Coverage Period: 01/01/2025 - 12/31/2025 Coverage for: Individual/Family | Plan Type: PPO

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, visit us at http://www.optimyl.com or call 1-800-621-0748. 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 https://www.healthcare.gov/sbc-glossary or call 1-800-621-0748 to request a copy.

| Important Questions | Answers | Why This Matters: |
|--|--|---|
| What is the overall deductible? | For network providers \$3,000 individual / \$6,000 family; for out-of-network providers \$6,000 individual / \$12,000 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 deductible? | Yes. <u>Preventive care</u> , outpatient prescription drugs, urgent care visits, and in-network office visits 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 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> ? | For <u>network providers</u> \$8,500 individual / \$17,000 family; for <u>out-of-network</u> providers \$17,000 individual / \$34,000 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 out-of-pocket limit? | Premiums, balance-billing charges, pre-certification penalties, 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 network provider? | Yes. See www.MyCigna.com 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 <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 <u>specialist</u> you choose without a <u>referral</u> . |

| | | What You Will Pay | | Linitedian Employee | |
|--|---|--|--|---|--|
| 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 | \$30 copay/office visit and 20% coinsurance for other outpatient services | 50% coinsurance | Copayment applies to exam charge only. Deductible does not apply to exam charge. | |
| If you visit a health care provider's office | Specialist visit | \$60 <u>copay</u> /visit | 50% coinsurance | Copayment applies to exam charge only. Deductible does not apply to exam charge. | |
| or clinic | Preventive care/screening /immunization | No charge | 50% coinsurance | You may have to pay for services that aren't preventive. As your <u>provider</u> if the services needed are preventive. Then check what your <u>plan</u> will pay for. | |
| | Diagnostic test (x-ray, blood work) | 20% coinsurance | 50% coinsurance | None | |
| If you have a test | Imaging (CT/PET scans, MRIs) | 20% coinsurance | 50% coinsurance | Preauthorization is required. If not received, a penalty will be applied. | |
| | Generic drugs | \$10 copay/prescription (retail), \$25 copay/prescription (mail order) | Not Covered | Covers up to a 30-day supply (retail subscription); 31-90 day supply (mail order prescription). Deductible does not apply. | |
| If you need drugs to | Preferred brand drugs | \$40 copay/prescription (retail), \$100 prescription (mail order) | Not Covered | Covers up to a 30-day supply (retail subscription); 31-90 day supply (mail order prescription). See Plan Document for non-use of generic drug penalty. Deductible does not apply. | |
| treat your illness or condition | Non-preferred brand drugs | \$70 copay/prescription (retail), \$175 prescription (mail order) | Not Covered | Covers up to a 30-day supply (retail subscription); 31-90 day supply (mail order prescription). See Plan Document for non-use of generic drug penalty. Deductible does not apply. | |
| | | | | | |

| | | What You Will Pay | | Limitations, Exceptions & Other Important | |
|---|--|--|--|---|--|
| Common Medical Event | Services You May Need | Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | Information | |
| More information about prescription drug coverage is available at www.myCigna.com | Specialty drugs | 20% coinsurance | Not Covered | Preauthorization is required otherwise there will be no coverage. Specialty drugs obtained form a non-designated specialty provider will not be covered. | |
| | Facility fee (e.g., ambulatory surgery center) | 20% coinsurance | 50% coinsurance | Preauthorization is required. If not received, a penalty will be applied. | |
| If you have outpatient surgery | Physician/surgeon fees | 20% coinsurance | 50% coinsurance | Preauthorization is required. If not received, a penalty will be applied. | |
| | Emergency room care | 20% coinsurance | 50% coinsurance | Non-emergency use will result in a 25% reduction of covered charges. | |
| If you need immediate medical attention | Emergency medical transportation | 20% coinsurance | 50% coinsurance | None | |
| | <u>Urgent care</u> | \$100 copay/visit | 50% coinsurance | Deductible does not apply. | |
| | Facility fee (e.g., hospital room) | 20% coinsurance | 50% coinsurance | Preauthorization is required. If not received, a penalty will be applied. | |
| If you have a hospital stay | Physician/surgeon fees | 20% coinsurance | 50% coinsurance | Preauthorization is required. If not received, a penalty will be applied. | |
| If you need mental health, behavioral | Outpatient services | \$30 copay/office visit and 20% coinsurance for other outpatient services. | 50% coinsurance | None | |
| health, or substance abuse services | Inpatient services | 20% coinsurance | 50% coinsurance | Preauthorization is required. If not received, a penalty will be applied. | |
| | Office visits | \$30 copay/office visit and 20% coinsurance for other outpatient services | 50% coinsurance | Cost sharing does not apply for preventive services. Depending on the type of services, a coinsurance may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound). | |

