Summary of Benefits and Coverage:

Coverage Period: 09/01/2023 – 08/31/2024

Coverage for: Single + Family | Plan Type: RBP

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, go to <u>abadmin.com</u>. For general definitions of common terms, such as <u>allowed amount</u>, <u>balance billing</u>, <u>coinsurance</u>, <u>copayment</u>, <u>deductible</u>, <u>provider</u>, or other <u>underlined</u> terms see the Glossary. You can view the Glossary at <u>www.healthcare.gov/sbc-glossary</u>. You can also request a copy by calling 1-877-275-9787.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$3,000 Individual Plan Year Deductible \$6,000 Family Plan Year Deductible. Out-of-Network: \$6,000 Individual Plan Year Deductible \$12,000 Family Plan Year Deductible	Generally, you must pay all of the costs from providers up to the <u>deductible</u> amount before this <u>plan</u> begins to pay.
Are there services covered before you meet your deductible?	Yes.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance 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/preventive-care-benefits/ .
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-</u> <u>pocket limit</u> for this <u>plan</u> ?	\$7,050 Individual \$14,100 Family Out-of-Network: \$14,100 Individual \$28,200 Family	The <u>out-of-pocket limit</u> is the most you could pay during a coverage period (usually one year) for your share of the cost of covered services. This limit helps you plan for health care expenses.
What is not included in the out-of-pocket limit?	Premiums, balance-billed 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. See <u>abadmin.com</u> or call 1-866-366-3124, for a list of network providers.	This uses a <u>provider network</u> . You will pay less is 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 network provider might use an out of network provider for some services (such as lab work). Check with your <u>provider</u> before you get services.

You can see the **specialist** you choose without permission from this plan.



All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common		What You Will Pay		Limitations, Exceptions, & Other Important	
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Information	
	Primary care visit to treat an injury or illness	20% coinsurance after deductible	40% coinsurance after deductible		
	Specialist visit	20% coinsurance after deductible	40% coinsurance after deductible		
If you visit a health care <u>provider's</u> office or clinic	Preventive care/screening/ Immunization	\$0 Copay (deductible waived)	40% coinsurance after deductible	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.	
	Outpatient Hospital Free Standing Facility Services	\$0 Copay (deductible waived)	\$0 Copay (deductible waived)	Prior authorization is required.	
If you have a test	Diagnostic test (x-ray, blood work)	20% coinsurance after deductible	40% coinsurance after deductible		
If you have a test	Imaging (CT/PET scans, MRIs)	20% coinsurance after deductible	40% coinsurance after deductible	Prior authorization required.	
If you need drugs to treat your illness or condition	Generic	30% after deductible Mail Order: 30% after deductible	Not Covered	Covers up to a 30-day supply. Mail order 90- day supply.	
More information about	Preferred Brand	30% after deductible Mail Order: 30% after deductible	Not Covered	Covers up to a 30-day supply. Mail order 90- day supply.	
prescription drug coverage is	Non-Preferred Brand	30% after deductible	Not Covered	Covers up to a 30-day supply. Mail order 90- day supply.	
available at www.optumrx.com	Specialty drugs Amwins Patient Assurance	50% after deductible up to a \$500 Max 50% after deductible up	Not Covered Not Covered	Covers up to a 30-day supply.	
	Program	to a \$500 Max			

