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?  | \$1,000 person / \$2,000 family In-network<br>\$2,000 person / \$4,000 family Out-of-network<br>Maximum amount that any one person will<br>satisfy towards the annual family deductible:<br>\$1,000 In-network / \$2,000 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 deductibles for specific services?                       | Yes. Journal- and non-Journal-Listed Christian Science Care \$300 person / \$900 family   | You don't have to meet the overall medical <u>deductibles</u> before these services are covered. Claims applied to this deductible are also applied to the overall deductible (and vice versa).  |
| What is the <u>out-of-</u><br><u>pocket limit</u> for this <u>plan</u> ? | \$3,000 person / \$6,000 family In-network \$6,000 person / \$12,000 family Out-of-network  Maximum amount that any one person will satisfy towards the annual OOP limit: \$3,000 In-network / \$6,000 Out-of-network  Journal-Listed Christian Science Care \$1,500 person / \$3,000 family  Non-Journal-Listed Christian Science Care \$3,000 person / \$9,000 family | 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 <u>out-of-pocket</u> <u>limit</u> .  |

| Will you pay less if you use a <u>network provider</u> ? | Yes. See <a href="www.umr.com">www.umr.com</a> or call 1-800-826-9781 for a list of <a href="mailto:network providers">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 referral to see a specialist?              | No.  | You can see the <u>specialist</u> you choose without a <u>referral</u> .  |



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   | Limitations, Exceptions, & Other            |   |
|---------------------------------------|--|--|---|---|
| Medical Event                         | Services You May Need                            | In-network<br>(You will pay the least)   | Out-of-network<br>(You will pay the most)   | Important Information   |
|                                       | Primary care visit to treat an injury or illness | \$25 Copay per visit;<br>Deductible Waived   | Deductible applies, then 50% Coinsurance    | None  |
| If you visit a health care provider's | Specialist visit                                 | \$50 Copay per visit;<br>Deductible Waived   | Deductible applies, then 50% Coinsurance    | None  |
| office or clinic                      | Preventive care/screening/<br>immunization       | No charge; Deductible Waived   | Deductible applies, then 50%<br>Coinsurance | You may have to pay for services that aren't preventive. Ask your provider if the services you need are preventive. Then check what your plan will pay for. |
| If you have a test                    | Diagnostic test (x-ray, blood work)              | Office Setting: No charge;<br>Deductible Waived<br>Outpatient Setting: Deductible<br>applies, then 20% Coinsurance | Deductible applies, then 50% Coinsurance    | None  |

| Common  |  | What You Will Pay  |  | Limitations, Exceptions, & Other  |  |
|---|--|--|--|---|--|
| Medical Event   | Services You May Need  | In-network<br>(You will pay the least)   | Out-of-network<br>(You will pay the most)                                      | Important Information   |  |
|   | Imaging (CT/PET scans, MRIs)   | Deductible applies, then 20% Coinsurance   | Deductible applies, then 50%<br>Coinsurance                                    | None  |  |
| If you need<br>drugs to treat                         | Tier 1 (generic and some brand-<br>name)   | \$10 Copay per prescription<br>(retail); \$20 Copay per<br>prescription (mail order)               |  | Out-of-pocket limit applies   |  |
| your illness or condition.  More                      | Tier 2 (preferred brand-name and some generic)  \$35 Copay per prescription (retail); \$70 Copay per prescription (mail order)  If you use a Non-Network Pharmacy, you are responsible for payment upfront. You may be reimbursed based on the | Covers up to a 31-day supply (retail); 32-90 day supply (mail order); Covers up to a 30-day supply |  |   |  |
| information<br>about<br>prescription<br>drug coverage | Tier 3 (nonpreferred brand-name and nonpreferred generic)  | \$60 Copay per prescription<br>(retail); \$120 Copay per<br>prescription (mail order)              | lowest contracted amount, minus any applicable deductible or copayment amount. | Once the annual out-of-pocket limit is met, you pay nothing for covered |  |
| is available at www.umr.com.                          | Tier 4 (specialty drugs)   | \$75 Copay per prescription  |  | prescription medication   |  |
| If you have   | Facility fee (e.g., ambulatory surgery center)   | Deductible applies, then 20% Coinsurance   | Deductible applies, then 50% Coinsurance                                       | None  |  |
| outpatient<br>surgery                                 | Physician/surgeon fees   | Deductible applies, then 20% Coinsurance   | Deductible applies, then 50% Coinsurance                                       | None  |  |
| If you need immediate                                 | Emergency room care  | \$350 Copay per visit;<br>Deductible Waived  | \$350 Copay per visit;<br>Deductible Waived                                    | Copay may be waived if admitted   |  |

