The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) 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, www.healthlink.com or call 1-877-379-5802. 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.healthcare.gov/sbc-glossary/ or call 1-877-379-5802 to request a copy.

Important Questions	Answers				Why This Matters:
What is the overall deductible?		**Tier I**	**Tier II**	**Non-Network**	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible.
	Per participant:	$0	$300	$400	
Are there services covered before you meet your deductible?	**Yes. For Tier I:** all services are covered before a deductible. **Tier II providers:** preventive care, emergency room services, and ambulance services.				This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	**No.**				You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan?		**Tier I**	**Tier II**	**Non-Network**	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.
	Per participant:	$6,600		unlimited	
	Per family:	$13,200		unlimited	
What is not included in the out-of-pocket limit?	Premiums, balance-billed charges, health care this Plan doesn't cover, charges in excess of benefit maximums, charges in excess of maximum allowed amounts, pre-certification penalties, and non-medically necessary services.				Even though you pay these expenses, they don't count toward the out-of-pocket limit.

Important Questions	Answers	Why This Matters:
Will you pay less if you use a network provider?	**Yes, for medical:** Healthlink. See www.healthlink.com or call 1-877-379-5802 for a list of network providers. **Yes, for prescription drugs:** CVS. For a list of retail and mail pharmacies, log on to www.caremark.com or call 1-877-232-8128.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	**No.**	You can see the specialist you choose without a referral.

All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Tier I Provider (You will pay the least)	Tier II Provider (You will pay more)	Non-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	$20 co-payment/visit	20% co-insurance, after deductible	40% co-insurance, after deductible	The office visit copayment will apply to the office visit only and applies per provider. All other services rendered during the physician's office visit are paid at the applicable benefit level.
	Specialist visit	$20 co-payment/visit	20% co-insurance, after deductible	40% co-insurance, after deductible	
	Preventive care/screening/ immunization	No Charge	No Charge	Not Covered	You may have to pay for services that aren't preventive. Ask your provider if the services you need are preventive. Then check what your plan will pay for. Flu shots/mist are covered at no cost sharing for plan participants at both network providers and non-network providers.
If you have a test	Diagnostic test (x-ray, blood work)	No Charge	20% co-insurance, after deductible	40% co-insurance, after deductible	——————————none——————————
	Imaging (CT/PET scans, MRIs)	No Charge	20% co-insurance, after deductible	40% co-insurance, after deductible	

* For more information about limitations and exceptions, see the plan or policy document at www.healthlink.com.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Tier I Provider (You will pay the least)	Tier II Provider (You will pay more)	Non-Network Provider (You will pay the most)	
If you need drugs to treat your illness or condition More information about **prescription drug coverage** is available at www.cvs.com	Generic drugs	**Retail:** $10 co-payment/prescription **Mail Order:** $20 co-payment/prescription **Maintenance Choice:** $10 co-payment/prescription	**Retail:** $10 co-payment/prescription **Mail Order:** $20 co-payment/prescription **Maintenance Choice:** $10 co-payment/prescription	**Retail:** $10 co-payment/prescription **Mail Order:** $20 co-payment/prescription **Maintenance Choice:** $10 co-payment/prescription	**Retail:** limited to a thirty (30) day supply. **Mail Order:** limited to a ninety (90) day supply. Not all prescription drugs are covered. To determine if a specific drug is covered under your plan, log into your account at www.cvs.com. Maintenance Choice is a ninety (90) day supply program for chronic conditions that is filled through CVS Caremark mail service or at any CVS pharmacy location.
	Preferred brand drugs	**Retail:** $20 co-payment/prescription **Mail Order:** $40 co-payment/prescription **Maintenance Choice:** $20 co-payment/prescription	**Retail:** $20 co-payment/prescription **Mail Order:** $40 co-payment/prescription **Maintenance Choice:** $20 co-payment/prescription	**Retail:** $20 co-payment/prescription **Mail Order:** $40 co-payment/prescription **Maintenance Choice:** $20 co-payment/prescription	
	Non-preferred brand drugs	**Retail:** $40 co-payment/prescription **Mail Order:** $80 co-payment/prescription **Maintenance Choice:** $40 co-payment/prescription	**Retail:** $40 co-payment/prescription **Mail Order:** $80 co-payment/prescription **Maintenance Choice:** $40 co-payment/prescription	**Retail:** $40 co-payment/prescription **Mail Order:** $80 co-payment/prescription **Maintenance Choice:** $40 co-payment/prescription	
	Specialty drugs	Not Applicable	Not Applicable	Not Applicable	

