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, visit www.umr.com or by calling 1-800-826-9781. 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.umr.com or call 1-800-826-9781 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	**$1,500** person / **$3,000** family In-network **$3,000** person / **$6,000** family Out-of-network	Generally, you must pay all the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, the overall family deductible must be met before the plan begins to pay. The deductible for medical and pharmacy benefits is combined.
Are there services covered before you meet your deductible?	Yes. Preventive care services are covered before you meet your deductible.	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 plan covers certain preventive services without cost-sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the out–of–pocket limit for this plan?	**$3,000** person / **$6,000** family In-network **$6,000** person / **$12,000** family Out-of-network	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, the overall family out-of-pocket limit must be met. The out-of-pocket limit for medical and pharmacy benefits is combined.
What is not included in the out–of–pocket limit?	Penalties, 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 network provider?	Yes. See www.umr.com or call 1-800-826-9781 for a list of network providers.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.

Do you need a referral to see a specialist?	No.	You can see the specialist you choose without a referral.

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

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-network (You will pay the least)	Out-of-network (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	$25 Copay per visit after deductible	30% Coinsurance	None
	Specialist visit	$35 Copay per visit after deductible	30% Coinsurance	None
	Preventive care/screening/ immunization	No charge; Deductible Waived	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 deductible	30% Coinsurance	None

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-network (You will pay the least)	Out-of-network (You will pay the most)	
	Imaging (CT/PET scans, MRIs)	No charge after deductible	30% Coinsurance	Preauthorization is required.
If you need drugs to treat your illness or condition. More information about prescription drug coverage is available at www.optumrx.com.	Generic drugs (Tier 1) Cost is per prescription	After deductible: $10 - Retail 1-30 Day Supply $20 - Mail 31-90 Day Supply	Not Covered	**Generic Policy - Dispense As Written (DAW)**: If your doctor writes a prescription stating that a Generic may be dispensed, we will only pay for the Generic drug. If you choose to buy the Brand name drug in this situation, you will be required to pay the Brand copay/coinsurance plus the difference in cost between the Generic and Brand name drug. The Generic Policy does not apply if your
	Preferred brand drugs (Tier 2) Cost is per prescription	After deductible: $30 - Retail 1-30 Day Supply $60 - Mail 31-90 Day Supply	Not Covered	
	Non-preferred brand drugs (Tier 3) Cost is per prescription	After deductible: $50 - Retail 1-30 Day Supply $100 - Mail 31-90 Day Supply	Not Covered	

	Specialty drugs (Tier 4) Cost is per prescription *Limited to 30-Day Supply	After deductible: $75 1-30 Day Supply Less Than $1,000 $125 1-30 Day Supply Over $1,000	Not Covered	doctor requires a brand name medication. **Step Therapy Program**: Certain medications may be subject to step therapy. You could be asked to try one of the first or second level options before certain drugs are covered by the plan. **High Dollar Claim Review, Prior Authorization and Appeals program (HDCR)**: Medication costs exceeding $1,000 per 30-day supply and $3,000 per 90-day supply require prior authorization. **Low Clinical Value Drug List (LCV)**: Separate formulary exclusion list including low clinical value drugs, me too drugs, new to market drugs, and non-essential. **Specialty Medications**: Specialty medications are high-cost drugs that are often injected or infused and require special storage and monitoring. These medications must be obtained through OptumRX specialty pharmacy by calling OptumRX at 1.800.850.9122. Some exceptions apply. These medications are limited to a 1-30 day supply. Specialty medications largely fall into the formulary brand category but could also fall into the biosimilar or generic specialty drug category. These medications are subject to the appropriate co-insurance as listed below. OptumRX Specialty Pharmacy also offers pharmaceutical care

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-network (You will pay the least)	Out-of-network (You will pay the most)	
				management services designed to provide you with assistance throughout your treatment. **Manufacturer Copay Assistance Program (MCAP)**: Some specialty medications may qualify for third-party copayment assistance programs which could lower your out of pocket costs for those products. For any such specialty medication where third party copayment assistance is used, you will not receive credit toward your maximum out of pocket or deductible for any copayment or coinsurance amounts that are applied to a manufacturer coupon or rebate. Your employer has elected to enroll in Optum's Preferred Copay Card Acceptance (PCCA) and Copay Card Accumulator Adjustment (CCAA) program.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No charge after deductible	30% Coinsurance	None
	Physician/surgeon fees	No charge after deductible	30% Coinsurance	None
If you need immediate medical attention	Emergency room care	$100 Copay per visit after deductible	$100 Copay per visit after deductible	In-network deductible applies to Out-of-network benefits; Copay may be waived if admitted

