Coverage for: Employee | Plan Type: Integrated HRA

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, Catilize Health at 877-872-4232. 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.dol.gov/ebsa/healthreform</u> or call 1-877-872-4232 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$0	See the Common Medical Events chart below for your costs for services this <u>plan</u> covers.
Are there services covered before you meet your deductible?	Not Applicable	
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> ?	Not Applicable	This <u>plan</u> does not have an <u>out-of-pocket</u> limit on your expenses.
What is not included in the <u>out-of-pocket limit?</u>	Not Applicable	This <u>plan</u> does not have an <u>out-of-pocket</u> limit on your expenses.
Will you pay less if you use a <u>network provider</u> ?	Not Applicable	Any procedure not covered by Alternate Coverage will not be reimbursed under this plan.
Do you need a <u>referral</u> to see a <u>specialist</u> ?	Indirectly only	This plan does not reimburse for expenses not paid by the Alternate Coverage, and the Alternate Coverage may use a network of providers.

		What You Will Pay		Limitations, Exceptions, & Other
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information
	Primary care visit to treat an injury or illness	\$0	\$0	You may have coverage for this service under the Alternate Coverage, but not under this plan. This plan reimburses for eligible copays, co-insurance and deductibles incurred under the Alternate Coverage up to the ACA limits per year as follows: 100% for all North Oaks billed services and 75% for all Non-North Oaks billed services. Any procedure not covered by the Alternate Coverage will not be reimbursed under this plan.
If you visit a health care provider's office or clinic	Specialist visit	\$0	\$0	
	Preventive care/screening/ immunization	\$0	\$0	
	Diagnostic test (x-ray, blood work)	\$0	\$0	You may have coverage for this service under the Alternate Coverage, but not under this plan. This plan reimburses for eligible copays, co-insurance and deductibles incurred under the Alternate Coverage up to the ACA limits per year as follows: 100% for all North Oaks billed services and 75% for all Non-North Oaks billed services. Any procedure not covered by the Alternate Coverage will not be reimbursed under this plan.
If you have a test	Imaging (CT/PET scans, MRIs)	\$0	\$0	
	Generic drugs	\$0	\$0	You may have coverage for this service under the Alternate Coverage, but not under this plan. This plan reimburses for eligible copays, co-insurance and deductibles incurred under the Alternate Coverage up to the ACA limits per year as follows: 100% for all North Oaks billed services and 75% for all Non-North Oaks billed services. Any drug not covered by the Alternate Coverage will not be reimbursed under this plan.
If you need drugs to treat your illness or condition	Preferred brand drugs	\$0	\$0	
	Non-preferred brand drugs	\$0	\$0	
	Specialty drugs	\$0	\$0	

 $^{^{\}star}$ For more information about limitations and exceptions, see the $\underline{\text{plan}}$ or policy document.

		What You Will Pay		Limitations, Exceptions, & Other
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	\$0	\$0	You may have coverage for this service under the Alternate Coverage, but not under this plan. This plan reimburses for eligible copays, co-insurance and deductibles incurred under the Alternate Coverage up to the ACA
surgery	Physician/surgeon fees	\$0	\$0	limits per year as follows: 100% for all North Oaks billed services and 75% for all Non- North Oaks billed services. Any procedure not covered by the Alternate Coverage will not be reimbursed under this plan.
	Emergency room care	\$0	\$0	You may have coverage for this service under the Alternate Coverage, but not under this plan. This plan reimburses for eligible copays, co-insurance and deductibles incurred under the Alternate Coverage up to the ACA limits per year as follows: 100% for all North Oaks billed services and 75% for all Non-North Oaks billed services. Any procedure not covered by the Alternate Coverage will not be reimbursed under this plan.
If you need immediate medical attention	Emergency medical transportation	\$0	\$0	
	<u>Urgent care</u>	\$0	\$0	
If you have a hospital	Facility fee (e.g., hospital room)	\$0	\$0	You may have coverage for this service under the Alternate Coverage, but not under this plan. This plan reimburses for eligible copays, co-insurance and deductibles incurred under the Alternate Coverage up to the ACA
stay	Physician/surgeon fees	\$0	\$0	limits per year as follows: 100% for all North Oaks billed services and 75% for all Non-North Oaks billed services. Any procedure not covered by the Alternate Coverage will not be reimbursed under this plan.

 $^{^{\}star}$ For more information about limitations and exceptions, see the $\underline{\text{plan}}$ or policy document.