| Common  |                                    | What You Will Pay  |   | Limitations, Exceptions, & Other   |  |
|---|------------------------------------|--|---|--|--|
| Medical Event   | Services You May Need              | In-network<br>(You will pay the least)   | Out-of-network<br>(You will pay the most)   | Important Information  |  |
| medical attention   | Emergency medical transportation   | Deductible applies, then 20% Coinsurance   | Deductible applies, then 20% Coinsurance    | In-network deductible applies to Out-of-network benefits   |  |
|   | <u>Urgent care</u>                 | \$100 Copay per visit;<br>Deductible Waived  | Deductible applies, then 50% Coinsurance    | None   |  |
| If you have a   | Facility fee (e.g., hospital room) | Deductible applies, then 20%<br>Coinsurance  | Deductible applies, then 50%<br>Coinsurance | Preauthorization is required. If you don't get preauthorization, benefits  |  |
| hospital stay   | Physician/surgeon fee              | Deductible applies, then 20%<br>Coinsurance  | Deductible applies, then 50%<br>Coinsurance | could be reduced by 50% of the total cost of the service for Out-of-network.   |  |
| If you have<br>mental health,<br>behavioral<br>health, or | Outpatient services                | Offices Visits: \$25 Copay per visit; Deductible Waived; Other outpatient services: Deductible applies, then 20% Coinsurance | Deductible applies, then 50%<br>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 for Out-of-network. |  |
| substance<br>abuse<br>services                            | Inpatient services                 | Deductible applies, then 20%<br>Coinsurance  | Deductible applies, then 50%<br>Coinsurance | Preauthorization is required. If you don't get preauthorization, benefits could be reduced by 50% of the total cost of the service for Out-of-network.                             |  |
| If you are pregnant                                       | Office visits                      | No charge; Deductible Waived   | Deductible applies, then 50%<br>Coinsurance | Cost sharing does not apply to certain preventive services. Depending on the type of services, deductible, copayment or coinsurance may apply. Maternity                           |  |

| Common                                |   | What You Will Pay   |   | Limitations, Exceptions, & Other  |
|---------------------------------------|---|---|---|---|
| Medical Event                         | Services You May Need                     | In-network<br>(You will pay the least)  | Out-of-network<br>(You will pay the most)   | Important Information   |
|                                       | Childbirth/delivery professional services | Deductible applies, then 20%<br>Coinsurance   | Deductible applies, then 50%<br>Coinsurance | care may include tests and services described elsewhere in the SBC (i.e. ultrasound).   |
|                                       | Childbirth/delivery facility services     | Deductible applies, then 20%<br>Coinsurance   | Deductible applies, then 50%<br>Coinsurance |   |
|                                       | Home health care                          | Deductible applies, then 20% Coinsurance  | Deductible applies, then 50%<br>Coinsurance | 60 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 for Out-of-network. |
| If you need<br>help<br>recovering or  | Rehabilitation services                   | Office visit therapy: \$50 Copay per visit; Deductible Waived  Hospital therapy: Deductible applies, then 20% Coinsurance | Deductible applies, then 50%<br>Coinsurance | None  |
| have other<br>special health<br>needs | Habilitation services                     | Office visit therapy: \$50 Copay per visit; Deductible Waived  Hospital therapy: Deductible applies, then 20% Coinsurance | Deductible applies, then 50%<br>Coinsurance | Habilitation services for Learning Disabilities are not covered.  |
|                                       | Skilled nursing care                      | Deductible applies, then 20% Coinsurance  | Deductible applies, then 50%<br>Coinsurance | 60 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 for Out-of-network.   |

