Coverage Period: 01/01/2025 - 12/31/2025

Coverage for: Individual | Plan Type: POS-HSA

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 general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other

underlined terms see the Glossary. You can see the Glossary at www.carefirst.com/sbcg or call 1-855-258-6518 to request a copy. For more information about your coverage, or to get a copy of the complete terms of coverage, please visit www.carefirst.com.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	In-Network: \$2,000 individual/\$4,000 family; Out-of-Network: \$3,000 individual/\$6,000 family	Generally, you must pay all 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 member(s) on the <u>plan</u> , each family member may need to meet their own individual <u>deductible</u> , OR all family members may combine to meet the overall family <u>deductible</u> before the <u>plan</u> begins to pay, depending upon plan coverage. Please refer to your contract for further details.
Are there services covered before you meet your deductible?	Yes, all In-Network preventive care services.	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 deductibles for specific services?	There are no other specific deductibles.	You don't have to meet <u>deductibles</u> for specific services.
What is the <u>out-of-</u> <u>pocket limit</u> for this <u>plan</u> ?	Medical: In-Network: \$6,000 individual/\$12,000 family; Out-of-Network: \$6,000 individual/\$12,000 family.	The <u>out-of-pocket limit</u> is the most you could pay in a <u>plan</u> year for covered services. If you have other family member(s) on the <u>plan</u> , each family member may need to meet their own <u>out-of-pocket limits</u> , OR all family members may combine to meet the overall family <u>out-of-pocket limit</u> , depending upon <u>plan</u> coverage. Please refer to your contract for further details.
What is not included in the out-of-pocket limit?	Premiums, balance-billing charges, health care this plan doesn't cover, copayments for certain services, and penalties for failure to obtain preauthorization for services.	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</u> <u>provider</u> ?	Yes. See www.carefirst.com or call 855-258-6518 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 provider's 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> ?	No.	You can see the specialist you choose without a referral.

Common		What You Will Pay		Limitations, Exceptions, & Other Important
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Information
	Primary care visit to treat an injury or illness	Provider & Hospital Facility: Deductible, then 10% of Allowed Benefit	Provider & Hospital Facility: Deductible, then 30% of Allowed Benefit	If a service is rendered at a Hospital Facility, the additional Facility charge may apply
If you visit a health care provider's office or clinic	Specialist visit	Provider & Hospital Facility: Deductible, then 10% of Allowed Benefit	Provider & Hospital Facility: Deductible, then 30% of Allowed Benefit	If a service is rendered at a Hospital Facility, the additional Facility charge may apply
or clinic	Retail health clinic	Deductible, then 10% of Allowed Benefit	Deductible, then 30% of Allowed Benefit	None
	Preventive care/screening/ immunization	No Charge	Deductible, then 30% of Allowed Benefit	Some services may have limitations or exclusions based on your contract
If you have a test	Diagnostic test (x-ray, blood work)	Lab Tests: Non-Hospital & Hospital: Deductible, then 10% of Allowed Benefit X-Ray: Non-Hospital & Hospital: Deductible, then 10% of Allowed Benefit	Lab Tests: Non-Hospital & Hospital: Deductible, then 30% of Allowed Benefit X-Ray: Non-Hospital & Hospital: Deductible, then 30% of Allowed Benefit	In-Network Lab Test benefits apply only to tests performed at LabCorp.
	Imaging (CT/PET scans, MRIs)	Non-Hospital & Hospital: Deductible, then 10% of Allowed Benefit	Non-Hospital & Hospital: Deductible, then 30% of Allowed Benefit	None
If you need drugs to treat your illness or condition More information about	Generic drugs	Deductible, then Retail - Up to a 30-day supply: \$10 Mail Order - Up to a 90-day supply: \$20	See Limitations, Exceptions	Coverage provided by CVS Caremark After 2 fills of a maintenance medication, you must switch to mail order or to CVS retail and fill in 90-day supply. When a generic is available,
prescription drug coverage at 1-844- 256-0030 or	Preferred brand drugs	Deductible, then Retail - Up to a 30-day supply: \$30 Mail Order - Up to a 90-day supply: \$60	& Other Important Information	but the pharmacy dispenses the brand-name medication for any reason other than doctor or prescriber indicates "dispense as written", you will pay the difference between the brand-name
Caremark.com.is available	Non-preferred brand drugs	Deductible, then Retail - Up to a 30-day supply: \$50		medication and the generic plus the brand copayment. Prior authorization, step therapy