		What You Will Pay		Limitations, Exceptions, & Other
Common Medical Event Services You May N	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information
If you need mental health, behavioral	Outpatient services	\$0	\$0	You may have coverage for this service under the Alternate Coverage, but not under this plan. This plan reimburses for eligible copays, co-insurance and deductibles incurred under the Alternate Coverage up to the ACA limits per year as follows: 100% for all North Oaks billed services and 75% for all Non-North Oaks billed services. Any procedure not covered by the Alternate Coverage will not be reimbursed under this plan.
health, or substance abuse services	Inpatient services	\$0	\$0	
	Office visits	\$0	\$0	You may have coverage for this service under the Alternate Coverage, but not under this plan. This plan reimburses for eligible copays, co-insurance and deductibles incurred under the Alternate Coverage up to the ACA limits per year as follows: 100% for all North Oaks billed services and 75% for all Non-North Oaks billed services. Any procedure not covered by the Alternate Coverage will not be reimbursed under this plan.
If you are pregnant	Childbirth/delivery professional services	\$0	\$0	
	Childbirth/delivery facility services	\$0	\$0	
	Home health care	\$0	\$0	You may have coverage for this service under the Alternate Coverage, but not under this plan. This plan reimburses for eligible copays, co-insurance and deductibles incurred under the Alternate Coverage up to the ACA limits per year as follows: 100% for all North Oaks billed services and 75% for all Non-North Oaks billed services. Any procedure not covered by the Alternate Coverage will not be reimbursed under this plan.
	Rehabilitation services	\$0	\$0	
If you need help recovering or have	<u>Habilitation services</u>	\$0	\$0	
other special health	Skilled nursing care	\$0	\$0	
needs	Durable medical equipment	\$0	\$0	
	Hospice services	\$0	\$0	
If your child needs dental or eye care	Children's eye exam Children's glasses Children's dental check-up	Not Covered		Not Covered

 $^{^{\}star}$ For more information about limitations and exceptions, see the $\underline{\text{plan}}$ or policy document.

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
- Any expense payable through another source (such as the Alternate Coverage)
- Bariatric surgery
- Cosmetic Surgery

- Hearing aids
- Infertility treatment
- Long-term care
- Non-emergency care when traveling outside the U.S.
- Private-duty nursing
- Routine eye care (adult)
- 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 (This plan does not reimburse for expenses not paid by the Alternate Coverage)
- Dental care (Adult) (This plan does not reimburse for expenses not paid by the Alternate Medical Coverage)

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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: 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 <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: Catilize Health at 877-872-4232.

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? No, however, this plan is integrated with a group health plan that may meet the minimum value standards. If your <u>plan</u> doesn't meet the <u>Minimum Value Standards</u>, you may be eligible for a <u>premium tax credit</u> to help you pay for a <u>plan</u> through the <u>Marketplace</u>.

^{*} For more information about limitations and exceptions, see the plan or policy document.

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>	\$N/A
■ Specialist [cost sharing]	\$N/A
■ Hospital (facility) [cost sharing]	%N/A
Other [cost sharing]	%N/A

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>	\$N/A	
Copayments	\$N/A	
Coinsurance	\$N/A	
What isn't covered		
Limits or exclusions	\$N/A	
The total Peg would pay is	\$N/A	

This plan does not cover specific services, it only pays for eligible co-pays, co-insurance and deductibles up to the amount available in the MERP

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>	\$N/A
■ Specialist [cost sharing]	\$N/A
■ Hospital (facility) [cost sharing]	%N/A
■ Other [cost sharing]	%N/A

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	
Deductibles	\$N/A
Copayments	\$N/A
Coinsurance	\$N/A
What isn't covered	1
Limits or exclusions	\$N/A
The total Joe would pay is	\$N/A

This plan does not cover specific services, it only pays for eligible co-pays, co-insurance and deductibles up to the amount available in the MERP

Mia's Simple Fracture

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

■ The <u>plan's</u> overall <u>deductible</u>	\$N/A
■ Specialist [cost sharing]	\$N/A
■ Hospital (facility) [cost sharing]	%N/A
■ Other [cost sharing]	%N/A

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>	\$N/A
Copayments	\$N/A
Coinsurance	\$N/A
What isn't covered	
Limits or exclusions	\$N/A
The total Mia would pay is	\$N/A

This plan does not cover specific services, it only pays for eligible co-pays, co-insurance and deductibles up to the amount available in the MERP

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