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-network (You will pay the least)	Out-of-network (You will pay the most)	
	Emergency medical transportation	No charge after deductible	No charge after deductible	In-network deductible applies to Out-of-network benefits
	Urgent care	$35 Copay per visit after deductible	$35 Copay per visit after deductible; 30% Coinsurance	None
If you have a hospital stay	Facility fee (e.g., hospital room)	$100 Copay per admission after deductible	$100 Copay per admission after deductible; 30% Coinsurance	Preauthorization is required.
	Physician/surgeon fee	No charge after deductible	30% Coinsurance	
If you have mental health, behavioral health, or substance abuse needs	Outpatient services	$25 Copay per office visit; No charge other outpatient services	30% Coinsurance	Preauthorization is required for Partial hospitalization.
	Inpatient services	$100 Copay per admission after deductible	$100 Copay per admission; 30% Coinsurance	Preauthorization is required.
If you are pregnant	Office visits	No charge; Deductible Waived	30% Coinsurance	Cost sharing does not apply to certain preventive services. Depending on the type of services, deductible, copayment or

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-network (You will pay the least)	Out-of-network (You will pay the most)	
	Childbirth/delivery professional services	No charge after deductible	30% Coinsurance	coinsurance may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).
	Childbirth/delivery facility services	$100 Copay per admission after deductible	$100 Copay per admission after deductible; 30% Coinsurance	
If you need help recovering or have other special health needs	Home health care	No charge after deductible	30% Coinsurance	100 Maximum visits per plan year; Preauthorization is required.
	Rehabilitation services	$35 Copay per visit after deductible	30% Coinsurance	60 Maximum visits per plan year OT; 60 Maximum visits per plan year PT; 60 Maximum visits per plan year ST; Preauthorization is required. If your plan excludes Learning Disabilities, habilitation services for learning disabilities are not covered, please refer to your plan document.
	Habilitation services	$35 Copay per visit after deductible	30% Coinsurance	
	Skilled nursing care	$100 Copay per admission after deductible	$100 Copay per admission after deductible; 30% Coinsurance	70 Maximum days per plan year; Preauthorization is required.
	Durable medical equipment	No charge after deductible	30% Coinsurance	Preauthorization is required for DME in excess of $500 for rentals or $1,500 for purchases.
	Hospice service	No charge after deductible	30% Coinsurance	100 Maximum visits per plan year

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-network (You will pay the least)	Out-of-network (You will pay the most)	
If your child needs dental or eye care	Children's eye exam	No charge; Deductible Waived	Not covered	1 Maximum exam per plan year
	Children's glasses	Not covered	Not covered	None
	Children's dental check-up	Not covered	Not covered	None

Excluded Services & Other Covered Services:

Services Your Plan 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)
- Hearing aids
- Infertility treatment
- Long-term care
- 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
- Chiropractic care
- Non-emergency care when traveling outside the U.S.
- Private-duty nursing (if medically necessary)
- 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 Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.cciio.cms.gov. 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. Additionally, a consumer assistance program may help

you file your appeal. A list of states with Consumer Assistance Programs is available at www.HealthCare.gov and http://cciio.cms.gov/programs/consumer/capgrants/index.html.

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 Standard? 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.

To see examples of how this plan might cover costs for a sample medical situation, see the next section.

About these Coverage Examples:

This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. 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 plan's overall deductible	$1,500
Specialist copayment	$35
Hospital (facility) copayment	$100
Other coinsurance	0%

This EXAMPLE event includes services like:
Specialist office visits *(pre-natal 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	
Deductibles	$1,500
Copayments	$200
Coinsurance	$0
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$1,760**

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 copayment	$35
Hospital (facility) copayment	$100
Other coinsurance	0%

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*	$1,500
Copayments	$600
Coinsurance	$00
What isn't covered	
Limits or exclusions	$800
The total Joe would pay is	**$2,900**

Mia's Simple Fracture
(in-network emergency room visit and follow up care)

The plan's overall deductible	$1,500
Specialist copayment	$35
Hospital (facility) copayment	$100
Other coinsurance	0%

This EXAMPLE event includes services like:
Emergency room care *(including medical supplies)*
Diagnostic tests *(x-ray)*
Durable medical equipment *(crutches)*
Rehabilitation services *(physical therapy)*

Total Example Cost	**$2,800**

In this example, Mia would pay:

Cost Sharing	
Deductibles*	$1,500
Copayments	$400
Coinsurance	$0
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$1,900**

Note: These numbers assume the patient does not participate in the plan's wellness program. If you participate in the plan's wellness program, you may be able to reduce your costs. For more information about the wellness program, please contact: www.umr.com or call 1-800-826-9781.
*Note: This plan has other deductibles for specific services included in this coverage example. See "Are there other deductibles for specific services?"" row above.