Summary of Benefits and Coverage: What this Plan Covers & What it Costs

Coverage For: Employee + Family | **Plan Type:** HMO

This is not a policy. You can get the policy at www.westernhealth.com or by calling 1-888-563-2250. A policy has more detail about how to use the plan and what you and your insurer must do. It also has more detail about your coverage and costs.

Important Questions	Answers	Why this Matters:
What is the overall **deductible**?	$0	See the chart starting on page 2 for your costs for services this plan covers.
Are there other **deductible**s for specific services?	No	You don't have to meet **deductible**s for specific services, but see the chart starting on page 2 for other costs for services this plan covers.
Is there an **out-of-pocket limit** on my expenses?	$1,500 Individual, per calendar year; $2,500 Family, per calendar year	The **out-of-pocket limit** is the most you could pay during a coverage period (usually one year) for your share of the cost of covered services. This limit helps you plan for health care expenses.
What is **not included** in the **out-of-pocket limit**?	Copayments for durable medical equipment, home self injectables, chiropractic and acupuncture services, prescriptions or other optional riders (if applicable), and health care the plan doesn't cover.	Even though you pay these expenses, they don't count toward the out–of–pocket limit.
Is there an overall **annual limit** on what the plan pays?	No	The chart starting on page 2 describes any limits on what the plan will pay for specific covered services, such as office visits.
Does this plan use a **network** of **providers**?	Yes	If you use an in-**network** doctor or other health care provider, this plan will pay some or all of the costs of covered services. Be aware, your in-**network** doctor or hospital may use an **out-of-network** provider for some services. Plans use the term in-**network**, preferred, or participating for **providers** in their **network**. See the chart starting on page 2 for how this plan pays different kinds of **providers**.
Do I need a referral to see a **specialist**?	Yes	This plan will pay some or all of the costs to see a **specialist** for covered services but only if you have the plan's permission before you see the **specialist**.
Are there services this plan doesn't cover?	Yes	Some of the services this plan doesn't cover are listed on page 4. See your policy or plan document for additional information about **excluded services**.

Questions: Call 1-888-563-2250 or visit us at www.westernhealth.com. If you aren't clear about any of the terms used in this form, see the Glossary at http://cciio.cms.gov/resources/files/Files2/02102012/uniform-glossary-final.pdf.

- **Co-payments** are fixed dollar amounts (for example, $15) you pay for covered health care, usually when you receive the service.

  Co-insurance is your share of the costs of a covered service, calculated as a percent of the **allowed amount** for the service. You pay this plus any **deductible** amounts you owe under this health insurance plan. For example, if the health plan's **allowed amount** for an overnight hospital stay is $1,000 and you've met your **deductible**, your **co-insurance** payment of 20% would be $200. If you haven't met any of the **deductible** and it's at least $1,000, you would pay the full cost of the hospital stay.
- The plan's payment for covered services is based on the **allowed amount**. If an **out-of-network** provider charges more than the **allowed amount**, you may have to pay the difference. For example, if an **out-of-network** hospital charges $1,500 for an overnight stay and the **allowed amount** is $1,000, you may have to pay the $500 difference. (This is called **balance billing**.)
- This plan may encourage you to use participating **providers** by charging you lower **deductible**s, **co-payments** and **co-insurance** amounts.

Common Medical Event	Services You May Need	Your cost if you use a		Limitations & Exceptions
		Participating Provider	Non-Participating Provider	
If you visit a health care **provider's** office or clinic	Primary care visit to treat an injury or illness	$20	Not covered	None
	Specialist visit	$20	Not covered	None
	Other practitioner office visit	$15	Not covered	Limits apply
	Preventive care/screening/immunization	$0	Not covered	None
If you have a test	Diagnostic test (x-ray, blood work)	$0	Not covered	None
	Imaging (CT/PET scans, MRIs)	$0	Not covered	None

If you need drugs to treat your illness or condition. More information abour **prescription drug coverage** is available at www.westernhealth.com	Generic drugs	Pharmacy: $10 (30 days supply); Mail Order: $25 (90 days supply)	Not covered	None
	Preferred brand drugs	Pharmacy: $30 (30 days supply); Mail Order: $75 (90 days supply)	Not covered	None
	Non-preferred brand drugs	Pharmacy: $50 (30 days supply); Mail Order: $125 (90 days supply)	Not covered	None
	Specialty drugs	20% ($100 max for 30 day supply)	Not covered	None
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	$100	Not covered	None
	Physician/surgeon fees	$0	Not covered	None
If you need immediate medical attention	Emergency room services	$100	$100	None
	Emergency medical transportation	$0	$0	None
	Urgent care	$35	$35	Services from non-participating **providers** are covered only when obtained outside the service area.
If you have a hospital stay	Facility fee (e.g., hospital room)	$0	Not covered	None
	Physician/surgeon fee	$0	Not covered	None
If you have mental health, behavioral health, or substance abuse needs	Mental/behavioral health outpatient services	$20	Not covered	None
	Mental/behavioral health inpatient services	$0	Not covered	None
	Substance use disorder outpatient services	$20	Not covered	None
	Substance use disorder inpatient services	$0	Not covered	Limits may apply

