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

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 <a href="www.livethehealthyorangelife.com">www.livethehealthyorangelife.com</a> or call 1-800-555-4954. For general definitions of common terms, such as <a href="mailto:allowed amount">allowed amount</a>, <a href="mailto:blance billing">balance billing</a>, <a href="mailto:coinsurance">coinsurance</a>, <a href="copayment">copayment</a>, <a href="mailto:deductible">deductible</a>, <a href="mailto:provider">provider</a>, or other <a href="mailto:underlined">underlined</a> 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?	<b>\$1,500</b> individual/ <b>\$3,000</b> 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 deductible?	Yes. The <u>deductible</u> doesn't apply to <u>preventive care</u> , <u>diagnostic</u> <u>tests</u> , <u>emergency services</u> or <u>prescription 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 <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 deductibles for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	<b>\$4,500</b> individual/ <b>\$9,000</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 out-of-pocket limit?	Premiums, balance billing charges, health care this plan doesn't cover and cost sharing for certain services listed in plan documents.	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 referral to	Yes.	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

Important Questions	Answers	Why This Matters:
see a <u>specialist</u> ?		have a <u>referral</u> before you see the <u>specialist</u>

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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 Yo	u Will Pay	Limitations Eventions 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	\$25 <u>copay</u> /visit; <u>deductible</u> does not apply	Not covered	none
If you visit a health care provider's office or clinic	<u>Specialist</u> visit	\$50 <u>copay</u> /visit; <u>deductible</u> does not apply	Not covered	none
Clinic	Preventive care/screening/ immunization	No charge; <u>deductible</u> does not apply	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)	20% <u>coinsurance</u> , <u>deductible</u> does not apply	Not covered	none
If you have a test	Imaging (CT/PET scans, MRIs)	20% <u>coinsurance</u> , <u>deductible</u> does not apply	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 call 1-855-9KAISER	Generic drugs	Retail: 20%  coinsurance up to \$20  max per prescription, deductible does not apply; up to a 100-day supply at plan pharmacies. Mail Order: 20% coinsurance up to \$20 max per prescription, deductible does not apply; up to a 100-day	Not covered	No charge for contraceptives. Subject to formulary guidelines.

		What You Will Pay		Limitations, Exceptions, & Other
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information
		supply at <u>plan</u> pharmacies.		
	Preferred brand drugs	Retail: 30% coinsurance up to \$100 max per prescription, deductible does not apply; up to a 100-day supply at plan pharmacies.  Mail Order: 30% coinsurance up to \$20 max per prescription, deductible does not apply; up to a 100-day supply at plan pharmacies.	Not covered	Certain drugs may be covered at a different cost share. No charge for contraceptives. Subject to formulary guidelines.
	Non-preferred brand drugs	Not covered unless medically necessary	Not covered	Same as <u>formulary</u> brand drugs when approved through exception process. Subject to <u>formulary</u> guidelines.
	Specialty drugs_	\$100 copay per prescription per fill, deductible does not apply; up to a 30-day supply when deemed medically necessary prescribed by a plan physician and obtained at plan pharmacies.	Not covered	Subject to <u>formulary</u> guidelines.
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	20% <u>coinsurance</u> after <u>deductible</u>	Not covered	none
surgery	Physician/surgeon fees	20% <u>coinsurance</u> after <u>deductible</u>	Not covered	none
If you need immediate	Emergency room care	20% coinsurance; deduct	tible does not apply	none
medical attention	Emergency medical transportation	20% <u>coinsurance</u> after <u>de</u>	eductible eductible	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, Exceptions, & Other
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information
	<u>Urgent care</u>	\$25 <u>copay</u> per visit, <u>deduc</u>	ctible does not apply	Non-participating provider urgent care covered only if you are temporarily outside the service area. If you receive services in addition to an office visit, additional copays, deductible, or coinsurance may apply
If you have a hospital	Facility fee (e.g., hospital room)	20% <u>coinsurance</u> after <u>deductible</u>	Not covered	Droguth origination required
stay	Physician/surgeon fees	20% <u>coinsurance</u> after <u>deductible</u>	Not covered	Preauthorization required
If you need mental health, behavioral health, or substance abuse services	Outpatient services	\$25 copay per visit individual; \$12 copay per visit group.  Deductible does not apply. For substance abuse services, \$25 copay per individual visit, \$5 copay per group visit. Deductible does not apply.	Not covered	none
	Inpatient services	20% <u>coinsurance</u> after deductible	Not covered	Preauthorization required
	Office visits	No charge; <u>deductible</u> does not apply	Not covered	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.)
If you are pregnant	Childbirth/delivery professional services	20% <u>coinsurance</u> after <u>deductible</u>	Not covered	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 facility services	20% <u>coinsurance</u> after <u>deductible</u>	Not covered	Cost sharing does not apply for preventive services. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound.)
If you need help	Home health care	No charge; deductible	Not covered	Up to 2 hours maximum per visit, up to 3

<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, Exceptions, & Other
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information
recovering or have other special health		does not apply		visits maximum per day, up to 120 visits maximum per calendar year.
needs	Rehabilitation services	Inpatient: 20% coinsurance after deductible Outpatient: \$25 copay per day, deductible does not apply	Not covered	none
	<u>Habilitation services</u>	\$25 <u>copay</u> per day, <u>deductible</u> does not apply	Not covered	none
	Skilled nursing care	20% <u>coinsurance</u> after <u>deductible</u>	Not covered	Up to a 100 day maximum per benefit period.
	Durable medical equipment	20% <u>coinsurance;</u> deductible does not apply	Not covered	Preauthorization required
	Hospice services	No charge; deductible does not apply	Not covered	none
If your child needs	Children's eye exam	No charge for refractive exam; deductible does not apply	Not covered	none
dental or eye care	Children's glasses	Glasses not covered	Not covered	none
	Children's dental check-up	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.)

- Cosmetic surgery
- Dental care (Adult)
- Glasses

- Infertility treatment
- 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.)

- Acupuncture (plan provider referred)
- Chiropractic care (limited to 30 visits)
- Routine eye care (Adult)

## 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
- 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.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 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 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:

California Department of Insurance 1-800-927-HELP(4357)

www.insurance.ca.gov

### 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.

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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, 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>	\$1,500
■ Specialist copayments	\$50
■ Hospital (facility) coinsurance	20%
■ Other coinsurance	20%

#### 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>	\$1,500	
Copayments	\$0	
Coinsurance	\$1,700	
What isn't covered		
Limits or exclusions	\$60	
The total Peg would pay is	\$3,260	

# Managing Joe's Type 2 Diabetes

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

■ The plan's overall deductible	\$1,500
■ Specialist copayments	\$50
■ Hospital (facility) coinsurance	20%
■ Othercoinsurance	20%

#### 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	\$300	
Coinsurance	\$900	
What isn't covered		
Limits or exclusions	\$20	
The total Joe would pay is	\$1,220	

# **Mia's Simple Fracture**

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

■ The <u>plan's</u> overall <u>deductible</u>	\$1,500
■ Specialist copayments	\$50
■ Hospital (facility) coinsurance	20%
■ Other <u>coinsurance</u>	20%

#### 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	\$1,000	
Copayments	\$300	
Coinsurance	\$200	
What isn't covered		
Limits or exclusions	\$0	
The total Mia would pay is	\$1,500	

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