

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, visit:

http://www.fhcp.com/documents/coc/qhp-ind-2023.pdf. 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.cciio.cms.gov</u> or call 1-877-615-4022 to request a copy.

| Important Questions  | Answers  | Why This Matters:   |
|--|--|---|
| What is the overall<br>deductible?                               | <u>Network providers</u> : \$5,500 individual<br>/ \$11,000 family.<br><u>Out-of-network providers</u> : Not<br>Covered      | Generally, you must pay all of 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. <u>Preventive care</u> and services not subject to deductible   | 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 certain <u>preventive 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 <u>https://www.healthcare.gov/coverage/preventive-care-benefits/</u> .   |
| Are there other <u>deductibles</u><br>for specific services?     | No.  | You don't have to meet deductibles for specific services.   |
| What is the <u>out-of-pocket</u><br>limit for this <u>plan</u> ? | <u>Network providers</u> : \$7,900 individual<br>/ \$15,800 family;<br><u>Out-of-network providers</u> : Not<br>Covered      | 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<br>out-of-pocket limit?              | Premiums, balance-billing charges,<br>and health care this plan doesn't<br>cover.  | Even though you pay these expenses, they don't count toward the out-of-pocket limit.  |
| Will you pay less if you use<br>a <u>network provider</u> ?      | Yes. See <u>https://www.fhcp.com/our-provider-network/</u> or call 1 (877) 615-4022 for a list of <u>network providers</u> . | 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> ?       | Yes.   | This <u>plan</u> will pay some or all of the costs to see a <u>specialist</u> for covered services but only if you have a <u>referral</u> before you see the <u>specialist</u> .  |

|  |   | What You Will Pay   |   |  |
|--|---|---|---|--|
| Common Medical<br>Event  | Services You May Need                               | Network Provider<br>(You will pay the least)  | Out-of-Network<br>Provider<br>(You will pay the most) | Limitations, Exceptions, & Other Important<br>Information  |
| 16   | Primary care visit to treat<br>an injury or illness | No Charge Visits 1-3 then<br>\$35 <u>Copay</u> . Deductible does not<br>apply.  | Not Covered   | 3 In-Network PCP visits at \$0 cost sharing<br>before deductible and/or cost sharing applies.<br>Additional cost share may apply for Allergy<br>Shots, Injections and Infusions. |
| If you visit a health<br>care <u>provider's</u> office<br>or clinic      | <u>Specialist</u> visit                             | \$60 <u>Copay</u> . Deductible does not apply.  | Not Covered   | Additional cost share may apply for Allergy Shots, Injections and Infusions.   |
|  | Preventive care/screening/<br>immunization          | No Charge   | Not Covered   | You may have to pay for services that aren't preventive. Ask your <u>provider</u> if the services needed are preventive. Then check what your <u>plan</u> will pay for.          |
| lf you have a test   | <u>Diagnostic test</u> (x-ray, blood<br>work)       | Lab Work: \$15 <u>Copay</u> . Deductible<br>does not apply. /<br>X-ray: \$45 <u>Copay</u> . Deductible<br>does not apply. | Not Covered   | Prior authorization is required. Tests in hospitals, or facilities owned or operated by hospitals may have higher cost share.  |
|  | Imaging (CT/PET scans,<br>MRIs)                     | Deductible + 50% Coinsurance  | Not Covered   |  |
| If you need drugs to treat your illness or                               | Generic drugs – preferred /<br>non-preferred        | \$4 <u>Copay</u> / \$18 <u>Copay</u> Deductible does not apply.   | Not Covered   | 31 Days per Benefit Period. Available at FHCP and Select In-Network Walgreen's Pharmacies  |
| condition<br>More information about                                      | Preferred brand drugs                               | Deductible + \$65 Copay   | Not Covered   | Only. Up to 93 day Mail Order available through FHCP Only. Refer to the schedule of benefits for   |
| prescription drug<br>coverage is available at                            | Non-preferred brand drugs                           | Deductible + 50% Coinsurance  | Not Covered   | cost sharing at Walgreen's pharmacy.   |
| https://fm.formularynavigat<br>or.com/FBO/126/2023 QH<br>P Formulary.pdf | Specialty drugs – preferred / non-preferred         | <u>Deductible</u> + 50% <u>Coinsurance</u> /<br><u>Deductible</u> + 50% <u>Coinsurance</u>                                | Not Covered   | 31 Days per Benefit Period. Available at FHCP<br>Pharmacy Only. Mail Order not available.  |
| If you have outpatient surgery   | Facility fee (e.g.,<br>ambulatory surgery center)   | Deductible + 50% Coinsurance  | Not Covered   | Pre-certification/pre-authorization of coverage required for non-emergency outpatient surgical care. Your benefits/services may be denied.                                       |
|  | Physician/surgeon fees                              | Deductible + 50% Coinsurance  | Not Covered   | Prior approval required. Your benefits/services may be denied.   |

