

 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, contact PAI at 1-800-768-4375 or visit www.paisc.com. 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.paisc.com or call 1-800-768-4375 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall <u>deductible</u> ?	\$2,000 individual / \$4,000 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 <u>deductible</u> ?	Yes. <u>Preventive care</u> , <u>primary care</u> , <u>prescription drugs</u> and <u>urgent care</u> 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 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 https://www.healthcare.gov/coverage/preventive-care-benefits/ .
Are there other <u>deductibles</u> for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services.
What is the <u>out-of-pocket limit</u> for this <u>plan</u> ?	\$7,500 individual / \$15,000 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 <u>out-of-pocket limit</u> ?	<u>Premiums</u> , penalties, <u>balance-billing</u> charges and health care this <u>plan</u> 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 www.paisc.com or call 1-800-768-4375 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 charge</u> 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 Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	<u>Primary care</u> visit to treat an injury or illness	\$30 <u>copay</u> /visit; <u>deductible</u> does not apply	60% <u>coinsurance</u>	Includes visits for mental/behavioral health and substance abuse services.
	<u>Specialist</u> visit	\$30 <u>copay</u> /visit; <u>deductible</u> does not apply	60% <u>coinsurance</u>	None
	<u>Preventive care/screening/immunization</u>	No charge <u>deductible</u> does not apply	60% <u>coinsurance</u>	You may have to pay for services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services you need are <u>preventive</u> . Then check what your <u>plan</u> will pay for. Routine gynecological exams, prostate exams and annual physicals are limited to one per coverage period. Routine mammograms are limited to one mammogram between the ages of 35 and 39 and each year for women 40 and over. Routine colonoscopies are subject to ACA age guidelines. Routine preventive care not covered under ACA: \$30 <u>copay/visit network provider</u> , 60% <u>coinsurance out-of-network providers</u> . Limited to \$200 maximum per coverage period. Mammograms and well child care not covered at <u>out-of-network providers</u> .
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	No charge/test when associated with an office visit.	60% <u>coinsurance</u>	Tests unrelated to an office visit: 40% <u>coinsurance</u> after <u>deductible</u> for <u>network providers</u> and 60% <u>coinsurance</u> after <u>deductible</u> for <u>out-of-network providers</u> .
	Imaging (CT/PET scans, MRIs)	40% <u>coinsurance</u>	60% <u>coinsurance</u>	None

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

 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
		Network Provider (You will pay the least)	Out-of-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.paisc.com .	Generic drugs	\$15 <u>copay</u> /prescription (retail); \$37.50 <u>copay</u> /prescription (mail order); <u>deductible</u> does not apply to <u>prescription drugs</u>	Not Covered	Covers up to a 34 day supply (retail prescription); 90 day supply (mail order prescription). If a generic drug is available and the member chooses brand name, the member will pay the difference in cost between the generic and brand name, in addition to the <u>copay</u> . <u>Prescription drugs</u> are subject to the following programs: Quantity Management, Step Therapy and Prior Authorization. Proton Pump Inhibitors (PPI's) are not covered under this plan.
	Preferred brand drugs	\$70 <u>copay</u> /prescription (retail); \$175 <u>copay</u> /prescription (mail order); <u>deductible</u> does not apply to <u>prescription drugs</u>	Not Covered	
	Non-preferred brand drugs	\$70 <u>copay</u> /prescription (retail); \$175 <u>copay</u> /prescription (mail order); <u>deductible</u> does not apply to <u>prescription drugs</u>	Not Covered	
	<u>Specialty drugs</u>	30% <u>coinsurance</u> /prescription, <u>deductible</u> does not apply	Not Covered	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	40% <u>coinsurance</u>	60% <u>coinsurance</u>	None
	Physician/surgeon fees	40% <u>coinsurance</u>	60% <u>coinsurance</u>	None
If you need immediate medical attention	<u>Emergency room care</u>	40% <u>coinsurance</u> /visit <u>deductible</u> does not apply	40% <u>coinsurance</u> /visit <u>deductible</u> does not apply	Emergency room care for illness: \$100 <u>copay</u> /visit; 40% <u>coinsurance</u> after <u>deductible</u> . <u>Copay</u> waived if admitted.
	<u>Emergency medical transportation</u>	40% <u>coinsurance</u>	40% <u>coinsurance</u>	None
	<u>Urgent care</u>	\$30 <u>copay</u> /visit; <u>deductible</u> does not apply	60% <u>coinsurance</u>	None

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

 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
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you have a hospital stay	Facility fee (e.g., hospital room)	40% <u>coinsurance</u>	\$150 <u>copay</u> / admission; 60% <u>coinsurance</u>	<u>Preauthorization</u> is required. If you do not get <u>preauthorization</u> for a <u>network provider</u> , room and board charges will be denied. If you do not get <u>preauthorization</u> for an <u>out-of-network provider</u> , a \$500 penalty will apply.
	Physician/surgeon fees	40% <u>coinsurance</u>	60% <u>coinsurance</u>	None
If you need mental health, behavioral health, or substance abuse services	Outpatient services	40% <u>coinsurance</u>	60% <u>coinsurance</u>	<u>Preauthorization</u> is required. If you do not get <u>preauthorization</u> a penalty will apply.
	Inpatient services	40% <u>coinsurance</u>	\$150 <u>copay</u> / admission; 60% <u>coinsurance</u>	<u>Preauthorization</u> is required. If you do not get <u>preauthorization</u> for a <u>network provider</u> , room and board charges will be denied. If you do not get <u>preauthorization</u> for an <u>out-of-network provider</u> , a \$500 penalty will apply.
If you are pregnant	Office visits	40% <u>coinsurance</u>	60% <u>coinsurance</u>	<u>Cost sharing</u> does not apply to certain <u>preventive services</u> . Depending on the type of services, <u>copayment</u> may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).
	Childbirth/delivery professional services	40% <u>coinsurance</u>	60% <u>coinsurance</u>	
	Childbirth/delivery facility services	40% <u>coinsurance</u>	\$150 <u>copay</u> / admission; 60% <u>coinsurance</u>	<u>Preauthorization</u> is required. If you do not get <u>preauthorization</u> for a <u>network provider</u> , room and board charges will be denied. If you do not get <u>preauthorization</u> for an <u>out-of-network provider</u> , a \$500 penalty will apply.

