Coverage Period: 01/01/2022-12/31/2022 Coverage for: Associate + Family | Plan Type: HMO

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 or summary plan description, visit <u>www.livethehealthyorangelife.com</u> or call 1-800-555-4954. For general definitions of common terms, such as <u>allowed amount, balance billing, coinsurance, copayment, deductible, provider,</u> or other <u>underlined</u> terms, see the Glossary. You can view the Glossary at <a href="https://www.healthcare.gov/sbc-glossary">https://www.healthcare.gov/sbc-glossary</a> or call 1-800-555-4954 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$0	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 deductible?	Yes. The <u>deductible</u> doesn't apply to <u>preventive care</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/preventivecarebenefits/">https://www.healthcare.gov/coverage/preventivecarebenefits/</a>
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> ?	<b>\$2,500</b> individual/ <b>\$7,500</b> 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> ?	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 <u>network provider</u> ?	Yes. Log on at <a href="https://www.kaiserpermanente.com">www.kaiserpermanente.com</a> or call 1-855-9KAISER for a list of innetwork providers.	This <u>plan</u> uses a provider <u>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 provider'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> ?	Yes, but you may self-refer to certain specialists.	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>

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		Limitations Evacutions 9 Other
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Primary care visit to treat an injury or illness	\$15 copay per visit; No charge for outpatient pediatric	Not covered	none
If you visit a health care provider's office or	Specialist visit	\$15 copay per visit	Not covered	none
clinic	Preventive care/screening/ immunization	No charge	Not covered	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 toot	<u>Diagnostic test</u> (x-ray, blood work)	No charge	Not covered	none
If you have a test	Imaging (CT/PET scans, MRIs)	No charge	Not covered	none
If you need drugs to treat your illness or condition  More information about prescription drug coverage is available at www.livethehealthyorang elife.com or 1-855-9KAISER	Generic drugs	Retail: \$5 copay per prescription (maintenance); \$10 copay per prescription (generic); 30-day supply Mail order: \$10 copay per prescription (maintenance); \$20 copay per prescription (generic); 90 day supply.	Not covered	No charge for contraceptives (subject to formulary guidelines). Subject to formulary guidelines.
	Preferred brand drugs	Retail: \$35 copay per prescription; 30-day supply Mail order: \$70 copay per prescription; 90 day supply	Not covered	
	Non-preferred brand drugs	Not covered unless	Not covered	Subject to <u>formulary</u> guidelines.

<sup>[\*</sup> For more information about limitations and exceptions, see the <u>plan</u> or policy document at www.livethehealthyorangelife.com.]

		What You Will Pay		Limitations Everytions 9 Others	
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information	
		medically necessary			
	Specialty drugs	Retail: \$75 copay per prescription; 30-day supply	Not covered	Subject to <u>formulary</u> guidelines.	
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	\$15 copay per visit	Not covered	none	
surgery	Physician/surgeon fees	\$15 copay per visit	Not covered	none	
	Emergency room care	\$75 copay per visit		Must notify KP within 48 hours if admitted to a non-plan provider	
If you need immediate	Emergency medical transportation	20% coinsurance; deductible does not apply		none	
If you need immediate medical attention	<u>Urgent care</u>	\$15 <u>copay</u> per visit at KP HI facilities; 20% <u>coinsurance</u> for non-KP facility outside HI service area		Non-participating <u>provider</u> <u>urgent care</u> covered only if you are temporarily outside the service area. If you receive services in addition to an office visit, additional <u>copays</u> , <u>deductible</u> , or <u>coinsurance</u> may apply	
If you have a hospital	Facility fee (e.g., hospital room)	\$75 <u>copay</u> per day	Not covered	none	
stay	Physician/surgeon fees	\$75 <u>copay</u> per day	Not covered	none	
If you need mental health, behavioral	Outpatient services	\$15 <u>copay</u> per day	Not covered	none	
health, or substance abuse services	Inpatient services	\$75 <u>copay</u> per day	Not covered	none	
If you are pregnant	Office visits	No charge	Not covered	\$15 copay initial visit to confirm pregnancy. Limited to routine care. Depending on the type of services, a copay may apply. 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	Not covered	none	

<sup>[\*</sup> For more information about limitations and exceptions, see the <u>plan</u> or policy document at www.livethehealthyorangelife.com.]

		What You Will Pay		Limitations Evacutions 9 Other
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
		inpatient newborn care		
	Childbirth/delivery facility services	No charge for delivery	Not covered	\$75 copay per day for inpatient newborn care
	Home health care	No charge	Not covered	none
	Rehabilitation services	\$15 <u>copay</u> per visit (outpatient); \$75 <u>copay</u> per day (inpatient)	Not covered	none
	Habilitation services	Not covered	Not covered	none
If you need help	Skilled nursing care	No charge	Not covered	120 day maximum per accumulation period
recovering or have other special health needs	Durable medical equipment	20% coinsurance for durable medical equipment and external prosthetics; 100% covered for internal prosthetics	Not covered	50% coinsurance for Diabetic Equipment. Breast pump rental fee covered at 100%
	Hospice services	No charge	Not covered	Includes two 90 day periods, followed by unlimited number of 60 day periods
If your obild poods	Children's eye exam	No charge	Not covered	none
If your child needs dental or eye care	Children's glasses	No charge	Not covered	none
uental of eye care	Children's dental check-up	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
- 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, subject to pre-approval
  - Chiraprostic care (limited to 25 vicita)
- Chiropractic care (limited to 25 visits)
- Hearing aids
- Glasses

- Infertility treatment
- 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 <a href="www.dol.gov/ebsa/healthreform">www.dol.gov/ebsa/healthreform</a>. Other coverage options may be available to you, too, including buying individual insurance coverage through the <a href="Health Insurance">Health Insurance</a> <a href="Marketplace">Marketplace</a>. For more information about limitations and exceptions, see the plan or policy document at www.livethehealthyorangelife.com.]

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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 <u>plan</u> might cover costs for a sample medical situation, see the next section.

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### **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 <u>plan's</u> overall <u>deductible</u>	\$0
■ 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	
<u>Copayments</u>	\$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 <u>plan's</u> overall <u>deductible</u>	\$0
■ Specialist copayments	\$15
■ 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** 

Durable medical equipment (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 <u>plan's</u> overall <u>deductible</u>	\$0
■ Specialist copayments	\$15
■ Hospital (facility) copayments	\$75
Other <u>copayments</u>	\$75

#### This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

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

Rehabilitation services (physical therapy)

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