

Summary of Benefits and Coverage (SBC)

PLAN 2: Direct 80-20



Coverage for: Employee + Family | Plan Type: PPO

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 more information about your coverage, or to get a copy of the complete terms of coverage, www.welcometouhc.com/oxford. 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 view the Glossary at http://www.dol.gov/ebsa/healthreform or http://www.cciio.cms.gov/ or call 1-800-444-6222 to request a copy.

Important Questions	Answers	Why This Matters:				
What is the overall deductible?	Network: \$2,000 Individual / \$4,000 Family Non-Network: \$2,000 Individual / \$4,000 Family Per calendar year.	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> and categories with a <u>copay</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 annual <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 services at <u>www.healthcare.gov/coverage/preventive-care-benefits/</u> .				
Are there other deductibles for specific services?	Yes, <u>Prescription drugs</u> \$100 per person does not apply to Tier 1 drugs There are no other <u>deductibles</u> .	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-pocket</u> <u>limit</u> for this <u>plan</u> ?	Network: \$5,000 Individual / \$10,000 Family Non-Network: \$10,000 Individual / \$20,000 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> , <u>balance-billing</u> charges, health care this <u>plan</u> doesn't cover and penalties for failure to obtain <u>preauthorization</u> for services.	EVAN INNIINN VAIL NAV INACA AYNANCAC INAV NAN I CAIINI INWAM INA AIII_AI_NACKAI				
Will you pay less if you use a <u>network provider</u> ?	Yes. See www.welcometouhc.com/oxford or call 1-800-444-6222 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 plan's <u>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</u> 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.				

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

		What You Will Pay			
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information	
	Primary care visit to treat an injury or illness	\$25 <u>copay</u> per visit, <u>deductible</u> does not apply	40% coinsurance	None	
If you visit a health care provider's office or clinic	Specialist visit	\$40 <u>copay</u> per visit, <u>deductible</u> does not apply	40% coinsurance	None	
	Preventive care/screening/ immunization	No Charge	40% coinsurance*	You may have to pay for services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services needed are <u>preventive</u> . Then check what your <u>plan</u> will pay for. * <u>Deductible/coinsurance</u> may not apply to certain services.	
II.	Diagnostic test (x-ray, blood work)	Lab: No Charge X-ray: 20% coinsurance	40% coinsurance	<u>Preauthorization</u> required non- <u>network</u> for certain services or benefit reduces to 50% of allowed.	
If you have a test	Imaging (CT/PET scans, MRIs)	20% coinsurance	40% coinsurance	<u>Preauthorization</u> required non- <u>network</u> for certain services or benefit reduces to 50% of allowed.	
If you need drugs	Tier 1	Retail: \$25 <u>copay</u> , <u>deductible</u> does not apply Mail-Order: \$50 <u>copay</u> , <u>deductible</u> does not apply	Not Covered	Provider means pharmacy for purposes of this section. Retail: Up to a 90 day supply. Copays shown are for a 30 day supply.	
to treat your illness or condition More information about prescription	Tier 2	Retail: \$50 <u>copay</u> Mail-Order: \$100 <u>copay</u>	Not Covered	Mail-Order: Up to a 90 day supply. You may need to obtain certain drugs, including certain <u>specialty drugs</u> , from a pharm designated by us. Certain drugs may have a <u>preauthorization</u> requirement or may result in a higher cost. Certain <u>preventive</u>	
drug coverage is available at www.oxfordhealth.co	Tier 3	Retail: \$75 <u>copay</u> Mail-Order: \$150 <u>copay</u> ,	Not Covered	medications (including certain contraceptives) are covered at No Charge. See the website listed for information on drugs covered by your <u>plan</u> . Not all drugs are covered.	
	Tier 4	Not Applicable	Not Applicable	Tier not applicable for this <u>plan</u> .	

