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

Coverage for: Individual | Plan Type: POS

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 <u>allowed amount</u>, <u>balance billing</u>, <u>coinsurance</u>, <u>copayment</u>, <u>deductible</u>, <u>provider</u>, or other <u>underlined</u> terms see the Glossary. You can see the Glossary at <u>www.carefirst.com/sbcg</u> 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 <u>www.carefirst.com</u>.

| Important Questions | Answers | Why This Matters: |
|--|---|--|
| What is the overall deductible? | In-Network: \$800 individual/\$1,600 family; Out-of-Network: \$1,500 individual/\$3,000 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, as well as the following (non-hospital facilities only, when applicable): Primary care, Specialist, Retail health, Emergency medical transportation, Urgent care, Mental health office visits and Rehabilitation 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? | Yes. \$65 individual / \$130 family for Retail/Mail Order prescription drug coverage. | You must pay all of the costs for these services up to the specific <u>deductible</u> amount before this <u>plan</u> begins to pay for these services. |
| What is the <u>out-of-</u> <u>pocket limit</u> for this <u>plan</u> ? | Medical: In-Network: \$3,800 individual/\$7,600 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 <u>out-of-pocket limit</u> ? | 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 network provider? | 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 | Services You May Need | What You Will Pay | | Limitations, Exceptions, & Other Important | |
|---------------------------|--|---|---|---|--|
| Medical Event | | 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: \$30 copay per visit Hospital Facility: Deductible, then 20% of Allowed Benefit | Provider & Hospital Facility: Deductible, then 40% of Allowed Benefit | If a service is rendered at a Hospital Facility, the additional Facility charge may apply | |
| | <u>Specialist</u> visit | Provider: \$45 copay per visit Hospital Facility: Deductible, then 20% of Allowed Benefit | Provider & Hospital Facility: Deductible, then 40% of Allowed Benefit | If a service is rendered at a Hospital Facility, the additional Facility charge may apply | |
| | Retail health clinic | \$5 copay per visit | \$5 copay per visit | None | |
| | Preventive care/screening/immunization | No Charge | Deductible, then 40% 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 20% of Allowed Benefit X-Ray: Non-Hospital & Hospital: Deductible, then 20% of Allowed Benefit | Lab Tests: Non-Hospital & Hospital: Deductible, then 40% of Allowed Benefit X-Ray: Non-Hospital & Hospital: Deductible, then 40% of Allowed Benefit | In-Network Lab Test benefits apply only to tests performed at LabCorp. | |
| Imaging (CT/PET scans, MF | | Non-Hospital & Hospital: Deductible, then 20% of Allowed Benefit | Non-Hospital & Hospital: Deductible, then 40% of Allowed Benefit | None | |

| 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 | |
| | Generic drugs | \$13 copay/prescription (retail), \$26 copay/prescription (mail order | | | |
| If you need drugs to treat your illness or | Preferred brand drugs | \$35 <u>copay</u> /prescription (retain order) | I), \$70 <u>copay</u> /prescription (mail | | |
| condition More information about | Non-preferred brand drugs | \$55 <u>copay</u> /prescription (retai (mail order | I), \$110 copay/prescription | None | |
| prescription drug coverage is available | Preferred Specialty drugs | Same as above | | | |
| | Non-preferred Specialty drugs | Same as above | | | |
| If you have | Facility fee (e.g., ambulatory surgery center) | Non-Hospital & Hospital: Deductible, then 20% of Allowed Benefit | Non-Hospital & Hospital: Deductible, then 40% of Allowed Benefit | None | |
| outpatient surgery | Physician/surgeon fees | Non-Hospital & Hospital: Deductible, then 20% of Allowed Benefit | Non-Hospital & Hospital: Deductible, then 40% of Allowed Benefit | None | |
| If you need | Emergency room care | Deductible, then \$50 copay per visit, then 20% of Allowed Benefit | Paid As In-Network | Limited to Emergency Services or unexpected, urgently required services; Additional professional charges may apply; Copay waived if admitted | |
| immediate medical attention | Emergency medical transportation | \$50 copay per visit, then 20% of Allowed Benefit | Paid As In-Network | None | |
| | Urgent care | \$30 copay per visit | Deductible, then 40% of Allowed Benefit | Limited to unexpected, urgently required services | |
| If you have a hospital stay | Facility fee (e.g., hospital room) | Deductible, then \$200 copay per admission up to \$600 copay maximum per calendar year, then 20% of Allowed Benefit | Deductible, then \$200 copay per admission up to \$600 copay maximum per calendar year, then 40% of Allowed Benefit | Prior authorization is required | |
| | Physician/surgeon fees | Deductible, then 20% of Allowed Benefit | Deductible, then 40% of Allowed Benefit | None | |

