Coverage for: Individual and/or Family | Plan Type: POS

A

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-2024.pdf. 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.cciio.cms.gov or call 1-877-615-4022 to request a copy.

| Important Questions | Answers | Why This Matters: |
|--|---|---|
| What is the overall deductible? | Network providers: \$0. Out-of-network providers: \$500 individual / \$1,000 family. | 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? | Not Applicable | |
| Are there other <u>deductibles</u> 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> ? | Network providers: \$4,000 individual / \$8,000 family; Out-of-network providers: \$8,000 individual / \$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 out-of-pocket limit. |
| Will you pay less if you use a <u>network provider</u> ? | Yes. See https://www.fhcp.com/our-provider-network/ or call 1 (877) 615-4022 for a list of network providers . | 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 referral to see a specialist? | No. | You can see the <u>specialist</u> you choose without a <u>referral</u> . |

| Common Modical | | What You Will Pay | | Limitationa Evacutiona 9 Other Important | |
|--|--|--|---|---|--|
| Common Medical Event | Services You May Need | Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | Limitations, Exceptions, & Other Important Information | |
| | Primary care visit to treat an injury or illness | \$20 <u>Copay</u> | Deductible + 30% Coinsurance | Additional cost share may apply for Allergy Shots, Injections and Infusions. | |
| If you visit a health care provider's office | Specialist visit | \$40 <u>Copay</u> | Deductible + 30% Coinsurance | Additional cost share may apply for Allergy Shots, Injections and Infusions. | |
| or clinic | Preventive care/screening/ immunization | No Charge | Deductible + 30% Coinsurance | 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. | |
| | | No Charge for laboratory & professional services. | | | |
| If you have a test | Diagnostic test (x-ray, blood work) | No Charge for x- ray & diagnostic imaging. | Deductible + 30% Coinsurance and & | Prior authorization is required. Tests in hospitals, or facilities owned or operated | |
| | | \$25 <u>Copay</u> for laboratory & professional services and \$50 <u>Copay</u> for x-ray & diagnostic imaging at an | | by hospitals are subject to the outpatient hospital facility cost share. Failure to obtain prior authorization for any | |
| | Imaging (CT/PET scans, MRIs) | outpatient hospital facility. \$100 Copay at an independent location / \$200 Copay for Imaging services at an outpatient hospital. | Deductible + 30% Coinsurance | service that requires prior authorization will result in a denial of benefits. See your policy for more details. | |
| If you need drugs to treat your illness or | Generic drugs – preferred / non-preferred | \$3 <u>Copay</u> / \$10 <u>Copay</u> | Not Covered | 31 Days per Benefit Period. Available at Preferred-FHCP and select Non-Preferred Retail Pharmacies Only. Up to 93-day Mail Order available through FHCP Only. Refer to the schedule of benefits for cost sharing at Non-Preferred Pharmacies. | |
| condition More information about | Preferred brand drugs | \$30 <u>Copay</u> | Not Covered | | |
| prescription drug coverage is available | Non-preferred brand drugs | \$55 <u>Copay</u> | Not Covered | | |
| at https://fm.formularynaviga tor.com/FBO/126/2024 Q HP_Formulary.pdf | Specialty drugs – preferred / non-preferred | 40% Coinsurance / 50% Coinsurance | Not Covered | 31 Days per Benefit Period. Available at FHCP Pharmacy Only. Mail Order not available. | |

^{*}For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>www.fhcp.com/documents/coc/qhp-ind-2024.pdf</u>

| Common Medical | | What You Will Pay | | Limitations, Exceptions, & Other Important | |
|---|---|---|---|--|--|
| Event | Services You May Need | Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | Information | |
| If you have outpatient surgery | Facility fee (ambulatory surgery center (ASC) / outpatient hospital facility (OHF)) | \$250 <u>Copay</u> – ASC / \$500 <u>Copay</u> – OHF | Deductible + 30% Coinsurance | Pre-certification/pre-authorization of coverage required for non-emergency outpatient surgical care. Your benefits/services may be denied. | |
| | Physician/surgeon fees | No Charge | Deductible + 30% Coinsurance | Prior approval required. Your benefits/services may be denied. | |
| | Emergency room care | \$150 <u>Copay</u> | \$150 <u>Copay</u> . Deductible does not apply. | Waived if admitted. | |
| If you need immediate medical attention | Emergency medical transportation | \$150 <u>Copay</u> | \$150 Copay. Deductible does not apply. | None | |
| | <u>Urgent care</u> | \$60 <u>Copay</u> | \$60 <u>Copay</u> . Deductible does not apply. | None | |
| If you have a hospital | Facility fee (e.g., hospital room) | \$250 <u>Copay</u> per Day (\$750 Maximum, Days 1-3) | Deductible + 30% Coinsurance | Pre-certification/pre-authorization of coverage required for non-emergency admissions. Your benefits/services may be denied. | |
| stay | Physician/surgeon fees | No Charge | <u>Deductible</u> + 30% <u>Coinsurance</u> | None | |
| If you need mental health, behavioral | Outpatient services | \$40 <u>Copay</u> | <u>Deductible</u> + 30% <u>Coinsurance</u> | None | |
| health, or substance abuse services | Inpatient services | \$250 <u>Copay</u> per Day (\$750 Maximum, Days 1-3) | Deductible + 30% Coinsurance | Pre-certification/pre-authorization of coverage required for non-emergency admissions. Your benefits/services may be denied. | |
| | Office visits | \$40 <u>Copay</u> | Deductible + 30% Coinsurance | Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound). | |
| | Childbirth/delivery professional services | No Charge | Deductible + 30% Coinsurance | | |
| If you are pregnant | Childbirth/delivery facility services | \$250 <u>Copay</u> per Day (\$750 Maximum, Days 1-3) | Deductible + 30% Coinsurance | Pre-certification/pre-authorization of coverage required for non-emergency admissions. Your benefits/services may be denied. | |

