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/sbc-glossary 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> 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 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 out-of-pocket limit? | 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 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 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 |
| If you visit a health care provider's office or clinic | Primary care visit to treat an injury or illness | \$25 <u>copay</u> per visit; <u>deductible</u> does not apply | Not covered | none |
| | Specialist visit | \$50 <u>copay</u> per visit; <u>deductible</u> does not apply | Not covered | Some specialists require a referral. |
| | 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. |
| Managhara a tagt | <u>Diagnostic test</u> (x-ray, blood work) | 20% <u>coinsurance</u> after <u>deductible</u> | Not covered | No charge for preventive care. |
| If you have a test | Imaging (CT/PET scans, MRIs) | 20% <u>coinsurance</u> after <u>deductible</u> | Not covered | none |
| If you need drugs to treat your illness or condition More information about prescription drug coverage is available at | Generic drugs | Retail: 20% coinsurance up to \$20 max per prescription; 30-day supply at KP pharmacies Mail order: 20% coinsurance up to \$40 max per prescription; 90 day supply. Deductible does not apply | Not covered | No charge for contraceptives. Subject to formulary guidelines. |
| www.livethehealthyorang elife.com or 1-855- 9KAISER | Preferred brand drugs | Retail: 20% coinsurance up to \$100 max per prescription; 30-day supply at KP pharmacies Mail order: 20% coinsurance up to \$100 | Not covered | |

| | | 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 |
| | | max per prescription; 90 day supply. Deductible does not apply | | |
| | Non-preferred brand drugs | Not covered unless medically necessary | Not covered | Covered same as Preferred brand drugs, only if medically necessary. Subject to formulary guidelines. |
| | Specialty drugs | Retail: \$100 copay per prescription; up to 30-day supply. Deductible does not apply | Not covered | Subject to formulary 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, deduct | <u>ible</u> does not apply | none |
| | Emergency medical | 20% <u>coinsurance</u> after <u>de</u> | <u>ductible</u> | none |
| If you need immediate medical attention | | | Non-participating provider <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) | 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 abuse services | Outpatient services | \$25 <u>copay</u> per visit individual; \$12 <u>copay</u> per visit group. <u>Deductible</u> does not apply | Not covered | none |
| anuse services | Inpatient services | 20% <u>coinsurance</u> after <u>deductible</u> | Not covered | none |

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

| | Services You May Need | What You Will Pay | | Limitations Eventions 9 Other |
|--|---|--|---|--|
| Common Medical Event | | Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | Limitations, Exceptions, & Other Important Information |
| If you are pregnant | Office visits | No charge | Not covered | Depending on the type of services, a <u>copay</u> may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound.) |
| | 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 |
| | Home health care | 20% <u>coinsurance</u> after <u>deductible</u> | Not covered | Limited to 120 days per year |
| If you need help recovering or have other special health | Rehabilitation services | 20% <u>coinsurance</u> after <u>deductible</u> | Not covered | <u>Preauthorization</u> required; limited to 20 visits per therapy per calendar year. |
| | Habilitation services | 20% <u>coinsurance</u> after <u>deductible</u> | Not covered | Coverage is limited to neurodevelopmental disorders of early childhood. Preauthorization required; limited to 20 visits per therapy per calendar year |
| needs | Skilled nursing care 20% coinsurance after deductible Not covered | Not covered | Limited to 100 days per year | |
| | Durable medical equipment | 20% <u>coinsurance</u> after <u>deductible</u> | Not covered | Medicare criteria apply. |
| | Hospice services | No charge | Not covered | Preauthorization required. |
| If your child needs | Children's eye exam | \$25 <u>copay</u> per refractive exam; <u>deductible</u> 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 (self-referred)
- Cosmetic surgery
- Dental care (Adult)

- Glasses
- Long-term care
- Infertility treatment (in vitro fertilization and fertility or drugs not covered)
- 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
- Hearing aids
- Chiropractic care (limited to 25 visits)
- 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:

Oregon Insurance Division, P.O. Box 14480 Salem, OR 97309-0405, 503-947-7984 http://www.cbs.state.or.us/ins/index.html cp.ins@state.or.us

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)

| \$50 |
|------|
| 20% |
| 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> | \$900 | |
| Copayments | \$300 | |
| Coinsurance | \$700 | |
| What isn't covered | | |
| Limits or exclusions | \$20 | |
| The total Joe would pay is | \$1,920 | |

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 coinsurance | 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> | \$1,500 | |
| Copayments | \$200 | |
| Coinsurance | \$200 | |
| What isn't covered | | |
| Limits or exclusions | \$0 | |
| The total Mia would pay is | \$1,900 | |

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