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, <u>http://healthplan.memorialhermann.org/</u> for-brokers/resource-center or call 855-645-8448. 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>, provider, or other <u>underlined</u> terms see the Glossary. You can view the Glossary at <u>https://www.healthcare.gov/sbc-glossary/</u> or call 855- 645-8448 to request a copy.

Important Questions	Answers	Why This Matters:				
What is the overall <u>deductible</u> ?	<u>Network Providers</u> - \$1,500 person / \$3,000 family. <u>Out-of-network Providers</u> - None.	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> . Does not apply to Generic, Preferred brand or Non-Preferred brand <u>prescription drugs</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 <u>https://www.healthcare.gov/coverage/preventive-care- benefits/</u> .				
Are there other <u>deductibles</u> for specific services?	No.	You don't have to meet deductibles for specific services.				
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	<u>Network Providers</u> - \$4,500 person / \$9,000 family. <u>Out-of-network Providers</u> – None.	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> ?	Premiums, balance-billing charges, penalties for failure to obtain Preauthorization for services and health care this plan doesn't cover.	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 provider</u> ?	Yes. See <u>https://healthplan.memorialhermann.org/find-a-doctor?network=Select+HMO</u> or call 855-645-8448 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</u> <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.				



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 V			
Common Medical Event	Services You May Need	Network ProviderOut-of-network(You will pay the least)(You will pay the most)		Limitations, Exceptions, & Other Important Information	
16	Primary care visit to treat an injury or illness	\$25 <u>copay</u> /visit. <u>Deductible</u> does not apply.	Not covered	None.	
If you visit a health care provider's	<u>Specialist</u> visit	\$50 <u>copay</u> /visit. <u>Deductible</u> does not apply.	Not covered	None.	
office or clinic	Preventive care/screening/ immunization	No Charge. <u>Deductible </u> does not apply.	Not covered	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.	
lf you have a test	<u>Diagnostic test</u> (x-ray, blood work)	Lab –No Charge. X-ray – No Charge. <u>Deductible</u> applies first.	Not covered	Preauthorization required for all Genetic Testing and Complex Imaging. Non-compliance may result in a penalty.	
lesi	Imaging (CT/PET scans, MRIs)	No Charge. <u>Deductible</u> applies first.	Not covered	maging. Non-compliance may result in a penaity.	
If you need drugs to treat your illness or condition More information aboutTier 1 (Low cost, high value Generics and select Brands)Retail Preferred: \$2 copay/ prescription; Retail Non-Preferred: \$8 copay/ prescription; Mail Order: \$4 copay/ prescription. Deductible does not apply.	Not covered	Preferred Network <u>Providers</u> /Pharmacies: Lower costapplies. Retail covers 30-day supply and mail order covers 90-daysupply.			
prescription drug coverage is available at https://healthpl an.memorialh ermann.org/M embers/Phar	Tier 2 (Preferred Brands and select Generics) Retail Preferred: \$20 (copay/ prescription; Retail Non-Preferred: \$30 (copay/ prescription; Mail Order: \$40 copay/ prescription. Deductible does not apply.		Not covered	Network Provider prescription drug copayment/coinsurance apply to the Maximum Out-of-Pocket limit.Member responsible for paying applicable copay, allowable claim amount, or the contracted rate of the prescription, if less than the established copay.	
macy-Benefit- Information, or by calling 1- 866-333-2757.	Tier 3 (Non-Preferred Brands and Generics)	Retail Preferred: \$50 <u>copay/ prescription;</u> Retail Non-Preferred: \$60 <u>copay/ prescription;</u>	Not covered	Preauthorization required for some <u>drugs</u> . Non-compliance may result in a penalty.	