^{*}For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>www.fhcp.com/documents/coc/qhp-ind-2024.pdf</u>

| Common Medical | | What You Will Pay | | Limitations, Exceptions, & Other Important Information |
|--|----------------------------|--|---|--|
| Event Services You May Ne | | Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | |
| | Home health care | 20% Coinsurance | <u>Deductible</u> + 30% <u>Coinsurance</u> | 20 Days per Benefit Period. Prior authorization is required. |
| | Rehabilitation services | \$40 <u>Copay</u> | Deductible + 30% Coinsurance | 35 Visit(s) per Benefit Period. Includes physical therapy, speech therapy, and occupational therapy. |
| If you need help recovering or have | Habilitation services | \$40 <u>Copay</u> | Deductible + 30% Coinsurance | 35 Visit(s) per Benefit Period. Includes physical therapy, speech therapy, and occupational therapy. |
| other special health needs | Skilled nursing care | \$10 <u>Copay</u> per Day | <u>Deductible</u> + 30% <u>Coinsurance</u> | 60 Days per Benefit Period. Prior authorization is required. |
| | Durable medical equipment | 20% Coinsurance | Deductible + 30% Coinsurance | Excludes vehicle modifications, home modifications, exercise, and bathroom equipment. Prior authorization is required. |
| | Hospice services | 20% Coinsurance | Deductible + 30% Coinsurance | None |
| 16 131 | Children's eye exam | \$10 <u>Copay</u> | Not Covered | Coverage limited to one exam/year. |
| If your child needs dental or eye care | Children's glasses | \$25 <u>Copay</u> | Not Covered | Coverage limited to one pair of glasses/year. |
| dental of eye care | Children's dental check-up | Not Covered | Not Covered | None |

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.)

- Abortion with the Exception of Limited Services
- Acupuncture
- Bariatric surgery
- Cosmetic surgery
- Dental care (Adult)

- Dental care (Child)
- 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

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 https://www.dol.gov/agencies/ebsa/about-ebsa/ask-a-question/ask-ebsa or 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 <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 https://www.dol.gov/agencies/ebsa/about-ebsa/ask-a-question/ask-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 the Minimum Value Standards? Not Applicable

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>.

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 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 <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 plan's overall deductible | \$0 |
|---------------------------------|-------|
| ■ Specialist copayment | \$40 |
| ■ Hospital (facility) copayment | \$250 |
| Other <u>copayment</u> | \$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 | \$12,700 | |
|---------------------------------|----------|--|
| In this example, Peg would pay: | | |
| Cost Sharing | | |
| <u>Deductibles</u> | \$0 | |
| Copayments | \$600 | |
| Coinsurance | \$0 | |
| What isn't covered | | |
| Limits or exclusions | \$60 | |
| The total Peg would pay is | \$660 | |

Managing Joe's Type 2 Diabetes

(a year of routine in-network care of a well-controlled condition)

| ■ The plan's overall deductible | \$(|
|---------------------------------|-------|
| ■ Specialist copayment | \$40 |
| ■ Hospital (facility) copayment | \$250 |
| ■ Other <u>coinsurance</u> | 20% |

This EXAMPLE event includes services like:

<u>Primary care physician</u> office visits (including disease education)

Diagnostic tests (blood work)

Prescription drugs

<u>Durable medical equipment</u> (glucose meter)

| Total Example Cost | \$5,600 | |
|---------------------------------|---------|--|
| In this example, Joe would pay: | | |
| Cost Sharing | | |
| <u>Deductibles</u> | \$0 | |
| Copayments | \$1,000 | |
| Coinsurance | \$0 | |
| What isn't covered | | |
| Limits or exclusions | \$20 | |
| The total Joe would pay is | \$1,020 | |

Mia's Simple Fracture

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

| ■ The plan's overall deductible | \$0 |
|---------------------------------|-------|
| ■ Specialist copayment | \$40 |
| ■ Hospital (facility) copayment | \$250 |
| Other copayment | \$150 |

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> | \$0 | |
| Copayments | \$800 | |
| Coinsurance | \$50 | |
| What isn't covered | | |
| Limits or exclusions | \$0 | |
| The total Mia would pay is | \$850 | |

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