

Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services
UMR: WAUTOMA AREA SCHOOL DISTRICT: 76-440251 001

Coverage Period: 07/01/2020 – 06/30/2021
 Coverage for: Individual + Family 1 Plan Type: HDHP



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.umar.com or by calling 18008269781. 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.umar.com or call 1-800-826-9781 to request a copy.

| Important Questions | Answers | Why this Matters |
|--|--|--|
| <p>What is the overall deductible?</p> | <p>\$3,500 person / \$7,000 family In-network \$7,000 person / \$14,000 family Out-of-network</p> | <p>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, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible.</p> <p>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/</p> |
| <p>Are there services covered before you meet your deductible?</p> | <p>Yes. Preventive care services are covered before you meet your deductible.</p> | <p>You don't have to meet deductibles for specific services.</p> |
| <p>Are there other deductibles for specific services?</p> | <p>No.</p> | <p>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, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.</p> |
| <p>What is the out-of-pocket limit for this plan?</p> | <p>\$3,500 person / \$7,000 family In-network \$7,500 person / \$15,000 family Out-of-network</p> | <p>Even though you pay these expenses, they don't count toward the out-of-pocket limit.</p> |
| <p>What is not included in the out-of-pocket limit?</p> | <p>Penalties, premiums, balance billing charges, and health care this plan doesn't cover.</p> | <p>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 (a 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.</p> |
| <p>Will you pay less if you use a network provider?</p> | <p>Yes. See www.umar.com or call 18008269781 for a list of network providers.</p> | <p>You can see the specialist you choose without a referral.</p> |
| <p>Do you need a referral to see a specialist?</p> | <p>No.</p> | <p></p> |



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 | No charge | 20% Coinsurance | None |
| | Specialist visit | No charge | 20% Coinsurance | None |
| | Preventive care/screening/ immunization | No charge; Deductible Waived | 20% Coinsurance for Preventive care & screening; No charge, Deductible Waived for Immunizations | 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 | 20% Coinsurance | None |
| | Imaging (CT/PET scans, MRIs) | No charge | 20% Coinsurance | None |

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| <p>If you need drugs to treat your illness or condition.</p> <p>More information about prescription drug coverage is available at www.caremark.com</p> | Generic drugs (Tier 1) | No charge, maximum 90 day supply, retail or mail order | No charge, maximum 90 day supply, retail or mail order | <p>Covered generic prescriptions on HSA Preventative List have no copay.</p> <p>*Specialty prescriptions can only be obtained through a CVS Pharmacy or by CVS Caremark mail order to a maximum 30 day supply, retail or mail order.</p> |
| | Preferred brand drugs (Tier 2) | No charge, maximum 90 day supply, retail or mail order | No charge, maximum 90 day supply, retail or mail order | |
| | Non-preferred brand drugs (Tier 3) | No charge, maximum 90 day supply, retail or mail order | No charge, maximum 90 day supply, retail or mail order | |
| | Specialty drugs (Tier 4) | No charge, maximum 30 day supply* | No charge, maximum 30 day supply* | |
| <p>If you have outpatient surgery</p> | Facility fee (e.g., ambulatory surgery center) | No charge | 20% Coinsurance | None |
| | Physician/surgeon fees | No charge | 20% Coinsurance | None |
| | Emergency room care | No charge | No charge | In-network deductible applies to Out-of-network benefits |
| <p>If you need immediate medical attention</p> | Emergency medical transportation | No charge | No charge | In-network deductible applies to Out-of-network benefits |
| | Urgent care | No charge | 20% Coinsurance | None |
| <p>If you have a hospital stay</p> | Facility fee (e.g., hospital room) | No charge | 20% Coinsurance | Preauthorization is required. If you don't get preauthorization, benefits could be reduced by 25% up to \$250 of the total cost of the service |

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|--|---|---------------------------------|-----------------|--|
| | Physician/surgeon fee | No charge | 20% Coinsurance | Out-of-network |
| If you have mental health, behavioral health, or substance abuse needs | Outpatient services | No charge | 20% Coinsurance | None |
| | Inpatient services | No charge | 20% Coinsurance | Preauthorization is required. If you don't get preauthorization, benefits could be reduced by 25% up to \$250 of the total cost of the service |
| | Office visits | No charge; Deductible Waived | 20% Coinsurance | Out-of-network |
| If you are pregnant | Childbirth/delivery professional services | No charge | 20% Coinsurance | Cost sharing does not apply to certain preventive services. Depending on the type of services, deductible, copayment or coinsurance may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound). |
| | Childbirth/delivery facility services | No charge | 20% Coinsurance | |
| If you need help recovering or have other special health needs | Home health care | No charge | 20% Coinsurance | None |
| | Rehabilitation services | No charge | 20% Coinsurance | None |
| | Habilitation services | Not covered | Not covered | None |

| | | | | |
|--|----------------------------|------------------------------|------------------------------|--|
| | Skilled nursing care | No charge | 20% Coinsurance | \$0 Maximum days per confinement; Preauthorization is required. If you don't get preauthorization, benefits could be reduced by 25% up to \$250 of the total cost of the service Out-of-network. |
| | Durable medical equipment | No charge | 20% Coinsurance | Preauthorization is required for DME in excess of \$1,000 for rentals or for purchases. If you don't get preauthorization, benefits could be reduced by 25% up to \$250 per occurrence Out-of-network. |
| | Hospice service | No charge | 20% Coinsurance | None |
| If your child needs dental or eye care | Children's eye exam | No charge; Deductible Waived | No charge; Deductible Waived | None |
| | 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
- Bariatric surgery
- Cosmetic surgery
- Dental care (adult)
- Fertility 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.)

- Chiropractic care
- Hearing aids (to age 18)
- Non-emergency care when traveling outside the U.S.
- Private-duty nursing (Outpatient care)
- 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.ccoio.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 18003182596.

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 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://ccioio.cms.gov/programs/consumerassistance/index.html>.

Does this plan Provide Minimum Essential Coverage? Yes
If you don't have Minimum Essential Coverage for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

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.

This is only a summary. It in no way modifies your benefits as described in your plan documents. Please refer to your plan documents provided by your employer for complete terms of this plan.

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

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 prenatal care and a hospital delivery)

- The plan's overall deductible \$3,500
- Specialist coinsurance 0%
- Hospital (facility) coinsurance 0%
- Other coinsurance 0%

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 \$12,800

In this example, Peg would pay:

| Cost Sharing | |
|----------------------------|---------|
| Deductibles | \$3,500 |
| Copayments | \$0 |
| Coinsurance | \$0 |
| What isn't covered | |
| Limits or exclusions | \$100 |
| The total Peg would pay is | \$3,600 |

Managing Joe's Type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

- The plan's overall deductible \$3,500
- Specialist coinsurance 0%
- Hospital (facility) coinsurance 0%
- 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 \$7,400

In this example, Joe would pay:

| Cost Sharing | |
|----------------------------|---------|
| Deductibles* | \$1,200 |
| Copayments | \$0 |
| Coinsurance | \$0 |
| 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 plan's overall deductible \$3,500
- Specialist coinsurance 0%
- Hospital (facility) coinsurance 0%
- 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 \$1,900

In this example, Mia would pay:

| Cost Sharing | |
|----------------------------|---------|
| Deductibles* | \$1,900 |
| Copayments | \$0 |
| 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.unr.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.

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