		What You W	ill Pay		
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% coinsurance	40% coinsurance	<u>Preauthorization</u> required non- <u>network</u> for certain services or benefit reduces to 50% of allowed.	
outputient surgery	Physician/surgeon fees	20% coinsurance	40% coinsurance	<u>Preauthorization</u> required non- <u>network</u> for certain services or benefit reduces to 50% of allowed.	
	Emergency room care	20% coinsurance*	20% coinsurance*	*Network deductible applies	
If you need immediate medical	Emergency medical transportation	20% coinsurance*	20% coinsurance*	* <u>Network</u> <u>deductible</u> applies	
attention	Urgent care	\$40 <u>copay</u> per visit, <u>deductible</u> does not apply	40% coinsurance	None	
If you have a	Facility fee (e.g., hospital room)	20% coinsurance	40% coinsurance	<u>Preauthorization</u> required non- <u>network</u> for certain services or benefit reduces to 50% of allowed.	
hospital stay	Physician/surgeon fees	20% coinsurance	40% coinsurance	<u>Preauthorization</u> required non- <u>network</u> for certain services or benefit reduces to 50% of allowed.	
If you need mental health, behavioral health, or	Outpatient services	\$40 <u>copay</u> per visit, <u>deductible</u> does not apply	40% coinsurance	Network partial hospitalization/intensive outpatient treatment: 20% coinsurance. Preauthorization required non-network for certain services or benefit reduces to 50% of allowed.	
substance abuse services	Inpatient services	20% coinsurance	40% coinsurance	<u>Preauthorization</u> required non- <u>network</u> for certain services or benefit reduces to 50% of allowed.	
	Office visits	No Charge	40% coinsurance	Cost sharing does not apply for preventive services. Depending on the type of service a copayment, coinsurance or deductible may apply.	
If you are pregnant	Childbirth/delivery professional services	20% coinsurance	40% coinsurance	Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).	
	Childbirth/delivery facility services	20% coinsurance	40% coinsurance	Inpatient preauthorization may apply.	
	Home health care	20% coinsurance	40% coinsurance	Limited to 60 visits per calendar year. <u>Preauthorization</u> required non- <u>network</u> for certain services or benefit reduces to 50% of allowed.	

	Services You May Need	What You Will Pay			
Common Medical Event		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information	
If you need help recovering or have other special health	Rehabilitation services	\$40 <u>copay</u> per outpatient visit, <u>deductible</u> does not apply	40% coinsurance	Limits per calendar year: Physical, speech and occupational therapy combined limit 60 visits. <u>Preauthorization</u> required non-network for certain services or benefit reduces to 50% of allowed.	
needs	Habilitation services	\$40 <u>copay</u> per outpatient visit, <u>deductible</u> does not apply	40% coinsurance	Limits per calendar year: Physical, speech and occupational therapy combined limit 60 visits. <u>Preauthorization</u> required non-network for certain services or benefit reduces to 50% of allowed.	
	Skilled nursing care	20% coinsurance	40% coinsurance	Limited to 30 days per calendar year. <u>Preauthorization</u> required non- <u>network</u> for certain services or benefit reduces to 50% of allowed.	
	Durable medical equipment	No Charge	40% coinsurance	<u>Preauthorization</u> required for DME over \$500 or there is no coverage.	
	Hospice services	20% coinsurance	40% coinsurance	Limited to 180 days (combined inpatient and home hospice) per lifetime. Preauthorization required non-network before admission for an Inpatient Stay in a hospice facility or benefit reduces to 50% of allowed.	
	Children's eye exam	Not Covered	Not Covered	No coverage for Children's Eye exam.	
If your child needs	Children's glasses	Not Covered	Not Covered	No coverage for Children's Glasses.	
dental or eye care	Children's dental check- up	Not Covered	Not Covered	No coverage for Children's Dental check-up.	

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.)					
AcupunctureChildren's glasses	Long-term care Non-emergency care when travelling outside -	Private duty nursingRoutine eye care (Adult/Child)			

Cosmetic surgery the U.S. Dental care (Adult/Child)

Non-emergency care when travelling outside

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 (Manipulative) care **Bariatric Surgery**

Infertility Treatment Hearing Aids

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: www.state.nj.us/dobi/index.html, 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 1-877-267-2323 x61565 or www.cciio.cms.gov. 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 <u>plan</u> for a denial of a <u>claim</u>. This complaint is called a <u>grievance</u> or <u>appeal</u>. For more information about your rights, look at the explanation of benefits you will receive for that medical <u>claim</u>. Your <u>plan</u> documents also provide complete information to submit a <u>claim</u>, <u>appeal</u>, or a <u>grievance</u> for any reason to your <u>plan</u>. For more information about your rights, this notice, or assistance, contact: your human resource department, the Employee Benefits Security Administration at 1-866-444-3272 or <u>www.dol.gov/ebsa/healthreform</u> or the New Jersey Department of Banking and Insurance at 1-800-446-7467 or <u>www.state.nj.us/dobi/index.html</u>.

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 1-866-633-2446.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-866-633-2446.

Chinese (中文): 如果需要中文的帮助,请拨打这个号码1-866-633-2446.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-866-633-2446.