Common		What You Will Pay		Limitations, Exceptions, & Other Important	
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Information	
		Mail Order - Up to a 90-day supply: \$100		and/or quantity limits may apply. Specialty medicines are distributed exclusively by the	
	Preferred Specialty drugs	Limited to a 30-day supply.		Caremark Specialty Pharmacy and are limited to a 30-day supply. Visit CVSSpecialty.com to get	
	Non-preferred Specialty drugs	Deductible, then retail copays \$10/\$30/\$50	Not Covered	started. For out of network retail providers, paid receipts must be submitted to CVS for reimbursement (contact CVS for claim form).	
If you have	Facility fee (e.g., ambulatory surgery center)	Non-Hospital & Hospital: Deductible, then 10% of Allowed Benefit	Non-Hospital & Hospital: Deductible, then 30% of Allowed Benefit	None	
outpatient surgery	Physician/surgeon fees	Deductible, then	Non-Hospital & Hospital: Deductible, then 30% of Allowed Benefit	None	
If you need	Emergency room care	Deductible, then 10% of Allowed Benefit	Paid As In-Network	Limited to Emergency Services or unexpected, urgently required services; Additional professional charges may apply	
immediate medical attention	Emergency medical transportation	Deductible, then 10% of Allowed Benefit	Deductible, then 10% of Allowed Benefit	None	
	Urgent care	Deductible, then 10% of Allowed Benefit	Deductible, then 10% of Allowed Benefit	Limited to unexpected, urgently required services	
If you have a hospital	Facility fee (e.g., hospital room)	Deductible, then 10% of Allowed Benefit	Deductible, then 30% of Allowed Benefit	Prior authorization is required	
stay	Physician/surgeon fees	Deductible, then 10% of Allowed Benefit	Deductible, then 30% of Allowed Benefit	None	
If you need mental health, behavioral health, or substance	Outpatient services	Office Visit & Hospital Facility: Deductible, then 10% of Allowed Benefit	Office Visit & Hospital Facility: Deductible, then 30% of Allowed Benefit	For treatment at an Outpatient Hospital Facility, additional charges may apply	
abuse services	Inpatient services	Deductible, then 10% of Allowed Benefit	Deductible, then 30% of Allowed Benefit	Prior authorization is required; Additional professional charges may apply	
If you are pregnant	Office visits	No Charge	Deductible, then 30% of Allowed Benefit	For routine pre/postnatal office visits only. For non-routine obstetrical care or complications of pregnancy, cost sharing may apply.	

Common		What You Will Pay		Limitations, Exceptions, & Other Important	
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Information	
	Childbirth/delivery professional services	Deductible, then 10% of Allowed Benefit	Deductible, then 30% of Allowed Benefit	None	
	Childbirth/delivery facility services	Deductible, then 10% of Allowed Benefit	Deductible, then 30% of Allowed Benefit	Additional professional charges may apply	
	Home health care	Deductible, then 10% of Allowed Benefit	Deductible, then 30% of Allowed Benefit	Prior authorization is required Benefits are unlimited for In-Network providers. For Out-of-Network providers, benefits are limited to 90 visits, new episode of care occurs when member has not received home health care for 60 consecutive days	
If you need help	Rehabilitation services	Provider & Hospital Facility: Deductible, then 10% of Allowed Benefit	Provider & Hospital Facility: Deductible, then 30% of Allowed Benefit	If a service is rendered at a Hospital Facility, the additional Facility charge may apply Benefits are limited to 30 days per condition for In-Network and Out-of-Network visits combined. Benefits for Speech, Physical and Occupational Therapies visits are not combined.	
recovering or have other special health needs	Habilitation services	Provider & Hospital Facility: Deductible, then 10% of Allowed Benefit	Provider & Hospital Facility: Deductible, then 30% of Allowed Benefit	Prior authorization is required Benefits are limited to Members under the age of 21 If a service is rendered at a Hospital Facility, the additional Facility charge may apply	
	Skilled nursing care	Deductible, then 10% of Allowed Benefit	Deductible, then 30% of Allowed Benefit	Prior authorization is required	
	Durable medical equipment	Deductible, then 10% of Allowed Benefit	Deductible, then 30% of Allowed Benefit	None	
	Hospice services	Inpatient and Outpatient Facility: Deductible, then 10% of Allowed Benefit	Inpatient and Outpatient Facility: Deductible, then 30% of Allowed Benefit	Prior authorization is required Hospice Maximum: Benefits are unlimited during the Hospice eligibility period Bereavement:	

