

**News-Press & Gazette Company: HDHP** 

Coverage Period: 01/01/2025 - 12/31/2025 Coverage for: Individual | Plan Type: Standard PPO



This 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 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, call 888-495-9340. 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 <a href="https://www.healthcare.gov/sbc-glossary">https://www.healthcare.gov/sbc-glossary</a> or <a href="https://www.healthcare.gov/sbc-glossary">www.cciio.cms.gov</a> or call 888-495-9340 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	In-Network \$3,300 person/\$6,600 family. Out-of-Network \$3,300 person/\$6,600 family.	Generally, you must pay all the costs from <u>providers</u> up to the <u>deductible</u> amount before this <u>plan</u> begins to pay. If you have other family members on the <u>plan</u> , each family member must meet their own individual <u>deductible</u> until the total amount of <u>deductible</u> expenses paid by all family members meets the overall family <u>deductible</u> .
Are there services covered before you meet your deductible?	Yes. In-Network <u>preventive care</u> services are covered before you meet your <u>deductible</u> .	This <u>plan</u> covers some items and services even if you haven't yet met the <u>deductible</u> amount. But a <u>copayment</u> or <u>coinsurance</u> may apply. For example, this <u>plan</u> covers <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 <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a> .
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-pocket</u> <u>limit</u> for this <u>plan</u> ?	In-Network \$4,000 person/\$8,000 family. Out-of-Network \$8,000 person/\$16,000 family.	The <u>out-of-pocket limit</u> is the most you could pay in a year for covered services. If you have other family members in this <u>plan</u> , they have to meet their own <u>out-of-pocket limits</u> until the overall family <u>out-of-pocket limit</u> has been met.
What is not included in the out-of-pocket limit?	Premiums, balance-billing charges and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit.</u>
Will you pay less if you use a <u>network provider</u> ?	Yes. See <a href="https://www.MyHealthToolkitKC.com/">https://www.MyHealthToolkitKC.com/</a> or call 1-800-810-BLUE (2583) for a list of <a href="network providers">network providers</a> .	This <u>plan</u> uses a <u>provider network</u> . You will pay less if you use a <u>provider</u> in the <u>plan's 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 <u>provider's</u> charge and what your <u>plan</u> pays ( <u>balance billing</u> ). Be aware, your <u>network provider</u> might use an <u>out-of-network provider</u> for some services (such as lab work). Check with your <u>provider</u> before you get services.
Do you need a <u>referral</u> to see a <u>specialist</u> ?	No.	You can see the <u>specialist</u> you choose without a <u>referral</u> .



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	
Medical Event	Services You May Need	In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	10% Coinsurance	30% Coinsurance	Teladoc visits are covered with 0% Coinsurance.
	Specialist visit	10% Coinsurance	30% Coinsurance	Teladoc dermatology visits are covered with 0% Coinsurance.
	Preventive care/screening/ immunization	No Charge	30% Coinsurance	See <a href="www.healthcare.gov">www.healthcare.gov</a> for <a href="preventive care">preventive</a> care guidelines. There may be additional benefits available. See your Employer for details. You may have to pay for services that aren't <a href="preventive">preventive</a> . Ask your <a href="preventive">provider</a> if the services needed are <a href="preventive">preventive</a> . Then check what your <a href="plan">plan</a> will pay for.
If you have a test	Diagnostic test (x-ray, blood work)	10% Coinsurance	30% Coinsurance	None
	Imaging (CT/PET scans, MRIs)	10% Coinsurance	30% Coinsurance	None
If you need drugs to treat your illness or condition	Generic drugs (Retail)	10% Coinsurance		Retail: up to a 90-day supply
	Generic drugs (Mail Order)	10% Coinsurance		Mail order: up to a 90 day supply
	Preferred brand drugs (Retail)	10% Coinsurance	_	Specialty medications: up to a 30-day supply
More information about prescription drug coverage is available at member.mysmithrx.com	Preferred brand drugs (Mail Order)	10% Coinsurance	Reimbursed at the Submitted Rate, minus the	You may need to obtain certain drugs, including certain specialty drugs, from a pharmacy designated by SmithRx.  Certain drugs may have a preauthorization requirement or may result in a higher cost.
	Non-preferred brand drugs (Retail)	10% Coinsurance		Certain preventive medications are covered at no charge.
	Non-preferred brand drugs (Mail Order)	10% Coinsurance		Dispense as written (DAW) provision applies.
	Specialty drugs	10% Coinsurance		