Common		What You Will Pay		Limitations, Exceptions, & Other Important	
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Information	
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	20% coinsurance after deductible	20% coinsurance after deductible	Prior authorization required.	
surgery	Physician/surgeon fees	20% coinsurance after deductible	20% coinsurance after deductible	Prior authorization required.	
	Emergency room care	20% coinsurance after deductible	20% coinsurance after deductible	Non-emergency care in an emergency room setting will not be covered.	
If you need immediate medical attention	Emergency medical transportation	20% coinsurance after deductible	20% coinsurance after deductible		
	Urgent care	20% coinsurance after deductible	40% coinsurance after deductible		
If you have a hospital	Facility fee (e.g., hospital room)	20% coinsurance after deductible	20% coinsurance after deductible	Prior authorization required for inpatient and outpatient treatment.	
stay	Physician/surgeon fees	20% coinsurance after deductible	20% coinsurance after deductible		
If you need mental	Outpatient Office Visit	20% coinsurance after deductible	40% coinsurance after deductible		
health, behavioral health, or substance abuse services	Outpatient Facility	\$30 Copay (deductible waived)	\$30 Copay (deductible waived)	Prior authorization is required for outpatient facility services.	
	Inpatient services	20% coinsurance after deductible	20% coinsurance after deductible	Prior authorization required for inpatient treatment.	
	Office visits	20% coinsurance after deductible	40% coinsurance after deductible		
If you are pregnant	Childbirth/delivery professional services	20% coinsurance after deductible	20% coinsurance after deductible		
	Childbirth/delivery facility services	20% coinsurance after deductible	20% coinsurance after deductible		
If you need help	Home health care	20% coinsurance after deductible	40% coinsurance after deductible	Limited to 30 Visits Per Plan Year. Prior authorization required.	
recovering or have other special health	Rehabilitation services	20% coinsurance after deductible	40% coinsurance after deductible		
needs	Habilitation services	20% coinsurance after deductible	40% coinsurance after deductible		

	Common		What You Will Pay		Limitations, Exceptions, & Other Important
	Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Information
		Skilled nursing care	20% coinsurance after deductible	40% coinsurance after deductible	Limited to 60 Days Per Plan Year. Prior authorization required.
		Durable medical equipment	20% coinsurance after deductible	40% coinsurance after deductible	
		Hospice services	20% coinsurance after deductible	40% coinsurance after deductible	Bereavement Counseling will be covered up to 6 visits, and must be utilized within 6 months of death
	If your shild poods	Children's eye exam	Not Covered	Not Covered	
dental or eye care	If your child needs	Children's glasses	Not Covered	Not Covered	
	Children's dental check-up	Not Covered	Not Covered		

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
- Bariatric surgery
- Cosmetic surgery
- Hearing aids

- 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 <u>plan</u> document.)

Chiropractic Care (30 visits per plan year)

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: the U.S. Department of Labor, Employee Benefits Security Administration at (866) 444-3272 or www.dol.gov/ebsa/healthreform or Texas Capitalization Resource Group, Inc. at (972) 699-9141. 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 <u>plan</u> for a denial of a <u>claim</u>. This complaint is called a <u>grievance</u> or <u>appeal</u>. For more information about your rights, look at the explanation of benefits you will receive for that medical <u>claim</u>. Your <u>plan</u> documents also provide complete information on how to submit a <u>claim</u>, <u>appeal</u>, or a <u>grievance</u> for any reason to your <u>plan</u>. For more information

about your rights, this notice, or assistance, contact Assured Benefits Administrators at 1-866-366-3124 or <u>abadmin.com</u> or the U.S. Department of Labor, Employee Benefits Security Administration at (866) 444-3272 or <u>www.dol.gov/ebsa/healthreform</u> or Texas Capitalization Resource Group, Inc. at (972) 699-9141.

Additionally, a consumer assistance program can help you file your <u>appeal</u>. Contact the Texas Consumer Health Assistance Program, Texas Department of Insurance at (800) 252-3439.

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

Spanish (Español): Para obtener asistencia en español, llame al 1-866-366-3124.

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:

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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>	\$3,000
■ Specialist copayment	\$0
■ 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:

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Cost Sharing			
Deductibles	\$3,000		
Copayments	\$0		
Coinsurance	\$1,900		
What isn't covered			
Limits or exclusions \$60			
The total Peg would pay is			

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>	\$3,000
■ Specialist copayment	\$0
■ Hospital (facility) coinsurance	20%
Other coinsurance	20%

This EXAMPLE event includes services like:

Primary care physician 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		
Deductibles	\$4,020	
Copayments	\$0	
Coinsurance	\$1,000	
What isn't covered		
Limits or exclusions	\$20	
The total Joe would pay is	\$4,020	

Mia's Simple Fracture

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

■ The plan's overall deductible	\$3,000
■ Specialist copayment	\$0
■ Hospital (facility) coinsurance	20%
Other coinsurance	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,

In this example, Mia would pay:

Cost Sharing	
Deductibles	\$2,800
Copayments	\$0
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$2,800