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 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/sbcglossary or call 1-800-555-4954 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$1,500 individual/ \$3,000 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 https://www.healthcare.gov/coverage/preventivecarebenefits/
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> ?	\$4,500 individual/ \$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> ?	Premiums 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 www.kaiserpermanente.com 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.	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 **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

		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
	Primary care visit to treat an injury or illness	\$25 <u>copay</u> per visit; <u>deductible</u> does not apply	Not covered	none
If you visit a health care provider's office or clinic	Specialist visit	\$50 <u>copay</u> per visit; <u>deductible</u> does not apply	Not covered	Some specialists require a referral.
Cimic	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 test	Diagnostic test (x-ray, blood work)	No charge after applicable office visit copay in office or freestanding center. 20% coinsurance; deductible does not apply in outpatient setting	Not covered	none
	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-	Generic drugs	Retail: 20% coinsurance up to \$20 max per 30- day supply. Mail order: 20% coinsurance up to \$20 max per prescription per 90 day supply. Deductible does not apply	Not covered	No charge for contraceptives. 20% coinsurance (max \$20 generic / \$100 brand) per prescription at network pharmacies for first fill. Subject to formulary guidelines.
9KAISER	Preferred brand drugs	Retail: 20% coinsurance up to \$100 max per 30-	Not covered	

^{[*} 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
		day supply; Mail order: 20% coinsurance up to \$100 max per prescription per 90 day supply. Deductible does not apply		
	Non-preferred brand drugs	Not covered unless medically necessary	Not covered	Subject to formulary guidelines.
	Specialty drugs	Retail: \$100 copay per drug per fill; 30-day supply	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
	Emergency room care	20% coinsurance; deducti	i <mark>ble</mark> does not apply	This cost sharing does not apply if admitted directly to the hospital as an inpatient for covered Services (see "If you have a hospital stay" for inpatient cost sharing)
If you need immediate medical attention	Emergency medical transportation	20% coinsurance; deductible does not apply		none
medical attention	Urgent care	\$50 <u>copay</u> per visit; at designated KP Medical Centers and after hours/ <u>urgent care</u> facilities, <u>Deductible</u> does not apply		Non-participating <u>provider 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)	20% <u>coinsurance</u> after <u>deductible</u>	Not covered	none
stay	Physician/surgeon fees	20% <u>coinsurance</u> after <u>deductible</u>	Not covered	none
If you need mental health, behavioral health, or substance	Outpatient services	\$25 <u>copay</u> per individual visit; \$12 <u>copay</u> per group visit.	Not covered	none

^{[*} 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
abuse services		For substance abuse services, \$25 copay per visit (individual or group), Deductible does not apply		
	Inpatient services	20% <u>coinsurance</u> after <u>deductible</u>	Not covered	none
	Office visits	No charge	Not covered	Depending on the type of services, a copay
	Childbirth/delivery professional services	20% coinsur <u>ance</u> after deductible	Not covered	may apply. Maternity care may include tests and services described elsewhere in the
If you are pregnant	Childbirth/delivery facility services	20% coinsurance after deductible	Not covered	SBC (i.e. ultrasound.) Cost sharing does not apply for preventive services. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound.) Cost sharing does not apply for preventive services. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound.)
	Home health care	20% <u>coinsurance;</u> <u>deductible</u> does not apply	Not covered	Limited to 120 visits per year
	Rehabilitation services	20% <u>coinsurance;</u> <u>deductible</u> does not apply	Not covered	Limited to 20 visits per year Physical & Occupational Therapy combined Limited to 20 visits per year for Speech
If you need help recovering or have other special health needs	Habilitation services	20% <u>coinsurance;</u> <u>deductible</u> does not apply	Not covered	Therapy. Visit limits do not apply to children up to 21 years of age who are receiving ABA therapy.
	Skilled nursing care	20% <u>coinsurance</u> after <u>deductible</u>	Not covered	Limited to 100 visits per year
	Durable medical equipment	20% <u>coinsurance;</u> <u>deductible</u> does not apply	Not covered	none
	Hospice services	No charge	Not covered	none

^{[*} 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
If your child needs	Children's eye exam	\$50 copay per refractive exam; deductible does not apply	Not covered	For ophthalmologist services, see "Specialist visit".
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.)

- Acupuncture
- Cosmetic surgery
- Dental care (Adult)

- Glasses
- Infertility
- 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.)

- Bariatic surgery, subject to pre-approval
- Chiropractic care (limited to 25 visits)
- Hearing Aid \$1,000 per hearing aid per every 36 months
- 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:

Georgia Office of Insurance and Safety Fire Commissioner Consumer Services Division 2 Martin Luther King, Jr. Drive West Tower, Suite 716
Atlanta, Georgia 30334 800-656-2298
http://www.oci.ga.gov/ConsumerService/Home.aspx

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>	\$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%
■ Other <u>coinsurance</u>	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)

<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>	\$40
Copayments	\$200
Coinsurance	\$500
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$740