**The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) 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 www.umr.com or by calling 1-866-868-6744. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms, see the Glossary. You can view the Glossary at www.umr.com or call 1-866-868-6744 to request a copy.

| Important Questions | Answers | Why this Matters: |
|---|---|---|
| **What is the overall deductible?** | Primary & Secondary Network: $3,300 person / $6,600 family<br>$3,300 Maximum that any one person will satisfy toward the annual family deductible<br>Out-of-Network: No coverage unless otherwise listed | Generally, you must pay all the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible. |
| **Are there services covered before you meet your deductible?** | Yes. Preventive care services are covered before you meet your deductible. | This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost-sharing and before you meet your deductible. See a list of covered preventive services 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 out–of–pocket limit for this plan?** | Primary & Secondary Network: $6,450 person / $12,900 family<br>$6,450 Maximum that any one person will satisfy toward the annual family out-of-pocket<br>Out-of-Network: No coverage unless otherwise listed | The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met. |
| **What is not included in the out–of–pocket limit?** | Penalties, premiums, balance billing charges, and health care this plan 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 network provider?** | Yes. See www.umr.com or call 1-866-868-6744 for a list of network providers. | 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 (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 referral to see a specialist?** | No. | You can see the specialist you choose without a referral. |
|  | All copayment and coinsurance costs shown in this chart are after your deductible has been met, if a deductible applies. | |

| Common Medical Event | Services You May Need | What You Will Pay | | | Limitations, Exceptions, & Other Important Information |
|---|---|---|---|---|---|
| | | Primary Network: HonorHealth & Innovation Care Partners (ICP) | Secondary Network: UnitedHealthcare Choice Plus | Out-of-Network | |
| **If you visit a health care provider's office or clinic** | Primary care visit to treat an injury or illness | 20% Coinsurance | Pediatrics: 20% Coinsurance;<br>All other physicians: Not covered | Not covered | None |
| | Specialist visit | 20% Coinsurance | Pediatrics Specialists & Perinatologists: 20% Coinsurance;<br>All other physicians Not covered | Not covered | None |
| | Preventive care/ screening/ immunization | No charge;<br>Deductible Waived | Pediatric Preventive screenings: No charge;<br>Deductible Waived;<br>All other physicians: Not covered Preventive screenings; Not covered Preventive care & Immunizations | 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. |

| Common Medical Event | Services You May Need | What You Will Pay | | | Limitations, Exceptions, & Other Important Information |
|---|---|---|---|---|---|
| | | Primary Network: HonorHealth & Innovation Care Partners (ICP) | Secondary Network: UnitedHealthcare Choice Plus | Out-of-Network | |
| **If you have a test** | Diagnostic test (x-ray, blood work) | 20% Coinsurance | Office setting & Outpatient setting: 20% Coinsurance | Not covered | None |
| | Imaging (CT/PET scans, MRIs) | 20% Coinsurance | Office setting & Outpatient setting: 20% Coinsurance | Not covered | Pre-certification is required for MRI/MRA and PET scans. |
| **If you need drugs to treat your illness or condition.**<br><br>More information about prescription drug coverage is available at www.optumrx.com | Generic drugs (Tier 1) | **Retail Generic Preventive Drugs, 30-Day Supply:** No charge after deductible<br>**Retail Generic Drugs, 30-Day Supply:** $15 co-payment after deductible<br>**Mail Generic Preventive Drugs, 90-Day Supply:** No charge after deductible<br>**Walgreens Retail 90 Program and Mail Order Generic Drugs, 90-Day Supply:** $37.50 co-payment after deductible | | Not Covered | Not all prescription drugs are covered. To determine if a specific drug is covered under your plan, log into your account at www.optumrx.com or call 1-844-368-9854.<br><br>Your pharmacy benefit plan includes special coverage for **preventive medications.** These medications help protect against or manage medical conditions such as diabetes, hypertension, asthma, and depression.<br><br>Prior authorizations, quantity limits and step therapy may apply to certain drugs.<br><br>Dispense as Written (DAW) penalty: If you choose a brand drug when a generic equivalent drug is available you may pay the applicable brand copay or coinsurance plus the difference in cost between the brand drug and generic drug. The penalty does not |
| | Preferred brand drugs (Tier 2) | **Retail Preferred Brand Drugs, 30-Day Supply:** 35% co-insurance after deductible. Minimum: $40, Maximum: $100<br>**Walgreens Retail 90 Program and Mail Order Preferred Brand Drugs, 90-Day Supply:** 35% co-insurance after deductible Minimum: $100, Maximum: $250 | | Not Covered | |
| | Non-preferred brand drugs (Tier 3) | **30-Day Supply:** 60% co-insurance after deductible, Minimum: $125<br>**Walgreens Retail 90 Program and Mail Order Non-Preferred Brand Drugs, 90-Day Supply:** | | Not Covered | |

| Common Medical Event | Services You May Need | What You Will Pay | | | Limitations, Exceptions, & Other Important Information |
|---|---|---|---|---|---|
| | | Primary Network: HonorHealth & Innovation Care Partners (ICP) | Secondary Network: UnitedHealthcare Choice Plus | Out-of-Network | |
| | | Walgreens and Optum Mail: Participant pays 100% co-insurance after deductible at discounted cost | | | apply toward your out-of-pocket limit. If drug cost is less than co-payment, you pay just the drug cost.<br>Walgreens Retail 90 Program: 90-day maintenance medications will only be covered when filled at Walgreens retail pharmacy or OptumRx Mail Order. Maintenance medications are those you take regularly.<br>Specialty Drugs are not covered unless obtained through OptumRx Specialty Pharmacy. Call 1-855-427-4682 or visit www.specialty.optumrx.com for prior approval. Some specialty drugs can be obtained through HonorHealth Specialty Pharmacy. |
| | Specialty drugs (Tier 4) | **30-Day Supply:** 30% co-insurance after deductible Minimum: $60, Maximum: $150 | | Not Covered | |
| **If you have outpatient surgery** | Facility fee (e.g., ambulatory surgery center) | 20% Coinsurance | Not covered | Not covered | Pre-certification is required. |
| | Physician/surgeon fees | 20% Coinsurance | Not covered | Not covered | None |
| **If you need immediate medical attention** | Emergency room care | 20% Coinsurance | 20% Coinsurance | 20% Coinsurance | None |
| | Emergency medical transportation | 20% Coinsurance | 20% Coinsurance | 20% Coinsurance | None |