Common		What You Will Pay			
Medical Event	Services You May Need	In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)		
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	10% Coinsurance	30% Coinsurance	<u>Pre-authorization</u> is required for some outpatient surgeries. Penalty for not obtaining <u>pre-authorization</u> is denial of all charges.	
	Physician/surgeon fees	10% Coinsurance	30% Coinsurance	None	
If you need immediate medical attention	Emergency room care	10% Coinsurance	10% Coinsurance	None	
	Emergency medical transportation	10% Coinsurance	10% Coinsurance	None	
	Urgent care	10% Coinsurance	30% Coinsurance	None	
If you have a hospital stay	Facility fee (e.g., hospital room)	10% Coinsurance	30% Coinsurance	<u>Pre-authorization</u> is required. Penalty for not obtaining <u>pre-authorization</u> is denial of room and board.	
	Physician/surgeon fees	10% Coinsurance	30% Coinsurance	None	
If you need mental health, behavioral health, or substance abuse services	Mental/behavioral health outpatient services	10% Coinsurance	30% Coinsurance	Teladoc behavioral health visits are covered with 0% Coinsurance.	
	Substance use disorder outpatient services	10% Coinsurance	30% Coinsurance		
	Mental/behavioral health inpatient services	10% Coinsurance	30% Coinsurance	<u>Pre-authorization</u> is required. Penalty for not obtaining <u>pre-authorization</u> is denial of room and board.	
	Substance use disorder inpatient services	10% Coinsurance	30% Coinsurance		
If you are pregnant	Office visits	10% Coinsurance	30% Coinsurance	Pre-authorization for facility services is required. Penalty for not obtaining pre-authorization is denial of room and board. Depending on the type of services, a coinsurance or deductible may apply.  Cost sharing does not apply for preventive services.	
	Childbirth/delivery professional services	10% Coinsurance	30% Coinsurance	Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound.)	

Common		What You	Will Pay	
Medical Event	Services You May Need	In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	zimiationo, zxooptiono, a otnor important
	Childbirth/delivery facility services	10% Coinsurance	30% Coinsurance	
If you need help recovering or have other special health needs	Home health care	10% Coinsurance	30% Coinsurance	60 visits/benefit year. <u>Pre-authorization</u> is required. Penalty for not obtaining <u>pre-authorization</u> is denial of all charges.
	Rehabilitation services	10% Coinsurance	30% Coinsurance	60 combined visits/benefit year for Occupational Therapy and Physical Therapy. 20 combined visits/benefit year for Speech Therapy and Hearing Therapy.
	Habilitation services	10% Coinsurance	30% Coinsurance	60 combined visits/benefit year for Occupational Therapy and Physical Therapy. 20 combined visits/benefit year for Speech Therapy and Hearing Therapy.
	Skilled nursing care	10% Coinsurance	30% Coinsurance	30 days/benefit year. <u>Pre-authorization</u> is required. Penalty for not obtaining <u>pre-authorization</u> is denial of room and board.
	Durable medical equipment	10% Coinsurance	30% Coinsurance	Purchase or rentals of \$500 or more require pre-authorization. Penalty for not obtaining pre-authorization is denial of all charges. Diabetic shoes are limited to 1 pair/benefit year and inserts are limited to 3 pair/benefit year.
	Hospice services	10% Coinsurance	30% Coinsurance	14 days/episode. <u>Pre-authorization</u> is required. Penalty for not obtaining <u>pre-authorization</u> is denial of room and board for Inpatient services and denial of all charges for all Outpatient services.
If your child needs dental or eye care	Children's eye exam	Not Covered	Not Covered	See your Employer for benefit details.
	Children's glasses	Not Covered	Not Covered	See your Employer for benefit details.
	Children's dental check-up	Not Covered	Not Covered	See your Employer for benefit details.

## **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.)					
•	Bariatric Surgery	•	Hearing Aids	•	Routine Foot Care
•	Cosmetic Surgery	•	Long-Term Care	•	Weight Loss Programs
•	Dental Care (Adult)	•	Routine Eye Care (Adult)		
•	Dental Care (Child)	•	Routine Eye Care (Child)		

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your <u>plan</u> document.)				
Acupuncture	•	Infertility Treatment, \$5,000/lifetime	•	Private-Duty Nursing, if part of pre-authorized home health care
Chiropractic Care	•	Non-emergency care when traveling outside the U.S.		