		What You V	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		
		Mail Order: \$100 <u>copay</u> / <u>prescription</u> . <u>Deductible</u> does not apply.				
	Tier 4 (<u>Specialty drug</u> s)	33%/ <u>prescription</u> . <u>Deductible</u> applies first.	Not covered	30-day supply only. Annual <u>Network Provider Deductible</u> applies to all <u>Specialty drugs</u> . <u>Preauthorization</u> required for some <u>Specialty drugs</u> . <u>Specialty drugs</u> are subject to utilization review.		
lf you have	Facility fee (e.g., ambulatory surgery center)	No Charge. <u>Deductible</u> applies first.	Not covered	Preauthorization required. Non-compliance may result in a penalty.		
outpatient surgery	Physician/surgeon fees	No Charge. <u>Deductible</u> applies first.	Not covered	Preauthorization required. Non-compliance may result in a penalty.		
lf vou	Emergency room care	\$500 <u>copay</u> /visit. <u>Deductible</u> does not apply.	\$500 <u>copay</u> /visit. <u>Deductible</u> does not apply.	Copayment waived if admitted.		
lf you need immediate medical	Emergency medical transportation	No Charge. <u>Deductible</u> applies first.	No Charge. Deductible applies first.	None.		
attention	Urgent care	\$50 <u>copay</u> /visit. <u>Deductible</u> does not apply.	\$50 <u>copay</u> /visit. <u>Deductible</u> does not apply.	None.		
lf you have	Facility fee (e.g., hospital room)	No Charge. <u>Deductible</u> applies first.	Not covered	Preauthorization required. Non-compliance may result in a penalty.		
a hospital stay	Physician/surgeon fees	No Charge. Deductible applies first.	Not covered	Cost included in Inpatient stay.		

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 need mental health, behavioral health, or substance	Outpatient services	Professional Office Visits - \$25 <u>copay</u> /visit. <u>Deductible</u> does not apply. Outpatient services - 0%/visit. <u>Deductible</u> applies first.	Not covered	<u>Preauthorization</u> required for MH/SA intensive (extended) or residential services, Applied Behavioral Analysis (ABA) therapy and non-behavioral health providers neuropsychiatric testing; Non- compliance may result in a penalty.		
abuse services	Inpatient services	No Charge. <u>Deductible</u> applies first.	Not covered	Preauthorization required. Non-compliance may result in a penalty.		
	Office visits	No Charge. <u>Deductible</u> applies first.	Not covered	Preauthorization required for the period outside the 48/96-hour timeframe listed in the Evidence of Coverage (EOC). Non-compliance may result in a penalty.		
lf you are pregnant	Childbirth/delivery professional services	No Charge. <u>Deductible</u> applies first.	Not covered	Childbirth/delivery professional services: Cost included in Inpatient stay.		
	Childbirth/delivery facility services	No Charge. <u>Deductible</u> applies first.	Not covered	<u>Cost sharing</u> does not apply for <u>preventive services</u> . Depending on the type of services, a <u>copayment</u> , <u>coinsurance</u> or <u>deductible</u> may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).		
	Home health care	No Charge. <u>Deductible</u> applies first.	Not covered	Limited to 60 visits/year. Preauthorization required. Non-compliance may result in a penalty.		
If you need help recovering or have other special health needs	Rehabilitation services	Professional Office Visits: Speech & Hearing Exams - \$25 <u>copay</u> /visit. <u>Deductible</u> does not apply. PT/OT/ST –No Charge. <u>Deductible</u> applies first. Outpatient services – No Charge. <u>Deductible</u> applies first.	Not covered	Physical Therapy/Occupational Therapy/Speech Therapy and Chiropractic: Limited to 35 combined visits for rehabilitation services and 35 combined visits for habilitation services across physical medical services per <u>plan</u> year. <u>Plan</u> limitations do not apply to services related to Autism Spectrum Disorder.		

		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		
	Habilitation services	Professional Office Visits: Speech & Hearing Exams - \$25 <u>copay</u> /visit. <u>Deductible</u> does not apply. PT/OT/ST – No Charge. <u>Deductible</u> applies first. Outpatient services – No Charge. <u>Deductible</u> applies first.	Not covered	Cardiac/Pulmonary Rehabilitation limited to 36 visits for cardiac rehabilitation and 36 visits for pulmonary rehabilitation per <u>plan</u> year. <u>Preauthorization</u> required for Inpatient & ABA in Cognitive Therapy. Non-compliance may result in a penalty.		
	Skilled nursing care	No Charge. Deductible applies first.	Not covered	Limited to 25 days/year. <u>Preauthorization</u> required. Non-compliance may result in a penalty.		
	Durable medical equipment	No Charge. <u>Deductible</u> applies first.	Not covered	Limited to <u>plan</u> requirements; <u>Preauthorization</u> required. Non- compliance may result in a penalty.		
	Hospice services No Charge. Not covered		Preauthorization required. Non-compliance may result in a penalty.			
If your child	Children's eye exam	Not covered	Not covered	None.		
needs dental	Children's glasses	Not covered	Not covered	None.		
or eye care	Children's dental check-up	Not covered	Not covered	None.		

