Coverage Period: 01/01/2023-12/31/2023
Coverage for: Associate + Family | Plan Type: POS

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 or summary plan description, visit www.livethehealthyorangelife.com or call 1-800-555-4954. 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 https://www.healthcare.gov/sbc-glossary or call 1-800-555-4954 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	Tier 1: \$0 Tiers 2 and 3 combined: \$100 individual/ \$300 family	Generally, you must pay all of 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 <u>deductible</u> ?	Yes. The <u>deductible</u> doesn't apply to <u>preventive care</u> or <u>prescription</u> <u>drugs</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</u> <u>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/preventivecarebenefits/
Are there other deductibles for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	Tier 1: \$2,000 individual/\$6,000 family Tiers 2 and 3 combined: \$2,000 individual/\$6,000 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 out-of-pocket limit?	All tiers: Premiums and health care this plan doesn't cover Tiers 2 and 3 only: Preauthorization penalties, prescription cost share, and balance billing charges.	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. Log on at www.kaiserpermanente.com or call 1-855-9KAISER for a list of in-	You pay the least if you use a <u>provider</u> in Tier 1. You pay more if you use a <u>provider</u> in Tier 2. You will pay the most if you use an out-of-network <u>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>).

Important Questions	Answers	Why This Matters:
	network providers.	
Do you need a <u>referral</u> to see a <u>specialist</u> ?	Tier 1: Yes for KP Plan providers only (written referral). Tiers 2 and 3: No.	KP Providers: This <u>plan</u> will pay some or all of the costs to see a <u>specialist</u> for covered services but only if you have a <u>referral</u> before you see the <u>specialist</u> . Non-KP Providers: You can see the <u>specialist</u> you choose without a <u>referral</u> .

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.

		What You Will Pay			
Common Medical Event	Services You May Need	Tier 1: KP Plan Provider	Tier 2: Contracted Provider	Tier 3: Non-Contracted Provider	Limitations, Exceptions, & Other Important Information
	Primary care visit to treat an injury or illness	\$15 <u>copay</u> per visit	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% coinsurance of allowed amount after deductible	After <u>deductible</u> for contracted and non-contracted <u>providers</u>
If you visit a health care provider's	<u>Specialist</u> visit	\$15 <u>copay</u> per visit	20% coinsurance of contracted rate after deductible	20% coinsurance of allowed amount after deductible	After <u>deductible</u> for contracted and non-contracted <u>providers</u>
office or clinic	Preventive care/screening/ immunization	No charge	No charge	No charge up to allowed amount	You may have to pay for services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services you need are <u>preventive</u> . Then check what your <u>plan</u> will pay for.
Marris and a second	Diagnostic test (x-ray, blood work)	No charge	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	After <u>deductible</u> for contracted and non-contracted <u>providers</u>
If you have a test	Imaging (CT/PET scans, MRIs)	No charge	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	*See If you have outpatient surgery
If you need drugs to treat your illness or condition More information about prescription drug coverage is	Generic drugs	Retail: \$5 copay per prescription (maintenance); \$10 copay per prescription (generic); 30-day supply	Retail: 20% coinsurance, not less than \$10 per prescription (\$5 maintenance) for out- of-network contracted pharmacies, 30 day	Not covered	Deductible does not apply. Non-KP providers: Insulin is covered at the Bran or Generic cost share amounts. Self-Injectable drugs covers up to a 30 day supply retail. Not available through Mail Order. Subject to

^{[*} For more information about limitations and exceptions, see the plan or policy document at www.livethehealthyorangelife.com.]

			What You Will Pay		
Common Medical Event	Services You May Need	Tier 1: KP Plan Provider	Tier 2: Contracted Provider	Tier 3: Non-Contracted Provider	Limitations, Exceptions, & Other Important Information
available at www.livethehealthyor angelife.com or 1- 855-9KAISER		Mail order: \$10 copay per prescription (maintenance); \$20 copay per prescription (generic); 90 day supply.	supply Mail order: Not covered. <u>Deductible</u> does not apply		formulary guidelines.
	Preferred brand drugs	Retail: \$35 copay per prescription; 30- day supply Mail order: \$70 copay per prescription; 90 day supply.	Retail: 20% coinsurance, not less than \$35 per prescription for out- of-network contracted pharmacies, 30 day supply. Mail order: Not covered. Deductible does not apply	Not covered	
	Non-preferred brand drugs	Not covered unless n	nedically necessary		
	Specialty drugs	Retail: \$75 <u>copay</u> per prescription; 30-day supply.	Retail: 20% coinsurance, not less than \$75 per prescription for out-of- network contracted pharmacies, 30 day supply. Deductible does not apply	Not covered	

