Coverage Period: 01/01/2020 - 12/31/2020 Coverage for: Employee & Family | Plan Type: HMO

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 see <u>www.kp.org/plandocuments</u> or call 1-888-865-5813 (TTY: 711). 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 https://healthcare.gov/sbc-glossary or call 1-800-922-1613 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$250/individual; \$750/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. Preventive services, prescription drugs, physician office visits, dental or vision services except those covered under major medical are covered before you meet your deductible.	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, the <u>plan</u> covers certain <u>preventive services</u> without <u>cost-sharing</u> and before your 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. \$50 /individual for pediatric dental. There are no other specific <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> ?	\$6,350 /individual, \$12,700 /family	The out-of-pocket limit is the most you could pay in a year for covered services.
What is not included in the <u>out-of-pocket limit</u> ?	Premiums, dental services except those covered under HMO medical benefits, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the <u>out–of–pocket</u> <u>limit</u> .
Will you pay less if you use a <u>network provider</u> ?	Yes. See www.kp.org or call 1-888-865-5813 (TTY: 711) for a list of	

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

Common		What You Will Pay		Limitations, Exceptions, & Other Important	
Medical Event	Medical Event Services You May Need		Non-Plan Provider (You will pay the most)	Information	
	Primary care visit to treat an injury or illness	\$20 <u>copay</u> /visit. <u>Deductible</u> does not apply	Not Covered	None	
If you visit a health care provider's office	Specialist visit	\$35 <u>copay</u> /visit. <u>Deductible</u> does not apply	Not Covered	None	
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 preventive. Ask your provider if the services you need are preventive. Then check what your plan will pay for.	
If you have a test	Diagnostic test (x-ray, blood work)	30% coinsurance	Not Covered	None	
ii you nave a test	Imaging (CT/PET scans, MRIs)	30% coinsurance	Not Covered	None	
If you need drugs to treat your illness or	Generic drugs	At Kaiser: \$10 copay/script At Network Pharmacy: \$20 copay/script At Home Delivery: \$20 copay/script Deductible does not apply.	Not Covered	Covers up to 30-day supply at retail; 31-90 day supply at mail order. Network Pharmacies limited to one-time fill, refills must be through Kaiser. No charge for contraceptives (subject to formulary guidelines).	
condition More information about prescription drug coverage is available at www.kp.org.	Preferred brand name drugs	At Kaiser: \$25 copay/script At Network Pharmacy: \$35 copay/script At Home Delivery: \$50 copay/script Deductible does not apply.	Not Covered	Covers up to 30-day supply at retail; 31-90 day supply at mail order. Network Pharmacies limited to one-time fill, refills must be through Kaiser.	
	Non-preferred brand name drugs	Not Covered	Not Covered	None	
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	30% coinsurance	Not Covered	None	
surgery	Physician/surgeon fees	30% coinsurance	Not Covered	None	

Common		What You Will Pay		Limitations, Exceptions, & Other Important	
Medical Event	Services You May Need	Plan Provider (You will pay the least)	Non-Plan Provider (You will pay the most)	Information	
	Emergency room care	\$100 copay, then 30% coinsurance	\$100 copay, then 30% coinsurance	\$100 copay/visit waived if admitted to hospital from emergency room	
If you need immediate	Emergency medical transportation	30% coinsurance	30% coinsurance	None	
medical attention	Urgent care	30% coinsurance	Not Covered	Non-Plan <u>provider urgent care</u> covered only if you are temporarily outside of Kaiser service area.	
If you have a hospital	Facility fee (e.g., hospital room)	30% coinsurance	Not Covered	None	
stay	Physician/surgeon fees	30% coinsurance	Not Covered	NOTE	
If you need mental health, behavioral health, or substance	Outpatient services	Mental/Behavioral health: \$20 copay/visit (individual) \$10 copay/visit (group) Deductible does not apply. Substance abuse: Not Covered	Not Covered	Charges related to substance abuse services are not covered.	
abuse services	Inpatient services	Mental/Behavioral health: 30% coinsurance Substance abuse: Not Covered	Not Covered	Charges related to substance abuse services are not covered.	
If you are pregnant	Office visits	No Charge. <u>Deductible</u> does not apply.	Not Covered	After confirmation of pregnancy, for the normal series of regularly scheduled routine visits. Coverage is limited to 1 Postnatal visit. Depending on the type of services, copayment, coinsurance and deductible may apply to office visits. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).	
	Childbirth/delivery professional services	30% coinsurance	Not Covered	None	
	Childbirth/delivery facility services	30% coinsurance	Not Covered	None	

