Summary of Benefits and Coverage:

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

Coverage for: Single + Family | Plan Type: PPO

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, go to abadmin.com. 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 www.healthcare.gov/sbc-glossary. 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> ? | \$9,100 Individual \$18,200 Family Out-of-Network: \$18,200 Individual \$36,400 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 <u>out-of-pocket limit?</u> | 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 | \$30 Copay (deductible waived) | 40% coinsurance after deductible | | |
| | Specialist visit | \$70 Copay (deductible waived) | 40% coinsurance after deductible | | |
| If you visit a health care provider's 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) | \$30 Copay (deductible waived) | \$30 Copay (deductible waived) | | |
| If you have a test | Imaging (CT/PET scans, MRIs) | 20% coinsurance (deductible waived) | 20% coinsurance (deductible waived) | Prior authorization required. | |
| If you need drugs to treat your illness or condition | Generic | \$10 Copay Mail Order: \$25 Copay | Not Covered | Covers up to a 30-day supply. Mail order 90- day supply. | |
| More information about | Preferred Brand | \$35 Copay Mail Order: \$87.50 Copay | Not Covered | Covers up to a 30-day supply. Mail order 90- day supply. | |
| prescription drug coverage is | Non-Preferred Brand | 30% up to a \$125 Max | Not Covered | | |
| available at www.optumrx.com | Specialty drugs Amwins Patient Assurance | 50% Copay up to a \$500 Max | Not Covered | Covers up to a 30-day supply. | |
| | Program | \$0 Copay | Not Covered | | |

| 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 | 40% coinsurance after deductible | Prior authorization required. |
| surgery | Physician/surgeon fees | 20% coinsurance after deductible | 40% coinsurance after deductible | Prior authorization required. |
| If | Emergency room care | 20% coinsurance after deductible | 40% coinsurance after deductuctible | 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 | |
| | <u>Urgent care</u> | \$50 Copay (deductible waived) | 40% coinsurance after deductible | |
| If you have a hospital | Facility fee (e.g., hospital room) | 20% coinsurance after deductible | 40% coinsurance after deductible | Prior authorization required for inpatient and outpatient treatment. |
| stay | Physician/surgeon fees | 20% coinsurance after deductible | 40% coinsurance after deductible | |
| If you need mental health, behavioral health, or substance abuse services | Outpatient Office Visit | \$30 Copay (deductible waived) | 40% coinsurance after deductible | |
| | 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 | \$30 Copay (deductible waived) | 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 recovering or have | Home health care | 20% coinsurance after deductible | 40% coinsurance after deductible | Limited to 30 Visits Per Plan Year. Prior authorization required. |
| other special health needs | Rehabilitation 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 | |
| | Habilitation services | 20% coinsurance after deductible | 40% coinsurance after deductible | | |
| | 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 | |
| | Bereavement Counseling | 100% (deductible waived) | 40% coinsurance after deductible | death | |
| If your shild woods | Children's eye exam | Not Covered | Not Covered | | |
| If your child needs | Children's glasses | Not Covered | Not Covered | | |
| dental or eye care | 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 plan 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:

-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</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 | \$70 |
| ■ 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:

| <u> </u> | | | |
|------------------------------------|---------|--|--|
| Cost Sharing | | | |
| Deductibles | \$3,000 | | |
| Copayments | \$500 | | |
| Coinsurance | \$1,600 | | |
| What isn't covered | | | |
| Limits or exclusions \$60 | | | |
| The total Peg would pay is \$5,160 | | | |

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 | \$70 |
| ■ 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 Exa | mple Cost | \$5,600 |
|-----------|-----------|---------|
| | | |

In this example, Joe would pay:

| Cost Sharing | | |
|----------------------------|---------|--|
| Deductibles | \$800 | |
| Copayments | \$600 | |
| Coinsurance | \$1,600 | |
| What isn't covered | | |
| Limits or exclusions | \$20 | |
| The total Joe would pay is | \$2,580 | |

Mia's Simple Fracture

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

| ■ The plan's overall deductible | \$3,000 |
|-----------------------------------|---------|
| ■ Specialist copayment | \$70 |
| ■ 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 | \$2,800 |
|--------------------|---------|
|--------------------|---------|

In this example, Mia would pay:

| Cost Sharing | |
|----------------------------|---------|
| Deductibles | \$2,300 |
| Copayments | \$300 |
| Coinsurance | \$0 |
| What isn't covered | |
| Limits or exclusions | \$0 |
| The total Mia would pay is | \$2,600 |