			What You Will Pay		
Common Medical Event	Services You May Need	Tier 1: KP Plan Provider	Tier 2: Contracted Provider	Tier 3: Non-Contracted Provider	Limitations, Exceptions, & Other Important Information
lf you have	Facility fee (e.g., ambulatory surgery center)	\$15 <u>copay</u> per visit	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	After deductible for contracted and non-contracted providers. Preauthorization required for Tier 2 and Tier 3 providers. Failure to preauthorize may result in a penalty up to \$300
outpatient surgery	Physician/surgeon fees	\$15 <u>copay</u> per visit	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	After deductible for contracted and non-contracted providers. Preauthorization required for Tier 2 and Tier 3 providers. Failure to preauthorize may result in a penalty up to \$300
	Emergency room care	\$75 <u>copay</u> per visit			*See If you have outpatient surgery
If you need immediate medical	Emergency medical transportation	20% coinsurance		20% <u>coinsurance</u> of <u>allowed amount</u>	
attention	<u>Urgent care</u>	\$15 <u>copay</u> per visit service area	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	After <u>deductible</u> for contracted and non-contracted <u>providers</u>
If you have a	Facility fee (e.g., hospital room)	\$75 <u>copay</u> per day	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	*See If you have outpatient surgery
hospital stay	Physician/surgeon fees	\$75 <u>copay</u> per day	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	*See If you have outpatient surgery
If you need mental health, behavioral health, or	Outpatient services	\$15 <u>copay</u> per day	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	After <u>deductible</u> for contracted and non-contracted <u>providers</u>
substance abuse services	Inpatient services	\$75 <u>copay</u> per day	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	*See If you have outpatient surgery

			What You Will Pay		
Common Medical Event	Services You May Need	Tier 1: KP Plan Provider	Tier 2: Contracted Provider	Tier 3: Non-Contracted Provider	Limitations, Exceptions, & Other Important Information
If you are pregnant	Office visits	No charge	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	After deductible for contracted and non-contracted providers. \$15 copay for initial visit to confirm pregnancy. Limited to routine care. Cost sharing does not apply for preventive services. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound.)
	Childbirth/delivery professional services	No charge for delivery (included in facility fee); \$75 copay per day for inpatient newborn care	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	After deductible for contracted and non-contracted providers. Tier 1: \$75 copays per day, newborn inpatient fee
	Childbirth/delivery facility services	No charge for delivery	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	After <u>deductible</u> for contracted and non-contracted <u>providers</u> . Tier 1: \$75 <u>copays</u> per day, newborn inpatient fee
If you need help recovering or have	Home health care	No charge	20% coinsurance of contracted rate after deductible	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	After deductible for contracted and non-contracted providers. Tier 1: Limited to 150 visits per calendar year combined for Tier 2 and Tier 3 providers.
other special health needs	Rehabilitation services	\$15 <u>copay</u> per visit	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	*See If you have outpatient surgery. For Tier 2 and Tier 3: Maximum of 60 outpatient visits per calendar year combined for Physical, Speech & Occupational Therapy.