* For more information about limitations and exceptions, see the plan or policy document at www.healthlink.com.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Tier I Provider (You will pay the least)	Tier II Provider (You will pay more)	Non-Network Provider (You will pay the most)	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	$150 co-payment/visit	$150 co-payment/ visit, then 20% co-insurance, after deductible	$150 co-payment/visit, then 40% co-insurance, after deductible	**Pre-certification is required.** Failure to obtain pre-certification for non-network services will result in a $500 penalty per hospital confinement, course of treatment, or therapy. This requirement does not apply for office surgeries, pain injections, and screening colonoscopies.
	Physician/surgeon fees	No Charge	20% co-insurance, after deductible	40% co-insurance, after deductible	——————————none——————————
If you need immediate medical attention	Emergency room care	$200 co-payment/visit			Co-payment is waived is plan participant is admitted to inpatient.
	Emergency medical transportation	No Charge			**Pre-certification is required for non-emergent air ambulance.** Failure to obtain pre-certification for non-network services will result in a $500 penalty per hospital confinement, course of treatment, or therapy.
	Urgent care	$20 co-payment/visit	20% co-insurance, after deductible	40% co-insurance, after deductible	Retail clinics are covered.
If you have a hospital stay	Facility fee (e.g., hospital room)	$250 co-payment/ admission	$300 co-payment/ admission then 20% co-insurance, after deductible	$400 co-payment/ admission then 40% co-insurance, after deductible	**Pre-certification is required.** Failure to obtain pre-certification for non-network services will result in a $500 penalty per hospital confinement, course of treatment, or therapy. This requirement does not apply for office surgeries, pain injections, and screening colonoscopies.
	Physician/surgeon fees	No Charge	20% co-insurance, after deductible	40% co-insurance, after deductible	——————————none——————————

* For more information about limitations and exceptions, see the plan or policy document at www.healthlink.com.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Tier I Provider (You will pay the least)	Tier II Provider (You will pay more)	Non-Network Provider (You will pay the most)	
If you need mental health, behavioral health, or substance abuse services	Outpatient services	$20 co-payment/visit	20% co-insurance, after deductible	40% coinsurance, after deductible	——————————none——————————
	Inpatient services	$250 co-payment/admission	$300 co-payment/ admission then 20% co-insurance, after deductible	$400 copayment then 40% coinsurance after deductible	**Pre-certification is required.** Failure to obtain pre-certification for non-network services will result in a $500 penalty per hospital confinement, course of treatment, or therapy.
If you are pregnant	Office visits	$50 co-payment/pregnancy	20% co-insurance, after deductible	40% co-insurance, after deductible	Cost sharing does not apply for preventive services. Depending on the type of services, a co-payment, co-insurance, or deductible may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound). **Pre-certification is required if stay exceeds forty-eight (48) hours for vaginal delivery and ninety-six (96) hours for cesarean delivery.** Failure to obtain pre-certification for non-network services will result in a $500 penalty per hospital confinement, course of treatment, or therapy.
	Childbirth/delivery professional services	Included in Office Visit co-payment	20% co-insurance, after deductible	40% co-insurance, after deductible	
	Childbirth/delivery facility services	$250 co-payment/ admission	$300 co-payment/ admission then 20% co-insurance, after deductible	$400 co-payment/admission then 40% co-insurance, after deductible	
If you need help recovering or have other special needs	Home health care	$20 co-payment/visit	20% co-insurance, after deductible	Not Covered	——————————none——————————
	Rehabilitation services	$20 co-payment/visit	20% co-insurance, after deductible	40% co-insurance, after deductible	**Benefit Period Maximum:** physical therapy and occupational therapy are limited to sixty (60) visits combined. Speech therapy is limited to sixty (60) visits.
	Habilitation services	$20 co-payment/visit	20% co-insurance, after deductible	40% co-insurance, after deductible	
	Skilled nursing care	No Charge	20% co-insurance, after deductible	Not Covered	**Benefit Period Maximum:** one hundred twenty (120) days.