| 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 | |
| If you need mental health, behavioral health, or substance abuse services | Outpatient services | Office Visit: \$30 copay per visit Hospital Facility: Deductible, then 20% of Allowed Benefit | Office Visit & Hospital Facility: Deductible, then 40% of Allowed Benefit | For treatment at an Outpatient Hospital Facility, additional charges may apply | |
| | Inpatient services | Deductible, then \$200 copay per admission up to \$600 copay maximum per calendar year, then 20% of Allowed Benefit | Deductible, then \$200 copay per admission up to \$600 copay maximum per calendar year, then 40% of Allowed Benefit | Prior authorization is required; Additional professional charges may apply | |
| If you are pregnant | Office visits | No Charge | Deductible, then 40% of Allowed Benefit | For routine pre/postnatal office visits only. For non-routine obstetrical care or complications of pregnancy, cost sharing may apply. | |
| | Childbirth/delivery professional services | Deductible, then 20% of Allowed Benefit | Deductible, then 40% of Allowed Benefit | None | |
| | Childbirth/delivery facility services | Deductible, then \$200 copay per admission up to \$600 copay maximum per calendar year, then 20% of Allowed Benefit | Deductible, then \$200 copay per admission up to \$600 copay maximum per calendar year, then 40% of Allowed Benefit | Additional professional charges may apply | |
| If you need help recovering or have other special health needs | Home health care | Deductible, then 20% of Allowed Benefit | Deductible, then 40% of Allowed Benefit | Prior authorization is required | |
| | Rehabilitation services | Provider: \$30 copay per visit Hospital Facility: Deductible, then 20% of Allowed Benefit | Provider & Hospital Facility: Deductible, then 40% of Allowed Benefit | If a service is rendered at a Hospital Facility, the additional Facility charge may apply | |

| Common | Services You May Need | What You Will Pay | | Limitations, Exceptions, & Other Important | |
|---|----------------------------|--|---|---|--|
| Medical Event | | Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | Information | |
| | Habilitation services | Provider: \$30 copay per visit Hospital Facility: Deductible, then 20% of Allowed Benefit | Provider & Hospital Facility: Deductible, then 40% of Allowed Benefit | Prior authorization is required If a service is rendered at a Hospital Facility, the additional Facility charge may apply | |
| | Skilled nursing care | Deductible, then \$200 copay per admission up to \$600 copay maximum per calendar year, then 20% of Allowed Benefit | Deductible, then \$200 copay per admission up to \$600 copay maximum per calendar year, then 40% of Allowed Benefit | Prior authorization is required Benefits are limited to three (3) admission copays maximum per calendar year | |
| | Durable medical equipment | Deductible, then 20% of Allowed Benefit | Deductible, then 40% of Allowed Benefit | None | |
| | Hospice services | Inpatient and Outpatient Facility: Deductible, then 20% of Allowed Benefit | Inpatient and Outpatient Facility: Deductible, then 40% of Allowed Benefit | Bereavement: Benefits are limited to 6 months or visits | |
| If your child needs dental or eye care | Children's eye exam | No Charge | No Charge | For ages 18+: Benefits are limited to \$100 every two (2) calendar years; For ages under 18: maximum does not apply | |
| | Children's glasses | No Charge | No Charge | For ages 18+: Benefits are limited to \$150 every two (2) calendar years; For ages under 18: maximum does not apply | |
| | 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.)

- Cosmetic surgery
- Dental care (Adult)

Long-term care

Routine foot care

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

- Abortion
- Acupuncture
- Bariatric surgery
- Chiropractic care

- Coverage provided outside the US. See www.carefirst.com
- Hearing aids
- Infertility treatment

- Non-emergency care when travelling outside the US
- Private-duty nursing
- Routine eye 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:

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.

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 <u>plan's</u> overall <u>deductible</u> | \$800 |
|---|-------|
| ■ Specialist Copayment | \$45 |
| ■ Hospital (facility) Copayment | \$200 |
| Other Coinsurance | 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 | \$800 | |
| Copayments | \$400 | |
| Coinsurance | \$140 | |
| What isn't covered | | |
| Limits or exclusions | \$10 | |
| The total Peg would pay is | \$1,350 | |

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> | \$800 |
|---|-------|
| ■ Specialist Copayment | \$45 |
| ■ Hospital (facility) Copayment | \$200 |
| Other Coinsurance | 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)

|--|

In this example, Joe would pay:

| Cost Sharing | | |
|----------------------------|---------|--|
| Deductibles | \$800 | |
| Copayments | \$648 | |
| Coinsurance | \$130 | |
| What isn't covered | | |
| Limits or exclusions | \$0 | |
| The total Joe would pay is | \$1,578 | |

Mia's Simple Fracture

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

| ■ The plan's overall deductible | \$800 |
|---------------------------------|-------|
| ■ Specialist Copayment | \$45 |
| ■ Hospital (facility) Copayment | \$50 |
| Other Coinsurance | 20% |

This EXAMPLE event includes services like:

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

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|-------------------|---------------------|-------------|------|
| | | | |

| Total Example Cost | \$2,800 |
|--------------------|---------|
| | |

In this example, Mia would pay:

| Cost Sharing | |
|----------------------------|---------|
| Deductibles | \$800 |
| Copayments | \$380 |
| Coinsurance | \$150 |
| What isn't covered | |
| Limits or exclusions | \$0 |
| The total Mia would pay is | \$1,330 |