•	Acupuncture •	Long-term care	•	Routine eye care				
•	Dental care (Adult)	Non-emergency care when traveling outside the	•	Weight loss programs				
•	Infertility treatment	U.S.	•					
Ot	Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your <u>plan</u> document.)							
٠	Bariatric Surgery (<u>Preauthorization</u> required)	Hearing aids (1 pair every 36 months)						
٠	Chiropractic care (35 visits per year) •	Private-duty nursing (Outpatient Home Health aide	٠	Routine foot care (For an illness such as diabetes or				
٠	Cosmetic surgery (<u>Reconstructive surgery</u> for birth	services & Inpatient services only – covered when_		a circulatory disorder of the lower extremities)				
	defects, injuries, tumors or infection)	medically necessary)						

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: For group health coverage subject to ERISA, call MHHSI Customer Service at 855-645-8448 or http://healthplan.memorialhermann.org, or the Department of Labor's Employee

Benefits Security Administration at 1-866-444-EBSA (3272) or http://www.dol.gov/ebsa/healthreform. For non-federal governmental group health plans, contact the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or http://www.cciio.cms.gov. Church plans are not covered by the Federal COBRA continuation coverage rules. 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 on how 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: For group health coverage subject to ERISA, U.S. Department of Labor Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>http://www.dol.gov/ebsa/healthreform</u>; or Memorial Hermann Health Solutions Customer Service at 855-645-8448 or <u>http://healthplan.memorialhermann.org</u>.

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 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.

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

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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 ca hospital delivery)		Managing Joe's Type 2 Dia (a year of routine in-network care of controlled condition)		Mia's Simple Fracture (in-network emergency room visit and follow up care)		
The plan's overall deductible\$1500Specialist copayment\$50Hospital (facility) coinsurance0%Other coinsurance0%		 The <u>plan's</u> overall <u>deductible</u> <u>Specialist copayment</u> Hospital (facility) <u>coinsurance</u> Other <u>coinsurance</u> 	\$1500 \$50 0% 0%	 The <u>plan's</u> overall <u>deductible</u> <u>Specialist copayment</u> Hospital (facility) <u>coinsurance</u> Other <u>coinsurance</u> 	\$1500 \$50 0% 0%	
This EXAMPLE event includes service <u>Specialist</u> office visits (<i>prenatal care</i>) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services <u>Diagnostic tests</u> (<i>ultrasounds and blood</i> <u>Specialist</u> visit (<i>anesthesia</i>)	work)	This EXAMPLE event includes service Primary care physician office visits (inclu- disease education) Diagnostic tests (blood work) Prescription drugs Durable medical equipment (glucose me	iding ter)	This EXAMPLE event includes ser <u>Emergency room care</u> (including me supplies) <u>Diagnostic test</u> (x-ray) <u>Durable medical equipment</u> (crutche <u>Rehabilitation services</u> (physical then	dical s) rapy)	
Total Example Cost	\$12,700	Total Example Cost	\$5,600	Total Example Cost	\$2,800	
In this example, Peg would pay:		In this example, Joe would pay:		In this example, Mia would pay:		
Cost Sharing		Cost Sharing		Cost Sharing		
Deductibles	\$1,500	Deductibles	\$900	Deductibles	\$1,500	
<u>Copayments</u>	\$50	<u>Copayments</u>	\$1,200	Copayments	\$400	
<u>Coinsurance</u>	\$0	Coinsurance	\$0	<u>Coinsurance</u>	\$0	
What isn't covered		What isn't covered		What isn't covered		
Limits or exclusions	\$60	Limits or exclusions	\$20	Limits or exclusions	\$0	
The total Peg would pay is	\$1,610	The total Joe would pay is	\$2,120	The total Mia would pay is	\$1,900	

The <u>plan</u> would be responsible for the other costs of these EXAMPLE covered services.



Multi-Language Insert

Multi-language Interpreter Services

English: We have free interpreter services to answer any questions you may have about our health or drug plan. To get an interpreter, just call us at 1-855-645-8448. Someone who speaks English/Language can help you. This is a free service.

Spanish: Tenemos servicios de intérprete sin costo alguno para responder cualquier pregunta que pueda tener sobre nuestro plan de salud o medicamentos. Para hablar con un intérprete, por favor llame al 1-855-645-8448. Alguien que hable español le podrá ayudar. Este es un servicio gratuito.

Chinese Mandarin: 我 们提供免费的翻译服务,帮助您解答关于健康或药物保险的任何疑 问。如果您需 我 我 译服务,请致电 1-855-645-8448。我 们的中文工作人员很乐意帮助您。 这是一项免费服务。

Tagalog: Mayroon kaming libreng serbisyo sa pagsasaling-wika upang masagot ang anumang mga katanungan ninyo hinggil sa aming planong pangkalusugan o panggamot. Upang makakuha ng tagasaling-wika, tawagan lamang kami sa 1-855-645-8448. Maaari kayong tulungan ng isang nakakapagsalita ng Tagalog. Ito ay libreng serbisyo.

