurance                 | 60% Coinsurance                 | Not covered | 60 Maximum days per calendar year; Preauthorization is required.  |  |
|  | Durable medical<br>equipment              | 15% Coinsurance                 | 20% Coinsurance                 | 60% Coinsurance                 | Not covered | Preauthorization is required.   |  |
|  | Hospice service                           | 15% Coinsurance                 | 20% Coinsurance                 | 60% Coinsurance                 | Not covered | None  |  |
| lf your child<br>needs dental<br>or eye care | Children's eye exam                       | Not covered                     | Not covered                     | Not covered                     | Not covered | None  |  |
|  | Children's glasses                        | Not covered                     | Not covered                     | Not covered                     | Not covered | None  |  |
|  | Children's dental<br>check-up             | Not covered                     | Not covered                     | Not covered                     | Not covered | None  |  |

# Excluded Services & Other Covered Services:

| Services Your <u>Plan</u> Does NOT Cover (Check your policy or <u>plan</u> document for more information and a list of any other <u>excluded services</u> .) |   |   |  |  |  |  |  |  |
|--|---|---|--|--|--|--|--|--|
| Acupuncture  | <ul> <li>Infertility treatment</li> </ul>                       | <ul> <li>Routine eye care (adult)</li> </ul>  |  |  |  |  |  |  |
| • Cosmetic surgery (except when medically necessary)   | Long-term care  | Routine foot care   |  |  |  |  |  |  |
| <ul><li>Dental care (adult)</li><li>Hearing aids</li></ul>   | Private-duty nursing  | Weight loss programs  |  |  |  |  |  |  |
| Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your <u>plan</u> document.)                          |   |   |  |  |  |  |  |  |
| Bariatric surgery (Tier 2 only)  | <ul> <li>Chiropractic care (Tiers 1, 2 &amp; 3 only)</li> </ul> | <ul> <li>Non-emergencycare when traveling outside<br/>the U.S. (Tiers 1, 2 &amp; 3 only)</li> </ul> |  |  |  |  |  |  |

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 Health Insuran ce <a href="https://www.HealthCare.gov">Marketplace</a>, 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.dol.gov/ebsa/healthreform</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

If you don't have <u>Minimum Essential Coverage</u> for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

# Does this plan Meet the Minimum Value Standard? Yes

If your <u>plan</u> doesn't meet the <u>Minimum Value Standards</u>, you may be eligible for a <u>premium tax credit</u> to help you pay for a <u>plan</u> through the <u>Marketplace</u>.

# Language Access Services:

Spanish (Español): Para obtener asistencia en Español, llame al 1-800-826-9781.

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

## 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.

|  |  | 1   |                              | 1   |                              |  |
|--|--|---|------------------------------|---|------------------------------|--|
| <b>Peg is Having a Baby</b><br>(9 months of in-network pre-natal ca<br>hospital delivery)  |  | Managing Joe's type 2 Dia<br>(a year of routine in-network care of<br>controlled condition)   |                              | Mia's Simple Fracture<br>(in-network emergency room visit and follow up<br>care)  |                              |  |
| The plan's overall deductible\$1,350Specialist coinsurance15%Hospital (facility) coinsurance15%Other coinsurance15%  |  | <ul> <li>The <u>plan's</u> overall <u>deductible</u></li> <li><u>Specialist coinsurance</u></li> <li>Hospital (facility) <u>coinsurance</u></li> <li>Other <u>coinsurance</u></li> </ul>                            | \$1,350<br>15%<br>15%<br>15% | <ul> <li>The <u>plan's</u> overall <u>deductible</u></li> <li><u>Specialist coinsurance</u></li> <li>Hospital (facility) <u>coinsurance</u></li> <li>Other <u>coinsurance</u></li> </ul>  | \$1,350<br>15%<br>15%<br>15% |  |
| This EXAMPLE event includes service<br>Specialist office visits (prenatal care)<br>Childbirth/Delivery Professional Service<br>Childbirth/Delivery Facility Services<br>Diagnostic tests (ultrasounds and blood<br>Specialist visit (anesthesia) | S  | This EXAMPLE event includes service<br>Primary care physician office visits (includes as education)<br>Diagnostic tests (blood work)<br>Prescription drugs<br>Durable medical equipment (glucose medical equipment) | luding                       | <b>This EXAMPLE event includes services like:</b><br>Emergency room care <i>(including medical supplies)</i><br>Diagnostic tests <i>(x-ray)</i><br>Durable medical equipment <i>(crutches)</i><br>Rehabilitation services <i>(physical therapy)</i> |                              |  |
| Total Example Cost   | \$12,800                                   | Total Example Cost  | \$7,400                      | Total Example Cost  | \$1,900                      |  |
| In this example, Peg would pay:  |  | In this example, Joe would pay:   |                              | In this example, Mia would pay:   |                              |  |
| Cost Sharing   |  | Cost Sharing  |                              | Cost Sharing Deductibles*   |                              |  |
| Deductibles  | \$1,350                                    |   | Deductibles* \$1,200         |   | \$1,350                      |  |
| Copayments   | \$0  |   | Copayments \$0               |   | \$0                          |  |
| Coinsurance  | \$1,500                                    | Coinsurance \$0   |                              | Coinsurance   | \$90                         |  |
| What isn't covered   |  | What isn't covered What isn't covered   |                              |   |                              |  |
| Limits or exclusions   | \$0  | Limits or exclusions  | \$20                         | Limits or exclusions  | \$0                          |  |
| The total Peg would pay is   | \$2,920 The total Joe would pay is \$1,220 |   | The total Mia would pay is   | \$1,440   |                              |  |

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: You don't have to meet other <u>deductibles</u> for specific services. See "Are there other deductibles for specific services?" row above.