If you are pregnant	Prenatal and postnatal care	$0	Not covered	None
	Delivery and all inpatient services	$0	Not covered	None
If you need help recovering or have other special health needs	Home health care	$0	Not covered	Limits apply
	Rehabilitation services	$20	Not covered	None
	Habilitation services	$20	Not covered	None
	Skilled nursing care	$0	Not covered	Limits apply
	Durable medical equipment	20%	Not covered	None
	Hospice service	$0	Not covered	None
If your child needs dental or eye care	Eye exam	$20	Not covered	None
	Glasses	Not covered	Not covered	None
	Dental check-up	Not covered	Not covered	None

Excluded Services & Other Covered Services:

Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other **excluded services**.)

- Bariatric surgery
- Cosmetic surgery
- Dental care for adults (unless purchased as a rider)
- Hearing aids
- Infertility treatment (unless purchased as a rider)
- Long-term care
- Non-emergency care when travelling outside the US
- Private-duty nursing
- Routine foot care
- Weight loss programs (unless purchased as a rider)

Other Covered Services (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)

- Acupuncture
- Chiropractic care
- Routine eye care for adults

Your Rights to Continue Coverage:

If you lose coverage under the plan, then, depending upon the circumstances, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in durations and will require you to pay a **premium**, which may be significantly higher than the **premium** you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply.

For more information on your rights to continue coverage, contact the plan at 1-888-563-2250. You may also contact your Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov.

Your Grievance and Appeals Rights:

If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to **appeal** or file a **grievance**. For questions about your rights, this notice, or assistance, you can contact: 1-888-563-2250.

Language Access Services:

Para obtener asistencia en Español, llame al 1-888-563-2250.

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

About these Coverage Examples:

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.

This is not a cost estimator. Don't use these examples to estimate your actual costs under this plan. The actual care you receive will be different from these examples, and the cost of that care will also be different.

See the next page for important information about these examples.

Having a baby
(normal delivery)

- **Amount owed to providers:** $7,540
- **Plan pays** $7,470
- **Patient pays** $70

Sample care cost:

Hospital charges (mother)	$2,700
Routine obstetric care	$2,100
Hospital charges (baby)	$900
Anesthesia	$900
Laboratory tests	$500
Prescriptions	$200
Radiology	$200
Vaccines, other preventive	$40
Total	$7,540

Patient pays:

Deductibles	$0
Co-pays	$70
Co-insurance	$0
Limits or exclusions	$0
Total	$70

Managing type 2 diabetes
(routine maintenance of a well-controlled condition)

- **Amount owed to providers:** $4,100
- **Plan pays** $2,830
- **Patient pays** $1,270

Sample care cost:

Prescriptions	$1,500
Medical Equipment and Supplies	$1,300
Office Visits and Procedures	$730
Education	$290
Laboratory tests	$140
Vaccines, other preventive	$140
Total	$4,100

Patient pays:

Deductibles	$0
Co-pays	$1,080
Co-insurance	$30
Limits or exclusions	$160
Total	$1,270

Questions and answers about the Coverage Examples:

What are some of the assumptions behind the Coverage Examples?

- Costs don't include **premium**s.
- Sample care costs are based on national averages supplied by the U.S. Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- The patient's condition was not an excluded or preexisting condition.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from in-**network** **providers**. If the patient had received care from **out-of-network providers**, costs would have been higher.

What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how **deductible**s, **co-payments**, and **co-insurance** can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

Does the Coverage Example predict my own care needs?

✘ **No**. Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

Does the Coverage Example predict my future expenses?

✘ **No**. Coverage Examples are not cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your **providers** charge, and the reimbursement your health plan allows.

Can I use Coverage Examples to compare plans?

✔ **Yes**. When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

Are there other costs I should consider when comparing plans?

✔ **Yes**. An important cost is the **premium** you pay. Generally, the lower your **premium**, the more you'll pay in out-of-pocket costs, such as **co-payments**, **deductible**s, and **co-insurance**. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.