French: Nous proposons des services gratuits d'interprétation pour répondre à toutes vos questions relatives à notre régime de santé ou d'assurance-médicaments. Pour accéder au service d'interprétation, il vous suffit de nous appeler au 1-855-645-8448. Un interlocuteur parlant Français pourra vous aider. Ce service est gratuit.

Vietnamese: Chúng tôi có dịch vụ thông dịch miễn phí để trả lời các câu hỏi về chương sức khỏe và chương trình thuốc men. Nếu quí vị cần thông dịch viên xin gọi 1-855-645-8448 sẽ có nhân viên nói tiếng Việt giúp đỡ quí vị. Đây là dịch vụ miễn phí.

German: Unser kostenloser Dolmetscherservice beantwortet Ihren Fragen zu unserem Gesundheits- und Arzneimittelplan. Unsere Dolmetscher erreichen Sie unter 1-855-645-8448. Man wird Ihnen dort auf Deutsch weiterhelfen. Dieser Service ist kostenlos.

Korean: 당사는 의료 보험 또는 약품 보험에 관한 질문에 답해 드리고자 무료 통역 서비스를 제공하고 있습니다. 통역 서비스를 이용하려면 전화 1-855-645-8448번으로 문의해 주십시오. 한국어를 하는 담당자가 도와 드릴 것입니다. 이 서비스는 무료로 운영됩니다.

C0110_PDMLI_C IA 12/15/2022

Russian: Если у вас возникнут вопросы относительно страхового или медикаментного плана, вы можете воспользоваться нашими бесплатными услугами переводчиков. Чтобы воспользоваться услугами переводчика, позвоните нам по телефону 1-855-645-8448. Вам окажет помощь сотрудник, который говорит порусски. Данная услуга бесплатная.

Arabic:

إننا نقدم خدمات المترجم الفوري المجانية للإجابة عن أي أسئلة تتعلق بالصحة أو جدول الأدوية لدينا. للحصول على مترجم بمساعدتك. هذه خدمة فوري، ليس عليك سوى الاتصال بنا على 1-558-546-8448. سيقوم شخص ما يتحدث العربية مجانية.

Hindi: हमारे स्वास्थ्य या दवा की योजना के बारे में आपके किसी भी प्रश्न के जवाब देने के लिए हमारे पास मुफ्त दुभाषिया सेवाएँ उपलब्ध हैं. एक दुभाषिया प्राप्त करने के लिए, बस हमें 1-855-645-8448 पर फोन करें. कोई व्यक्ति जो हिन्दी बोलता है आपकी मदद कर सकता है. यह एक मुफ्त सेवा है.

Italian: È disponibile un servizio di interpretariato gratuito per rispondere a eventuali domande sul nostro piano sanitario e farmaceutico. Per un interprete, contattare il numero 1-855-645-8448. Un nostro incaricato che parla Italianovi fornirà l'assistenza necessaria. È un servizio gratuito.

Portugués: Dispomos de serviços de interpretação gratuitos para responder a qualquer questão que tenha acerca do nosso plano de saúde ou de medicação. Para obter um intérprete, contacte-nos através do número 1-855-645-8448. Irá encontrar alguém que fale o idioma Português para o ajudar. Este serviço é gratuito.

French Creole: Nou genyen sèvis entèprèt gratis pou reponn tout kesyon ou ta genyen konsènan plan medikal oswa dwòg nou an. Pou jwenn yon entèprèt, jis rele nou nan 1-855-645-8448. Yon moun ki pale Kreyòl kapab ede w. Sa a se yon sèvis ki gratis.

Polish: Umożliwiamy bezpłatne skorzystanie z usług tłumacza ustnego, który pomoże w uzyskaniu odpowiedzi na temat planu zdrowotnego lub dawkowania leków. Aby skorzystać z pomocy tłumacza znającego język polski, należy zadzwonić pod numer 1-855-645-8448. Ta usługa jest bezpłatna.

Japanese: 当社の健康 我 我 我 険と薬品 処方薬プランに関するご質問にお答えするため に、我 我 の報 サービスがありますございます。通訳をご用命になるには、1-855-645-8448にお我 我 ください。 我 我我 を 我 す我 我 が我 我 いたします。これは我 我 のサー ビスです。