| Common Medical Event | Services You May Need | What You Will Pay | | | Limitations, Exceptions, & Other Important Information |
|---|---|---|---|---|---|
| | | Primary Network: HonorHealth & Innovation Care Partners (ICP) | Secondary Network: UnitedHealthcare Choice Plus | Out-of-Network | |
| | Urgent care | 20% Coinsurance | 20% Coinsurance | Not covered | None |
| **If you have a hospital stay** | Facility fee (e.g., hospital room) | 20% Coinsurance | Emergency admissions: 20% Coinsurance; Non-emergency admissions: Not covered | Emergency admissions: 20% Coinsurance; Non-emergency admissions: Not covered | Pre-certification is required. |
| | Physician/surgeon fees | 20% Coinsurance | Emergency admissions: 20% Coinsurance; Non-emergency admissions: Not covered | Emergency admissions: 20% Coinsurance; Non-emergency admissions: Not covered | Pre-certification is required. |
| **If you have mental health, behavioral health, or substance abuse services** | Outpatient services | 20% Coinsurance | 20% Coinsurance | Not covered | Preauthorization is required for Partial hospitalization. |
| | Inpatient services | 20% Coinsurance | 20% Coinsurance | Not covered | Preauthorization is required. |
| **If you are pregnant** | Office visits | No charge; Deductible Waived | Certified nurse midwife & Lactation consultants: No charge; Deductible Waived; All other providers: Not covered | Not covered | Cost sharing does not apply for preventive 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). |

| Common Medical Event | Services You May Need | What You Will Pay | | | Limitations, Exceptions, & Other Important Information |
|---|---|---|---|---|---|
| | | Primary Network: HonorHealth & Innovation Care Partners (ICP) | Secondary Network: UnitedHealthcare Choice Plus | Out-of-Network | |
| | Childbirth/delivery professional services | 20% Coinsurance | Not covered | Not covered | Pre-certification is required for breast pumps in excess of $1,000. |
| | Childbirth/delivery facility services | 20% Coinsurance | Not covered | Not covered | |
| **If you need help recovering or have other special health needs** | Home health care | 20% Coinsurance | 20% Coinsurance | Not covered | 120 Maximum visits per calendar year<br>Pre-certification is required. |
| | Rehabilitation services | 20% Coinsurance | 20% Coinsurance | Not covered | Pre-certification is required.<br>Habilitation services are covered only for Applied Behavior Analysis (ABA) Therapy for autism. |
| | Habilitation services | 20% Coinsurance | 20% Coinsurance | Not covered | |
| | Skilled nursing care | 20% Coinsurance | 20% Coinsurance | Not covered | 120 Maximum days per calendar year<br>Pre-certification is required. |
| | Durable medical equipment | 20% Coinsurance | 20% Coinsurance | Not covered | Pre-certification is required for durable medical equipment, including insulin pumps, in excess of $1,000. |
| | Hospice service | 20% Coinsurance | 20% Coinsurance | Not covered | None |

| Common Medical Event | Services You May Need | What You Will Pay | | | Limitations, Exceptions, & Other Important Information |
|---|---|---|---|---|---|
| | | Primary Network: HonorHealth & Innovation Care Partners (ICP) | Secondary Network: UnitedHealthcare Choice Plus | Out-of-Network | |
| **If your child needs dental or eye care** | Children's eye exam | Not covered | Not covered | Not covered | None |
| | Children's glasses | Not covered | Not covered | Not covered | None |
| | Children's dental check-up | Not covered | 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.)**

- Cosmetic surgery
- Dental care (Adult)
- Long-term care
- 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 (Tier 1 & Tier 2 only)
- Bariatric surgery (Tier 1 only)
- Chiropractic care (Tier 1 & Tier 2 only)
- Hearing aids (Tier 1 & Tier 2 only)
- Infertility treatment (Tier 1 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 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:

**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 plan's overall deductible | $3,300 |
| Specialist coinsurance | 20% |
| 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)*

| **Total Example Cost** | **$12,700** |
|---|---|

**In this example, Peg would pay:**

| *Cost Sharing* | |
|---|---|
| Deductibles | $3,300 |
| Copayments | $0 |
| Coinsurance | $1,600 |
| *What isn't covered* | |
| Limits or exclusions | $70 |
| **The total Peg would pay is** | **$4,970** |

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

| | |
|---|---|
| The plan's overall deductible | $3,300 |
| Specialist coinsurance | 20% |
| 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
Durable medical equipment *(glucose meter)*

| **Total Example Cost** | **$5,600** |
|---|---|

**In 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 | $3,300 |
| Specialist coinsurance | 20% |
| 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** |
|---|---|

**In this example, Mia would pay:**

| *Cost Sharing* | |
|---|---|
| Deductibles* | $2,800 |
| Copayments | $0 |
| Coinsurance | $0 |
| *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 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 1-866-868-6744.
*Note: This plan has other deductibles for specific services included in this coverage example. See "Are there other deductibles for specific services?"" row above.

The **plan** would be responsible for the other costs of these EXAMPLE covered services.