|   |  | What You Will Pay                              |   |  |
|---|--|--|---|--|
| Common Medical<br>Event   | Services You May Need                        | Network Provider<br>(You will pay the least)   | Out-of-Network<br>Provider<br>(You will pay the most) | Limitations, Exceptions, & Other Important<br>Information  |
|   | Emergency room care                          | Deductible + 50% Coinsurance                   | Deductible + 50%<br>Coinsurance                       | None   |
| If you need immediate medical attention                                 | Emergency medical<br>transportation          | Deductible + 50% Coinsurance                   | Deductible + 50%<br>Coinsurance                       | None   |
|   | Urgent care                                  | \$75 <u>Copay</u> . Deductible does not apply. | \$75 <u>Copay</u> . Deductible does not apply.        | None   |
| lf you have a hospital<br>stay  | Facility fee (e.g., hospital room)           | Deductible + 50% Coinsurance                   | Not Covered   | Pre-certification/pre-authorization of coverage required for non-emergency admissions. Your benefits/services may be denied. |
| , , , , , , , , , , , , , , , , , , ,                                   | Physician/surgeon fees                       | Deductible + 50% Coinsurance                   | Not Covered   | None   |
| If you need mental  | Outpatient services                          | \$60 <u>Copay</u> . Deductible does not apply. | Not Covered   | None   |
| health, behavioral<br>health, or substance<br>abuse services            | Inpatient services                           | Deductible + 50% Coinsurance                   | Not Covered   | Pre-certification/pre-authorization of coverage required for non-emergency admissions. Your benefits/services may be denied. |
|   | Office visits                                | \$60 <u>Copay</u> . Deductible does not apply. | Not Covered   | Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound).                             |
| If you are pregnant   | Childbirth/delivery<br>professional services | Deductible + 50% Coinsurance                   | Not Covered   | Pre-certification/pre-authorization of coverage  |
|   | Childbirth/delivery facility<br>services     | Deductible + 50% Coinsurance                   | Not Covered   | required for non-emergency admissions. Your benefits/services may be denied.   |
|   | Home health care                             | No Charge                                      | Not Covered   | 20 Days per Benefit Period. Prior authorization is required.   |
| If you need help<br>recovering or have<br>other special health<br>needs | Rehabilitation services                      | \$35 <u>Copay</u> . Deductible does not apply. | Not Covered   | 35 Visit(s) per Benefit Period. Includes physical therapy, speech therapy, and occupational therapy.                         |
|   | Habilitation services                        | \$35 <u>Copay</u> . Deductible does not apply. | Not Covered   | 35 Visit(s) per Benefit Period. Includes physical therapy, speech therapy, and occupational therapy.                         |
|   | Skilled nursing care                         | Deductible + 50% Coinsurance                   | Not Covered   | 60 Days per Benefit Period. Prior authorization is required.   |

\*For more information about limitations and exceptions, see the plan or policy document at www.fhcp.com/documents/coc/qhp-ind-2023.pdf