			What You Will Pay		
Common Medical Event	Services You May Need	Tier 1: KP Plan Provider	Tier 2: Contracted Provider	Tier 3: Non-Contracted Provider	Limitations, Exceptions, & Other Important Information
	<u>Habilitation services</u>	Not covered	Not covered	Not covered	none
	Skilled nursing care	No charge	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	*See If you have outpatient surgery. Tier 1, Tier 2 and 3: Limited to 120 days per calendar year.
	Durable medical equipment	20% coinsurance for durable medical equipment and external prosthetics; 100% covered for internal prosthetics	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	After deductible for contracted and non-contracted providers. Tier 1: Must be in accordance with KP DME formulary guidelines. 50% coinsurance for diabetic supplies, no charge for breast pump rental. Tier 2 and Tier 3 providers: Please see plan terms for specific limits and terms. Preauthorization required. Failure to preauthorize may result in a penalty up to \$300
	Hospice services	No charge	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	*See If you have outpatient surgery. Limited to a diagnosis of terminal illness with a life expectancy of six months or less. Tier 2 and Tier 3 providers: Limited to a combined maximum of 210 days while insured.
If your child needs dental or eye care	Children's eye exam	No charge	20% <u>coinsurance</u> of contracted rate after <u>deductible</u>	20% <u>coinsurance</u> of <u>allowed amount</u> after <u>deductible</u>	After deductible for contracted and non-contracted providers. Tier 1: Reflects copay amount for routine eye exams. Tier 2 and Tier 3 providers: Reflects coinsurance for eye exams.

			What You Will Pay		
Common Medical Event	Services You May Need	Tier 1: KP Plan Provider	Tier 2: Contracted Provider	Tier 3: Non-Contracted Provider	Limitations, Exceptions, & Other Important Information
	Children's glasses	No charge	100% of the <u>allowed amount</u> up to maximum benefit of \$50 allowance once every 24 months (Tier2 and Tier3 combined). <u>Deductible</u> does not apply		Tier 1: May be used for lenses/ frames/ lens treatment OR contact lens/ contact lens exam at a KP HI optical center. Tier 2 and Tier 3: May be used for lenses, frames, and contacts
	Children's dental check- up	Not covered	Not covered	Not covered	none

Excluded Services & Other Covered Services:

Services Your Plan Generally 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)

- Long-term care
- Non-emergency care when traveling outside the U.S
- Private-duty nursing
- Routine foot care (without diabetes)
- 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 (covered by KP Plan providers only)
- Chiropractic care (limited to 30 visits)
- Hearing aids
- Glasses

- Infertility treatment, except as a limited liability
- Routine eye care (Adult)

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.dol.gov/ebsa/healthreform. 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 on how 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: 1-855-952-4737; or the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA(3272) or www.dol.gov/ebsa/healthreform; or the State Department of Insurance at:

State Hawaii Department of Commerce and Consumer Affairs: Hawaii Insurance Division Health Insurance Branch PO Box 3614 Honolulu, HI 96811 1-808-586-2804

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 Standards? 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 1-800-555-4954.]

[Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-555-4954.]

[Chinese (中文): 如果需要中文的帮助,请拨打这个号码1-800-555-4954.]

[Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-800-555-4954.]

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

PRA Disclosure Statement: According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is **0938-1146**. The time required to complete this information collection is estimated to average **0.08** hours per response, including the time to review instructions, search existing data resources, gather the data needed, and complete and review the information collection. If you have comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to: CMS, 7500 Security Boulevard, Attn: PRA Reports Clearance Officer, Mail Stop C4-26-05, Baltimore, Maryland 21244-1850.

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	\$(
■ Specialist copayments	\$15
Hospital (facility) copayments	\$75
Other copayments	\$75

This EXAMPLE event includes services like:

Specialist office visits (prenatal 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	
<u>Deductibles</u>	\$0
Copayments	\$200
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$60
The total Peg would pay is	\$260

Managing Joe's Type 2 Diabetes

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

■ The plan's overall deductible	\$0
■ Specialist copayments	\$50
■ Hospital (facility) copayments	\$75
■ Other <u>copayments</u>	\$75

This EXAMPLE event includes services like:

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

Diagnostic tests (blood work)

Prescription drugs

<u>Durable medical equipment</u> (glucose meter)

Total Example Cost	\$5,600		
In this example, Joe would pay:			
Cost Sharing			
<u>Deductibles</u>	\$0		
Copayments	\$700		
Coinsurance	\$200		
What isn't covered			
Limits or exclusions	\$20		
The total Joe would pay is	\$920		

Mia's Simple Fracture

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

■ The plan's overall deductible	\$0
■ Specialist copayments	\$15
■ Hospital (facility) copayments	\$75
Other copayments	\$75

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

Durable medical equipment (crutches)

Rehabilitation services (physical therapy)

Total Example Cost	\$2,800
In this example, Mia would pay:	
Cost Sharing	
Deductibles	\$0
Copayments	\$400
Coinsurance	\$200
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$600

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