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

 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
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need help recovering or have other special health needs	<u>Home health care</u>	40% <u>coinsurance</u>	60% <u>coinsurance</u>	<u>Preauthorization</u> is required. If you do not get <u>preauthorization</u> a penalty will apply.
	<u>Rehabilitation services</u>	40% <u>coinsurance</u>	\$150 <u>copay</u> / admission; 60% <u>coinsurance</u>	<u>Preauthorization</u> is required. If you do not get <u>preauthorization</u> for a <u>network provider</u> , room and board charges will be denied. If you do not get <u>preauthorization</u> for an <u>out-of-network provider</u> , a \$500 penalty will apply.
	<u>Habilitation services</u>	40% <u>coinsurance</u>	\$150 <u>copay</u> / admission; 60% <u>coinsurance</u>	<u>Preauthorization</u> is required. If you do not get <u>preauthorization</u> for a <u>network provider</u> , room and board charges will be denied. If you do not get <u>preauthorization</u> for an <u>out-of-network provider</u> , a \$500 penalty will apply.
	<u>Skilled nursing care</u>	40% <u>coinsurance</u>	60% <u>coinsurance</u>	Limited to 100 days per coverage period. <u>Preauthorization</u> is required. If you do not get <u>preauthorization</u> for a <u>network provider</u> , room and board charges will be denied. If you do not get <u>preauthorization</u> for an <u>out-of-network provider</u> , a \$500 penalty will apply.
	<u>Durable medical equipment</u>	40% <u>coinsurance</u>	60% <u>coinsurance</u>	<u>Preauthorization</u> required if charges are \$100 or more.
	<u>Hospice services</u>	40% <u>coinsurance</u>	60% <u>coinsurance</u>	<u>Preauthorization</u> is required. If you do not get <u>preauthorization</u> a penalty will apply.
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	Vision screening covered for child at no charge under ACA.
	Children's glasses	Not covered	Not covered	Not Applicable
	Children's dental check-up	Not covered	Not covered	Pediatric Oral Exam covered at no charge per ACA guidelines.

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

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
- Bariatric surgery
- Cosmetic surgery
- Dental care (Adult)
- 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
- Weight loss programs

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

- Chiropractic care (\$2,500 or 50 visits/year)

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/ / Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323x61565 or www.cciio.cms.gov/ / Planned Administrators Inc. at 1-800-768-4375 or visit www.paisc.com. 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 the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform/ / Planned Administrators Inc. at 1-800-768-4375 or visit www.paisc.com or you can contact your employer's human resources department at 1-864-578-8770.

Does this plan provide Minimum Essential Coverage? **Yes**

If you don't have Minimum Essential Coverage for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

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 1-800-768-4375.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-768-4375.

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-800-768-4375.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwijigo holne' 1-800-768-4375.

————— *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 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** \$2,000
- **Specialist copayment** \$30
- **Hospital (facility) coinsurance** 40%
- **Other coinsurance** 40%

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	\$12,800
---------------------------	-----------------

In this example, Peg would pay:

<i>Cost Sharing</i>	
Deductibles	\$2,000
Copayments	\$120
Coinsurance	\$4,960
<i>What isn't covered</i>	
Limits or exclusions	\$60
The total Peg would pay is	\$7,140

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

- **The plan's overall deductible** \$2,000
- **Specialist copayment** \$30
- **Hospital (facility) coinsurance** 40%
- **Other coinsurance** 40%

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	\$7,400
---------------------------	----------------

In this example, Joe would pay:

<i>Cost Sharing</i>	
Deductibles	\$80
Copayments	\$3,585
Coinsurance	\$53
<i>What isn't covered</i>	
Limits or exclusions	\$55
The total Joe would pay is	\$3,774

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

- **The plan's overall deductible** \$2,000
- **Specialist copayment** \$30
- **Hospital (facility) coinsurance** 40%
- **Other coinsurance** 40%

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	\$1,900
---------------------------	----------------

In this example, Mia would pay:

<i>Cost Sharing</i>	
Deductibles	\$979
Copayments	\$90
Coinsurance	\$653
<i>What isn't covered</i>	
Limits or exclusions	\$0
The total Mia would pay is	\$1,722

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.

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 online at contact@hrcompliance.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，請撥電話 [在此插入數字 1-844-396-0183]。(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 đỡ 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 건보법에 관하여 궁금한 사항 혹은 질문이 있으시면 1-844-396-0187 로 연락주십시오. 귀하의 비용 부담없이 한국어로 도와드립니다. PC 명조 (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 تساعدك أسئلة بخصوص خطة الصحة هذه، فلديك الحق في الحصول على المساعدة والمعلومات الضرورية بلغتك من دون اية تكلفة. للتحدث مع مترجم اتصل ب 1-844-396-0189 (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, a des questions à propos de ce plan médical, vous avez le droit d'obtenir de l'aide et l'information dans votre langue à aucun coût. Pour parler à un interprète, appelez 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 باره ی این برنامه ی 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، لطفاً با شماره ی 1-844-398-6233 تماس حاصل نمایید. (Persian-Farsi)