* For more information about limitations and exceptions, see the plan or policy document at www.healthlink.com.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Tier I Provider (You will pay the least)	Tier II Provider (You will pay more)	Non-Network Provider (You will pay the most)	
If you need help recovering or have other special needs	Durable medical equipment	20% co-insurance	20% co-insurance, after deductible	40% co-insurance, after deductible	**Pre-certification is required for items in excess of $3,000.** Failure to obtain pre-certification for non-network services will result in a $500 penalty per hospital confinement, course of treatment, or therapy. Repair and/or replacement is covered unless due to negligence or loss of an item.
	Hospice services	No Charge	20% co-insurance, after deductible	Not Covered	Covered if plan participant life expectancy is one (1) year or less. **Pre-certification is required.**
If your child needs dental or eye care	Children's eye exam	Not Covered	Not Covered	Not Covered	——————————none——————————
	Children's glasses	Not Covered	Not Covered	Not Covered	
	Children's dental check-up	Not Covered	Not Covered	Not Covered	

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
- Cosmetic Surgery (except when due to injury, congenital deformities, or reconstructive mammoplasty)
- Long-Term Care
- Dental Care (Adult)
- Private-Duty Nursing
- Weight Loss Programs
- Routine Eye Care (Adult)
- Routine Foot Care (unless plan participant has been diagnosed with diabetes)

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

- Bariatric Surgery
- Chiropractic Care **Limited to twenty-five (25) visits)**
- Hearing Aids **Limited to one (1) hearing aid per ear every thirty-six (36) months**
- Infertility Treatment
- Non-Emergency Care When Traveling Outside the U.S.

* For more information about limitations and exceptions, see the plan or policy document at www.healthlink.com.

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: Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. You may also contact Plan's COBRA Administrator, Morneau Shepell at 1-844-251-1777. 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 claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. You may also contact:

HealthLink
Attention: Appeals Coordination
P.O. Box 7186
Boise, ID 83707
1-866-504-6814

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? 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 (Español): Para obtener asistencia en Español, llame al 1-877-379-5802.
Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-877-379-5802.
Chinese (中文): 如果需要中文的帮助，请拨打这个号码 1-877-379-5802.
Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-877-379-5802.

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

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* For more information about limitations and exceptions, see the plan or policy document at www.healthlink.com.

About these Coverage Examples:

This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. 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 co-payment	$20
Hospital (facility) co-payment	$250
Other co-insurance	20%

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	
Deductibles	$0
Copayments	$400
Coinsurance	$0
What isn't covered	
Limits or exclusions	$20
The total Peg would pay is	**$420**

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

The plan's overall deductible	$0
Specialist co-payment	$20
Hospital (facility) co-payment	$250
Other co-insurance	20%

This EXAMPLE event includes services 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, Joe would pay:

Cost Sharing	
Deductibles	$0
Copayments	$500
Coinsurance	$200
What isn't covered	
Limits or exclusions	$0
The total Joe would pay is	**$700**

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

The plan's overall deductible	$0
Specialist co-payment	$20
Hospital (facility) co-payment	$200
Other co-insurance	20%

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	$0
Copayments	$300
Coinsurance	$60
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$360**

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

We're here for you – in many languages

The law requires us to include a message in all of these different languages. Curious what they say? Here's the English version: "You have the right to get help in your language for free. Just call the Member Services number on your ID card." Visually impaired? You can also ask for other formats of this document.

Spanish
Usted tiene derecho a obtener asistencia en su idioma sin cargo. Llame al número de Servicios para Miembros que figura en su tarjeta de identificación ¿Tiene alguna deficiencia visual? También puede solicitar este documento en otros formatos.

Chinese
您有權免費獲得使用您的語言提供的協助。只需撥打印於您的 ID 卡上的會員服務部電話號碼即可。視力障礙？您也可以索取本文件的其他格式。

Vietnamese
Quý vị có quyền nhận trợ giúp bằng ngôn ngữ của mình, miễn phí. Quý vị chỉ cần gọi đến số điện thoại của Ban Dịch vụ Thành viên trên thẻ ID của quý vị. Quý vị bị khiếm thị? Quý vị cũng có thể yêu cầu các định dạng khác của tài liệu này.

Korean
귀하는 귀하의 언어로 된 도움을 무료로 받을 권리가 있습니다. 귀하의 ID 카드에 있는 가입자 서비스 번호로 전화하십시오. 시각 장애인이신가요? 다른 형식으로 된 이 문서를 요청하실 수 있습니다.