| Common        |                            | What You Will Pay                           |   | Limitations, Exceptions, & Other   |
|---------------|----------------------------|---|---|--|
| Medical Event | Services You May Need      | In-network<br>(You will pay the least)      | Out-of-network<br>(You will pay the most)   | Important Information  |
|               | Durable medical equipment  | Deductible applies, then 20%<br>Coinsurance | Deductible applies, then 50%<br>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 for Out-of-network. |
|               | Hospice service            | Deductible applies, then 20% Coinsurance    | Deductible applies, then 50% Coinsurance    | None   |
| If your child | Children's eye exam        | Not covered                                 | Not covered                                 | None   |
| needs dental  | Children's glasses         | Not covered                                 | Not covered                                 | None   |
| or eye care   | Children's dental check-up | Not covered                                 | Not covered                                 | None   |

## **Excluded Services & Other Covered Services:**

| Services Your Plan Does NOT C   | Cover (Check your policy or <u>plan</u> document for more information | and a list of any other <u>excluded services</u> .) |
|---------------------------------|---|---|
| <ul> <li>Acupuncture</li> </ul> | <ul> <li>Dental care</li> </ul>                                       | <ul> <li>Routine eye care</li> </ul>                |

Bariatric surgery
 Cosmetic surgery
 Long-term care
 Private-duty nursing
 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.)

Chiropractic care
 Infertility treatment
 Non-emergency care when traveling outside the U.S.
 Hearing aids

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 <a href="www.HealthCare.gov">www.HealthCare.gov</a>. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance <a href="Marketplace">Marketplace</a>. For more information about the <a href="Marketplace">Marketplace</a>, visit <a href="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 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. 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 www.HealthCare.gov. 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://cciio.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 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:**



Total Example Cost

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                        | \$50    |
| ■ Hospital (facility) coinsurance             | 20%     |
| ■ Other coinsurance                           | 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)

| . ,     |
|---------|
|         |
|         |
| \$1,000 |
| \$60    |
| \$1,940 |
|         |
| \$0     |
| \$3,000 |
|         |

# **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            | \$50    |
| ■ Hospital (facility) coinsurance | 20%     |
| ■ Other coinsurance               | 20%     |

#### This EXAMPLE event includes services like:

Primary care physician office visits (including disease education)

Diagnostic tests (blood work)

Prescription drugs

\$12 700

Durable medical equipment (glucose meter)

| Total Example Cost              | \$5,600 |
|---------------------------------|---------|
| In this example, Joe would pay: |         |
| Cost Sharing                    |         |
| <u>Deductibles</u>              | \$200   |
| Copayments                      | \$1,400 |
| Coinsurance                     | \$0     |
| What isn't covered              |         |
| Limits or exclusions            | \$20    |
| The total Joe would pay is      | \$1,620 |

## **Mia's Simple Fracture**

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

| ■ The plan's overall deductible   | \$1,000 |
|-----------------------------------|---------|
| ■ Specialist copayment            | \$50    |
| ■ 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)

**Total Example Cost** 

Rehabilitation services (physical therapy)

|                                 | -       |
|---------------------------------|---------|
| In this example, Mia would pay: |         |
| Cost Sharing                    |         |
| <u>Deductibles</u>              | \$1,000 |
| Copayments                      | \$600   |
| Coinsurance                     | \$240   |
| What isn't covered              |         |
| Limits or exclusions            | \$0     |
| The total Mia would pay is      | \$1,840 |

<sup>. \*</sup>Note: This plan has other deductibles for specific services included. See "Are there other deductibles for specific services?"".

\$2.800