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 Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <a href="https://www.dol.gov/agencies/ebsa">https://www.dol.gov/agencies/ebsa</a>. Other coverage options may be available to you, too, including buying individual insurance coverage through the <a href="https://www.dol.gov/agencies/ebsa">Health Insurance Marketplace</a>. For more information about the <a href="https://www.dol.gov/agencies/ebsa">Marketplace</a>. For more information about the <a href

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: 888-495-9340 or visit us at <a href="https://www.MyHealthToolkitKC.com/">https://www.MyHealthToolkitKC.com/</a>, the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or https://www.dol.gov/agencies/ebsa.

## 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 Minimum Value Standards? 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.

## **Language Access Services:**

Spanish: Para obtener asistencia en español, llame al número de atención al cliente que aparece en la primera página de esta notificación.

Tagalog: Upang makakuha ng tulong sa Tagalog, tawagan ang numero ng customer service na makikita sa unang pahina ng paunawang ito.

Chinese: 如需中文服务,请致电列于本通知首页的客户服务号码。

Navajo: T'áá Dinéjí shił hane'go shíká i'doolwoł nínízingo éi Nidaalnishígíí Áká Anídaalwo'ígíí, customer

service, bich'i' hodíilnih. Bik'ehgo bich'i' hane'igíí éí díí naaltsoos neiyí'nilígíí akáa'gi siłtsoozígíí

bikáá' ííshjááh.

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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>	\$3,300
-	Specialist Coinsurance	10%
-	Hospital (facility) Coinsurance	10%
-	Other Coinsurance	10%

### 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
I otal Example Cost	\$12,700

n this example, Peg would pay:			
Cost Sharing			
<u>Deductibles</u>	\$3,300		
<u>Copayments</u>	\$0		
Coinsurance	\$700		
What isn't covered			
Limits or exclusions	\$70		
The total Peg would pay is	\$4,070		

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

	wen controlled containen,	
-	The <u>plan's</u> overall <u>deductible</u>	\$3,300
-	Specialist Coinsurance	10%
-	Hospital (facility) Coinsurance	10%
-	Other Coinsurance	10%

### 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	
<u>Deductibles</u>	\$1,100
Copayments	\$0
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$4,300
The total Joe would pay is	\$5,400

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

-	The plan's overall deductible	\$3,300
•	Specialist Coinsurance	10%
-	Hospital (facility) Coinsurance	10%
-	Other Coinsurance	10%

#### This EXAMPLE event includes services like:

<u>Emergency room care</u> (including medical supplies) <u>Diagnostic test</u> (x-ray)

<u>Durable medical equipment</u> (crutches)

Rehabilitation services (physical therapy)

In this example, Mia would pay:

in this example, illia would pay:		
Cost Sharing		
<u>Deductibles</u>	\$2,800	
Copayments	\$0	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$10	
The total Mia would pay is	\$2,810	

Note: These numbers assume the patient does not participate in the <u>plan's</u> wellness program. If you participate in the <u>plan's</u> wellness program, you may be able to reduce your costs. For more information about the wellness program, please contact:888-495-9340.

## Non-Discrimination Statement and Foreign Language Access

We do not discriminate on the basis of race, color, national origin, disability, age, sex, gender identity, sexual orientation or health status in our health plans, when we enroll members or provide benefits.

If you or someone you're assisting is disabled and needs interpretation assistance, help is available at the contact number posted on our website or listed in the materials included with this notice (TDD: 711).

Free language interpretation support is available for those who cannot read or speak English by calling one of the appropriate numbers listed below.

If you think we have not provided these services or have discriminated in any way, you can file a grievance by emailing contact@hcrcompliance.com or by calling our Compliance area at 1-800-832-9686 or the U.S. Department of Health and Human Services, Office for Civil Rights at 1-800-368-1019 or 1-800-537-7697 (TDD).