Tagalog
May karapatan kang makakuha ng tulong na nasa iyong wika nang libre. Tawagan lang ang numero ng Member Services na nasa iyong ID card. May kapansanan sa paningin? Maaari ka ring humingi ng iba pang mga format ng dokumentong ito.

Russian
У вас есть право на бесплатное получение помощи на вашем родном языке. Просто позвоните в отдел обслуживания участников по номеру, указанному на вашей идентификационной карте. У вас проблемы со зрением? Вы также можете запросить этот документ в других форматах.

French Creole
Ou gen dwa jwenn èd nan lang ou gratis. Jis rele nimewo Sèvis Manm ki sou Kat ID ou a gratis Gen pwoblèm vizyèl? Ou ka mande tou pou lòt fòma nan dokiman sa a.

Arabic
لك الحق في الحصول على هذه المعلومات والحصول على المساعدة بلغتك مجانًا. فقط اتصل برقم خدمات الأعضاء الموجود على بطاقة هويتك. هل تعاني من ضعف البصر؟ يمكنك أيضًا طلب تنسيقات أخرى لهذه الوثيقة.

French
Vous avez le droit d'obtenir de l'aide dans votre langue gratuitement. Appelez simplement le numéro du Services membres figurant sur votre carte d'identité. Vous êtes une personne malvoyante ? Vous pouvez également demander à accéder à ce document dans d'autres formats.

Persian
شما حق دارید به زبان خود به صورت رایگان کمک بگیرید. فقط با شماره خدمات اعضا مندرج در کارت عضویت خود تماس بگیرید. آیا دچار اختلال بینایی هستید؟ همچنین می‌توانید فرمت‌های دیگر این سند را درخواست کنید.

Armenian
Դուք իրավունք ունեք անվճար օգնություն ստանալու ձեր լեզվով: Պարզապես զանգահարեք ձեր ID քարտի վրա գտնվող Անդամների սպասարկման համարին: Տեսողության խանգարում ունեցո՞ղ եք: Կարող եք նաև խնդրել այս փաստաթղթի այլ ձևաչափեր:

Japanese
あなたにはあなたの言語で無料で支援を受ける権利があります。IDカードに記載されている会員サービス番号にお電話ください」視覚障害をお持ちですか？他の形式でこの文書を要求することもできます。

Italian
Hai il diritto di ricevere assistenza gratuita nella tua lingua. Basta chiamare il numero del Servizio Membri presente sulla tua tessera identificativa. Hai problemi di vista? È possibile richiedere anche altri formati di questo documento.

German
Sie haben das Recht, kostenlose Hilfe in Ihrer Sprache zu erhalten. Rufen Sie einfach die Nummer des Mitgliederservices auf Ihrer

ID-Karte an. Sehbehindert?
Sie können dieses Dokument auch in anderen
Formaten anfordern.

Polish
Masz prawo do bezpłatnej pomocy w swoim języku. Wystarczy zadzwonić pod numer Biura Obsługi Klienta podany na karcie identyfikacyjnej. Masz wadę wzroku? Możesz również poprosić o inne formaty tego dokumentu.

Pennsylvania Dutch
Du hoscht's Recht fer Hilf griege in dei Schprooch fer nix. Duh yuscht die Member Services Number uffrufe uff dei
ID Card. Hoscht Druwwel fer sehne? Du kannscht des
do Schreiwes in en differnter Weg griege so as du's
besser sehne kannscht.

It's important we treat you fairly

We follow federal civil rights laws in our health programs and activities. Members can get reasonable modifications as well as free auxiliary aids and services if you have a disability. We don't discriminate, on the basis of race, color, national origin, sex, age or disability. For people whose primary language isn't English (or have limited proficiency), we offer free language assistance services like interpreters and other written languages. Interested in these services? Call the Member Services number on your ID card for help (TTY/TDD: 711) or visit our website. If you think we failed in any areas or to learn more about grievance procedures, you can mail a complaint to: Compliance Coordinator,
P.O. Box 7186 Boise, ID 83707, or directly to the U.S. Department of Health and Human Services, Office for
Civil Rights at 200 Independence Avenue, SW; Room 509F, HHH Building; Washington, D.C. 20201. You can also call 1-800- 368-1019 (TDD: 1-800-537-7697) or visit https://ocrportal.hhs.gov/ocr/portal/lobby.jsf