| | | What You Will Pay | | Limitations, Exceptions & Other Important | |
|---|---|--|--|--|--|
| Common 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 are pregnant | Childbirth/delivery professional services | 20% coinsurance | 50% coinsurance | Preauthorization is required. If not received, a penalty will be applied. | |
| | Childbirth/delivery facility services | 20% coinsurance | 50% coinsurance | Preauthorization is required. If not received, a penalty will be applied. | |
| | Home health care | 20% coinsurance | 50% coinsurance | Preauthorization is required. If not received, a penalty will be applied. 45 visit limit/year. | |
| | Rehabilitation services | 20% coinsurance | 50% coinsurance | Preauthorization is required Inpatient. If not received, a penalty will be applied. Inpatient | |
| | Habilitation services | 20% coinsurance | 50% coinsurance | subject to 30 day limit/year combined with Skilled nursing care. Outpatient services subject to combined 30 visit limit/year. | |
| If you need help recovering or have other special health needs | Skilled nursing care | 20% coinsurance | 50% coinsurance | Preauthorization is required. If not received, a penalty will be applied. 30 day limit/year combined with Inpatient rehabilitation services. | |
| | Durable medical equipment | 20% coinsurance | 50% coinsurance | Preauthorization is required. If not received, a penalty will be applied. | |
| | Hospice services | 20% coinsurance | 50% coinsurance | Preauthorization is required. If not received, a penalty will be applied. 180 day limit/year. | |
| | Children's eye exam | Not Covered | Not Covered | None | |
| If your child needs | Children's glasses | Not Covered | Not Covered | None | |
| dental or eye care | Children's dental check-up | Not Covered | Not Covered | None | |

Excluded Services & Other Covered Services:

Services Your <u>Plan</u> Generally Does NOT Cover (Check your policy or <u>plan</u> document for more information and a list of any other <u>excluded</u> services.)

- Acupuncture
- Bariatric surgery
- Cosmetic surgery
- Dental care (Adult)

- Long-term care
- Non-emergency care when traveling outside of 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 <u>plan</u> document.)

- Chiropractic care, subject to a 30 day visit limit when combined with other outpatient habilitation and rehabilitation services
- Infertility treatment, subject to a \$10,000 annual max

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 http://www.dol.gov/ebsa/healthreform, or 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 plan 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: 1-800-621-0748, or Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>www.dol.gov/ebsa/healthreform</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 the Minimum Value Standards? Yes.

If your <u>plan</u> doesn't meet the <u>Minimum Value Standards</u>, you may be eligible for a <u>premium tax credit</u> to help you pay for a <u>plan</u> through the <u>Marketplace</u>.