Si usted, o alguien a quien usted está ayudando, tiene preguntas acerca de este plan de salud, tiene derecho a obtener ayuda e información en su idioma sin costo alguno. Para hablar con un intérprete, llame al 1-844-396-0183. (Spanish)

如果您,或是您正在協助的對象,有關於本健康計畫方面的問題,您有權利免費以您的母語得到幫助和訊息。洽詢一位翻譯員, 請撥 1-844-396-0188。(Chinese)

Nếu quý vị, hoặc là người mà quý vị đang giúp đỡ, có những câu hỏi quan tâm về chương trình sức khỏe này, quý vị sẽ được giúp đở với các thông tin bằng ngôn ngữ của quý vị miễn phí. Để nói chuyện với một thông dịch viên, xin gọi 1-844-389-4838 (Vietnamese)

이 건강보험에 관하여 궁금한 사항 혹은 질문이 있으시면 1-844-396-0187로 연락해 주십시오. 귀하의 비용 부담없이 한국어로 도와드립니다. (Korean)

Kung ikaw, o ang iyong tinutulungan, ay may mga katanungan tungkol sa planong pangkalusugang ito, may karapatan ka na makakuha ng tulong at impormasyon sa iyong wika nang walang gastos. Upang makausap ang isang tagasalin, tumawag sa 1-844-389-4839. (Tagalog)

Если у Вас или лица, которому вы помогаете, имеются вопросы по поводу Вашего плана медицинского обслуживания, то Вы имеете право на бесплатное получение помощи и информации на русском языке. Для разговора с переводчиком позвоните по телефону 1-844-389-4840. (Russian)

إن كان لديك أو لدى شخص تساعده أسئلة بخصوص خطة الصحة هذه، فلديك الحق في الحصول على المساعدة والمعلومات الضرورية بلغتك من دون اية تكلفة للتحدث مع مترجم اتصل ب 0189-0184 -1844 (Arabic) Si ou menm oswa yon moun w ap ede gen kesyon konsènan plan sante sa a, se dwa w pou resevwa asistans ak enfòmasyon nan lang ou pale a, san ou pa gen pou peye pou sa. Pou pale avèk yon entèprèt, rele nan 1-844-398-6232. (French/Haitian Creole)

Si vous, ou quelqu'un que vous êtes en train d'aider, avez des questions à propos de ce plan médical, vous avez le droit d'obtenir gratuitement de l'aide et des informations dans votre langue. Pour parler à un interprète, appelez le 1-844-396-0190. (French)

Jeśli Ty lub osoba, której pomagasz, macie pytania odnośnie planu ubezpieczenia zdrowotnego, masz prawo do uzyskania bezpłatnej informacji i pomocy we własnym języku. Aby porozmawiać z tłumaczem, zadzwoń pod numer 1-844-396-0186. (Polish)

Se você, ou alguém a quem você está ajudando, tem perguntas sobre este plano de saúde, você tem o direito de obter ajuda e informação em seu idioma e sem custos. Para falar com um intérprete, ligue para 1-844-396-0182. (Portuguese)

Se tu o qualcuno che stai aiutando avete domande su questo piano sanitario, hai il diritto di ottenere aiuto e informazioni nella tua lingua gratuitamente. Per parlare con un interprete, puoi chiamare 1-844-396-0184. (Italian)

あなた、またはあなたがお世話をされている方が、この健康保険についてご質問がございましたら、ご希望の言語でサポートを受けたり、情報を入手したりすることができます。料金はかかりません。通訳とお話される場合、1-844-396-0185 までお電話ください。 (Japanese)

Falls Sie oder jemand, dem Sie helfen, Fragen zu diesem Krankenversicherungsplan haben bzw. hat, haben Sie das Recht, kostenlose Hilfe und Informationen in Ihrer Sprache zu erhalten. Um mit einem Dolmetscher zu sprechen, rufen Sie bitte die Nummer 1-844-396-0191 an. (German)

اگر شما یا فردی که به او کمک می کنید سؤالاتی در بارهی این برنامهی بهداشتی داشته باشید، حق این را دارید که کمک و اطلاعات به زبان خود را به طور رایگان دریافت کنید. برای صحبت کردن با مترجم، لطفأ با شمارهی 6233-944-1 تماس حاصل نمایید. (Persian-Farsi)

Ni da doodago t'áá háída bíká'aná nílwo'ígíí díí Béeso Ách'ááh naa'nilígi háá'ída yí na' ídíł kidgo, nihá'áhóót'i' nihí ká'a'doo wołgo kwii ha'át'íshíí bí na'ídołkidígi doo bik'é'azláagóó. Ata' halne'é ła' bich'í' ha desdzih nínízingo, koji' béésh bee hólne' 1-844-516-6328. (Navajo)