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- <u>network</u> pre-natal care and a hospital delivery)		Managing Joe's type 2 Diab (a year of routine in- <u>network</u> care of controlled condition)		Mia's Simple Fracture (in- <u>network</u> emergency room visit and follow up care)		
 The plan's overall deductible Specialist copay Hospital (facility) coinsurance Other coinsurance 	\$2,000 \$40 20% 20%	 The <u>plan's</u> overall <u>deductible</u> <u>Specialist</u> <u>copay</u> Hospital (facility) <u>coinsurance</u> Other <u>coinsurance</u> 	\$2,000 \$40 20% 20%	 The plan's overall deductible Specialist copay Hospital (facility) coinsurance Other coinsurance 	\$2,000 \$40 20% 20%	
This EXAMPLE event includes services Specialist office visits (prenatal care) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services Diagnostic tests (ultrasounds and blood w Specialist visit (anesthesia)		This EXAMPLE event includes services Primary care physician office visits (include education) Diagnostic tests (blood work) Prescription drugs Durable medical equipment (glucose metical)	ling disease	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 \$12,800		Total Example Cost	\$7,400	Total Example Cost	\$1,900	
In this example, Peg would pay:		In this example, Joe would pay:		In this example, Mia would pay:		
Cost Sharing		Cost Sharing		Cost Sharing		
<u>Deductibles</u>	\$2,000	Deductibles \$300		<u>Deductibles</u>	\$1,450	
Copayments	\$40	Copayments \$1,900		<u>Copayments</u>	\$200	
Coinsurance \$1,700 What isn't covered		Coinsurance \$0		Coinsurance \$0		
		What isn't covered		What isn't covered	Φ0	
Limits or exclusions	\$60	Limits or exclusions	\$30	Limits or exclusions The total Mic would now in	\$0 \$4.650	
The total Peg would pay is	\$3,800	The total Joe would pay is	\$2,230	The total Mia would pay is	\$1,650	

We do not treat members differently because of sex, age, race, color, disability or national origin.

If you think you were treated unfairly because of your sex, age, race, color, disability or national origin, you can send a complaint to the Civil Rights Coordinator.

Online: <u>UHC_Civil_Rights@uhc.com</u>

Mail: Civil Rights Coordinator. UnitedHealthcare Civil Rights Grievance. P.O. Box 30608 Salt Lake City, UTAH 84130

You must send the complaint within 60 days of when you found out about it. A decision will be sent to you within 30 days. If you disagree with the decision, you have 15 days to ask us to look at it again. If you need help with your complaint, please call the toll-free number listed within this Summary of Benefits and Coverage (SBC), TTY 711, Monday through Friday, 8 a.m. to 8 p.m.

You can also file a complaint with the U.S. Dept. of Health and Human Services.

Online: https://ocrportal.hhs.gov/ocr/portal/lobby.jsf

Complaint forms are available at http://www.hhs.gov/ocr/office/file/index.html.

Phone: Toll-free 1-800-368-1019, 800-537-7697 (TDD)

Mail: U.S. Dept. of Health and Human Services. 200 Independence Avenue, SW Room 509F, HHH

Building Washington, D.C. 20201

We provide free services to help you communicate with us. Such as, letters in other languages or large print. Or, you can ask for an interpreter. To ask for help, please call the number contained within this Summary of Benefits and Coverage (SBC), TTY 711, Monday through Friday, 8 a.m. to 8 p.m.

ATENCIÓN: Si habla **español (Spanish)**, hay servicios de asistencia de idiomas, sin cargo, a su disposición. Llame al número gratuito que aparece en este Resumen de Beneficios y Cobertura (Summary of Benefits and Coverage, SBC).

請注意:如果您說**中文** (Chinese),我們免費為您提供語言協助服務。請撥打本福利和承保摘要 (Summary of Benefits and Coverage, SBC) 內所列的免付費電話號碼。

XIN LƯU Ý: Nếu quý vị nói tiếng **Việt (Vietnamese)**, quý vị sẽ được cung cấp dịch vụ trợ giúp về ngôn ngữ miễn phí. Vui lòng gọi số điện thoại miễn phí ghi trong bản Tóm lược về quyền lợi và đài thọ bảo hiểm (Summary of Benefits and Coverage, SBC) này.

알림: **한국어**(Korean)를 사용하시는 경우 언어 지원 서비스를 무료로 이용하실 수 있습니다. 본 혜택 및 보장 요약서(Summary of Benefits and Coverage, SBC)에 기재된 무료전화번호로 전화하십시오.

PAUNAWA: Kung nagsasalita ka ng **Tagalog** (**Tagalog**), may makukuha kang mga libreng serbisyo ng tulong sa wika. Pakitawagan ang toll-free na numerong nakalista sa Buod na ito ng Mga Benepisyo at Saklaw (Summary of Benefits and Coverage o SBC).

ВНИМАНИЕ: бесплатные услуги перевода доступны для людей, чей родной язык является **русском (Russian)**. Позвоните по бесплатному номеру телефона, указанному в данном «Обзоре льгот и покрытия» (Summary of Benefits and Coverage, SBC).

تنبيه: إذا كنت تتحدث العربية (Arabic)، فإن خدمات المساعدة اللغوية المجانية متاحة لك. يُرجى الاتصال برقم الهاتف المجاني المدرج بداخل مخلص المزايا والتغطية (Summary of Benefits and Coverage، SBC) هذا.