Common		What You Will Pay		Limitations, Exceptions, & Other Important	
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Information	
				For In-Network providers, benefits are limited to 90 day period following the member's death and a maximum of 3 visits Respite Care: For In-Network providers, benefits are limited to 3 periods of 48 hours during the Hospice eligibility period. For Out-of-Network providers, benefits are limited to 14 days per benefit period	
	Children's eye exam	\$10 copay per visit	Plan pays \$33; Member pays balance	Benefits are limited to 1 visit per benefit period	
If your child needs dental or eye care	Children's glasses	Discount programs available to all Members	Not Covered	Benefits are limited to 1 set of glasses/lenses per benefit period	
	Children's dental check-up	Not Covered	Not Covered	None	

Excluded Services & Other Covered Services:

Cosmetic surgery	Dental care (Adult) Long-term care Private-duty nursing	 ore information and a list of any other excluded services.) 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 decument.)				

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your <u>plan</u> document.)			
Acupuncture	 Coverage provided outside the US. See 	•	Infertility treatment
 Bariatric surgery 	www.carefirst.com	•	Non-emergency care when travelling outside the US
 Chiropractic care 	 Hearing aids 	•	Routine eye care

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 Employee Benefits Security Administration, http://www.dol.gov/ebsa/healthreform, or call 1-866-444-EBSA (3272); or Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, http://www.cciio.cms.gov, or call 1-877-267-2323 x61565. 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 Employee Benefits Security Administration, http://www.dol.gov/ebsa/healthreform, or call 1-866-444-EBSA (3272); or Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, http://www.cciio.cms.gov, or call 1-877-267-2323 x61565.

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 1-855-258-6518.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-855-258-6518.

Chinese (中文): 如果需要中文的帮助,请拨打这个号码 1-855-258-6518.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-855-258-6518.

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 <u>plan's</u> overall <u>deductible</u>	\$2,000
■ Specialist [cost sharing]	10%
Hospital (facility) [cost sharing]	10%
Other [cost sharing]	10%

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	\$2,000	
Copayments	\$10	
Coinsurance	\$1,100	
What isn't covered		
Limits or exclusions \$60		
The total Peg would pay is	\$3,170	

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>	\$2,000
■ Specialist [cost sharing]	10%
Hospital (facility) [cost sharing]	10%
Other [cost sharing]	10%

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
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In this example, Joe would pay:

Cost Sharing	
Deductibles	\$2,000
Copayments	\$400
Coinsurance	\$100
What isn't covered	
Limits or exclusions	\$20
The total Joe would pay is	\$2,520

Mia's Simple Fracture

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

 The plan's overall deductible Specialist [cost sharing] Hospital (facility) [cost sharing] Other [cost sharing] 	\$2,000 10% 10% 10%
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This EXAMPLE event includes services like:

Emergency room care (including medical supplies)
Diagnostic test (x-ray)
Durable medical equipment (crutches)
Rehabilitation services (physical therapy)

7-,555	Total Example Cost	\$2,800
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In this example, Mia would pay:

Cost Sharing	
Deductibles	\$2,000
Copayments	\$0
Coinsurance	\$80
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$2,080