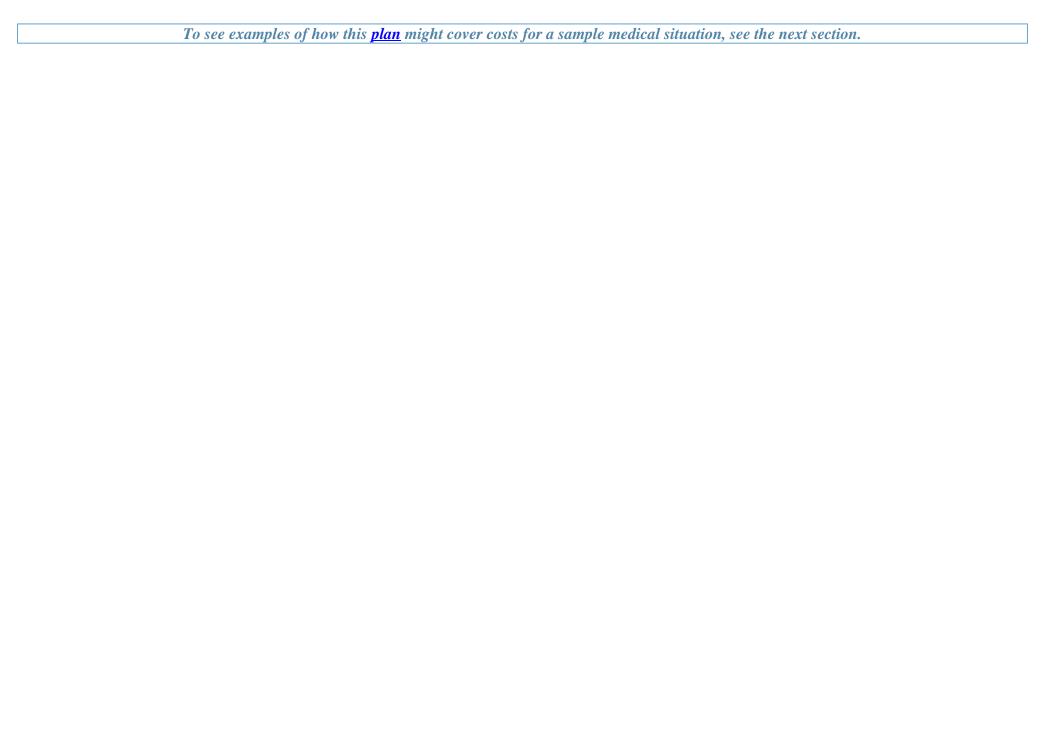
Language Access Services:

Spanish (Español): Para obtener asistencia en Español, llame al 1-800-621-0748

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-621-0748

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-800-621-0748

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-800-621-0748



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> | \$3,000 |
|---|---------|
| Specialist copayment | \$60 |
| ■ Hospital (facility) coinsurance | 20% |
| ■ Other <u>coinsurance</u> | 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

Limits or exclusions

The total Peg would pay is

| | . , |
|---------------------------------|---------|
| In this example, Peg would pay: | |
| Cost Sharing | |
| <u>Deductibles</u> | \$3,000 |
| Copayments | \$10 |
| Coinsurance | \$1,900 |
| What isn't covered | |

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> | \$3,000 |
|---|---------|
| ■ Specialist copayment | \$60 |
| ■ Hospital (facility) coinsurance | 20% |
| Other coinsurance | 20% |

This EXAMPLE event includes services like:

<u>Primary care physician</u> office visits (*including disease education*)

Diagnostic tests (blood work)

Prescription drugs

\$12,700

\$60

\$4,970

Durable medical equipment (glucose meter)

| Total Example Cost | \$5,600 |
|---------------------------------|---------|
| In this example, Joe would pay: | |

| in this example, see would pay. | |
|---------------------------------|---------|
| Cost Sharing | |
| <u>Deductibles</u> | \$900 |
| Copayments | \$1,000 |
| Coinsurance | \$(|
| What isn't covered | |
| Limits or exclusions | \$20 |
| The total Joe would pay is | \$1,920 |
| | |

Mia's Simple Fracture

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

| ■ The <u>plan's</u> overall <u>deductible</u> | \$3,000 |
|---|---------|
| ■ Specialist copayment | \$60 |
| ■ Hospital (facility) coinsurance | 20% |
| Other coinsurance | 20% |

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

<u>Diagnostic test</u> (*x-ray*)

<u>Durable medical equipment</u> (crutches)

Rehabilitation services (physical therapy)

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

In this example, Mia would pay:

| Cost Sharing | |
|----------------------------|---------|
| <u>Deductibles</u> | \$2,500 |
| Copayments | \$200 |
| Coinsurance | \$0 |
| What isn't covered | |
| Limits or exclusions | \$0 |
| The total Mia would pay is | \$2,700 |