ATANSYON: Si w pale **Kreyòl ayisyen** (**Haitian Creole**), ou kapab benefisye sèvis ki gratis pou ede w nan lang pa w. Tanpri rele nimewo gratis ki nan Rezime avantaj ak pwoteksyon sa a (Summary of Benefits and Coverage, SBC).

ATTENTION : Si vous parlez **français** (**French**), des services d'aide linguistique vous sont proposés gratuitement. Veuillez appeler le numéro sans frais figurant dans ce Sommaire des prestations et de la couverture (Summary of Benefits and Coverage, SBC).

UWAGA: Jeżeli mówisz po **polsku (Polish)**, udostępniliśmy darmowe usługi tłumacza. Prosimy zadzwonić pod bezpłatny numer podany w niniejszym Zestawieniu świadczeń i refundacji (Summary of Benefits and Coverage, SBC).

ATENÇÃO: Se você fala **português** (**Portuguese**), contate o serviço de assistência de idiomas gratuito. Ligue para o número gratuito listado neste Resumo de Benefícios e Cobertura (Summary of Benefits and Coverage - SBC).

ATTENZIONE: in caso la lingua parlata sia l'**italiano (Italian)**, sono disponibili servizi di assistenza linguistica gratuiti. Chiamate il numero verde indicato all'interno di questo Sommario dei Benefit e della Copertura (Summary of Benefits and Coverage, SBC).

ACHTUNG: Falls Sie **Deutsch** (**German**) sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Bitte rufen Sie die in dieser Zusammenfassung der Leistungen und Kostenübernahmen (Summary of Benefits and Coverage, SBC) angegebene gebührenfreie Rufnummer an.

注意事項:**日本語**(Japanese)を話される場合、無料の言語支援サービスをご利用いただけます。本「保障および給付の概要」(Summary of Benefits and Coverage, SBC) に記載されているフリーダイヤルにてお電話ください。

توجه: اگر زبان شما فارسی (Farsi) است، خدمات امداد زبانی به طور رایگان در اختیار شما می باشد. لطفاً با شماره تلفن رایگان ذر این خلاصه مزایا و پوشش (Summary of Benefits and Coverage، SBC) تماس بگیرید.

ध्यान दें: यदि आप **हिंदी** (**Hindi**) बोलते हैं, आपको भाषा सहायता सेबाएं, नि:शुल्क उपलब्ध हैं। लाभ और कवरेज (Summary of Benefits and Coverage, SBC) के इस सारांश के भीतर सूचीबद्ध टोल फ्री नंबर पर कॉल करें।

CEEB TOOM: Yog koj hais Lus **Hmoob** (**Hmong**), muaj kev pab txhais lus pub dawb rau koj. Thov hu rau tus xov tooj hu dawb teev muaj nyob ntawm Tsab Ntawv Nthuav Qhia Cov Txiaj Ntsim Zoo thiab Kev Kam Them Nqi (Summary of Benefits and Coverage, SBC) no.

ចំណាប់អារម្មណ៍ៈ បើសិនអ្នកនិយាយ**ភាសាខ្មែរ (Khmer**) សេវាជំនួយភាសាដោយឥតគិតថ្លៃ គឺមានសំរាប់អ្នក។ សូមទូរស័ព្ទទៅលេខឥតចេញថ្លៃ ដែលមានកត់នៅក្នុង សេចក្តីសង្ខេបអត្ថប្រយោជន៍ និងការ៉ាបង់រង (Summary of Benefits and Coverage, SBC) នេះ។ PAKDAAR: Nu saritaem ti **Ilocano** (**Ilocano**), ti serbisyo para ti baddang ti lengguahe nga awanan bayadna, ket sidadaan para kenyam. Maidawat nga awagan ti awan bayad na nu tawagan nga numero nga nakalista iti uneg na daytoy nga Dagup dagiti Benipisyo ken Pannakasakup (Summary of Benefits and Coverage, SBC).

DÍÍ BAA'ÁKONÍNÍZIN: **Diné** (**Navajo**) bizaad bee yániłti'go, saad bee áka'anída'awo'ígíí, t'áá jíík'eh, bee ná'ahóót'i'. T'áá shoodí Naaltsoos Bee 'Aa'áhayání dóó Bee 'Ak'é'asti' Bee Baa Hane'í (Summary of Benefits and Coverage, SBC) biyi' t'áá jíík'ehgo béésh bee hane'í biká'ígíí bee hodíilnih.

OGOW: Haddii aad ku hadasho **Soomaali** (**Somali**), adeegyada taageerada luqadda, oo bilaash ah, ayaad heli kartaa. Fadlan wac lambarka bilaashka ah ee ku yaalla Soo-koobitaanka Dheefaha iyo Caymiska (Summary of Benefits and Coverage, SBC).