|  |                               | What You Will Pay  |   |  |
|--|-------------------------------|--|---|--|
| Common Medical<br>Event  | Services You May Need         | Network Provider<br>(You will pay the least)   | Out-of-Network<br>Provider<br>(You will pay the most) | Limitations, Exceptions, & Other Important<br>Information  |
|  | Durable medical equipment     | No Charge <b>Except</b> : Motorized<br>Wheelchair \$500 <u>Copay</u> .<br>Deductible does not apply. | Not Covered   | Excludes vehicle modifications, home modifications, exercise, and bathroom equipment. Prior authorization is required. |
|  | Hospice services              | No Charge  | Not Covered   | None   |
| If you also had a second   | Children's eye exam           | \$10 <u>Copay</u> . Deductible does not apply.   | Not Covered   | Coverage limited to one exam/year.   |
| If your child needs dental or eye care   | Children's glasses            | \$25 <u>Copay</u> . Deductible does not apply.   | Not Covered   | Coverage limited to one pair of glasses/year.  |
|  | Children's dental check-up    | Not Covered  | Not Covered   | None   |
| Excluded Services & Other Covered Services:  |                               |  |   |  |
| Services Your Plan Gene  | rally Does NOT Cover (Check   | your policy or plan document for   | more information and a lis                            | t of any other <u>excluded services</u> .)   |
|  | Exception of Limited Services | <ul><li>Dental care (Child)</li><li>Hearing Aids</li></ul>   | • N   | Non-emergency care when traveling outside the J.S.   |
| Bariatric surgery  |                               | 0  |   | Private-duty nursing   |
| Cosmetic surgery   |                               | 5  |   | Routine eye care (Adult)   |
| Dental care (Adult)  |                               | ,  | ● F   | Routine foot care  |
| Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.) |                               |  |   |  |
| Chiropractic care  |                               | Weight loss programs   |   | · · · · · · · · · · · · · · · · · · ·  |

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: State Department of Insurance at 1-877-693-5236, the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>https://www.dol.gov/agencies/ebsa/about-ebsa/ask-a-question/ask-ebsa</u> or Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or <u>www.cciio.cms.gov</u>. 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 <u>www.HealthCare.gov</u> 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: the insurer at 1-877-615-4022. You may also contact your State Department of Insurance at 1-877-693-5236 or the Department of Labor's Employee Benefit Security Administration at 1-866-444-EBSA (3272) or <u>https://www.dol.gov/agencies/ebsa/about-ebsa/ask-a-question/ask-ebsa</u>.

#### 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? Not Applicable 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 (Español): Para obtener asistencia en Español, llame al 1-877-615-4022 Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-877-615-4022 Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-877-615-4022 Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-877-615-4022

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



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> | \$5500 |
|---|--------|
| Specialist copayment                        | \$60   |
| Hospital (facility) <u>coinsurance</u>      | 50%    |
| Other <u>copayment</u>                      | \$45   |

This EXAMPLE event includes services like: <u>Specialist</u> office visits (prenatal care) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services <u>Diagnostic tests</u> (ultrasounds and blood work) <u>Specialist</u> visit (anesthesia)

| Total Example Cost              | \$12,700 |
|---------------------------------|----------|
| In this example, Peg would pay: |          |
| Cost Sharing                    |          |
| Deductibles                     | \$5,500  |
| <u>Copayments</u>               | \$400    |
| Coinsurance                     | \$1,500  |
| What isn't covered              |          |
| Limits or exclusions            | \$60     |
| The total Peg would pay is      | \$7,460  |

| 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> | \$5500   |
|---|----------|
| Specialist copayment                        | \$60     |
| Hospital (facility) coinsurance             | 50%      |
| Other <u>coinsurance</u>                    | 50%      |
| This EXAMPLE event includes servic          | es 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. Les would have |         |

| in this example, Joe would pay: |         |
|---------------------------------|---------|
| Cost Sharing                    |         |
| Deductibles                     | \$3,100 |
| Copayments                      | \$800   |
| Coinsurance                     | \$0     |
| What isn't covered              |         |
| Limits or exclusions            | \$20    |
| The total Joe would pay is      | \$3,920 |

## Mia's Simple Fracture

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

| The <u>plan's</u> overall <u>deductible</u> | \$5500 |
|---|--------|
| Specialist copayment                        | \$60   |
| Hospital (facility) <u>coinsurance</u>      | 50%    |
| Other <u>coinsurance</u>                    | 50%    |

# 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                | \$1,700 |
| <u>Copayments</u>          | \$500   |
| Coinsurance                | \$0     |
| What isn't covered         |         |
| Limits or exclusions       | \$0     |
| The total Mia would pay is | \$2,200 |

The <u>plan</u> would be responsible for the other costs of these EXAMPLE covered services.