Common		What You Will Pay		Limitations, Exceptions, & Other Important	
Medical Event	Services You May Need	Plan Provider (You will pay the least)	Non-Plan Provider (You will pay the most)	Information	
	Home health care	30% coinsurance	Not Covered	Private duty nursing not covered.	
	Rehabilitation services	30% coinsurance	Not Covered	None	
If you need help recovering or have	Habilitation services	Not Covered	Not Covered	None	
other special health	Skilled nursing care	30% coinsurance	Not Covered	None	
needs	Durable medical equipment	30% coinsurance	Not Covered	Coverage is limited to items on DME formulary.	
	Hospice services	30% coinsurance	Not Covered	None	
	Children's eye exam	No Charge Deductible does not apply	Not Covered	None	
If your child needs dental or eye care	Children's glasses	No Charge Deductible does not apply	Not Covered	Limited to \$200 credit every 2 years for glasses.	
uental of eye care	Children's dental check-up	No Charge Deductible does not apply	No Charge Deductible does not apply.	Coverage provided through Cigna. Limited to 1 exam/6 months.	

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.)

Acupuncture	Infertility treatment	Private duty nursing
Bariatric Surgery	 Long Term Care 	Routine foot care
Cosmetic Surgery	 Non-emergency care when traveling outside the 	Substance abuse services
Hearing Aids	U.S.	Weight loss programs

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

Chiropractic care, limited to 26 visits/year
 Dental care (adult), limited to \$100/year
 Routine eye care (Adult), hardware limited to \$200 credit/2 years

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 shown in the chart below. 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 the agency in the charge below:

Your Grievance and Appeals Rights

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Kaiser Permanente Member Services	1-888-865-5813 (TTY: 711) or <u>www.kp.org/memberservices</u>
Cigna Healthcare (for dental benefits only)	1-800-CIGNA24 (244-6224) or <u>www.myCigna.com</u>
Department of Labor's Employee Benefits Security Administration	1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform
Department of Health & Human Services, Center for Consumer Information & Insurance Oversight	1-877-267-2323 x61565 or <u>www.cciio.cms.gov</u>
Georgia Department of Insurance (for Kaiser HMO benefits only)	1-800-656-2298 or <u>www.oci.ga.gov/</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 1-888-865-5813 (TTY: 711)

[Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-888-865-5813 (TTY: 711)

[Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-888-865-5813 (TTY: 711)

[Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-888-865-5813 (TTY: 711)



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>	\$250
■ Specialist copayment	\$35
■ Hospital (facility) coinsurance	30%
■ Other <u>coinsurance</u>	30%

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	\$12,800

In this example, Peg would pay:

Cost Sharing		
\$250		
\$35		
\$3,755		
What isn't covered		
\$60		
\$4,100		

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>	\$250
■ Specialist copayment	\$35
■ Hospital (facility) coinsurance	30%
■ Other coinsurance	30%

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	\$7,400
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In this example, Joe would pay:

Cost Sharing	
Deductibles	\$200
Copayments	\$1,100
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$50
The total Joe would pay is	\$1,350

Mia's Simple Fracture

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

■ The <u>plan's</u> overall <u>deductible</u>	\$250
■ Specialist copayment	\$35
■ Hospital (facility) coinsurance	30%
■ Other coinsurance	30%

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	\$1,900
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In this example, Mia would pay:

Cost Sharing		
Deductibles*	\$250	
Copayments	\$200	
Coinsurance	\$400	
What isn't covered		
Limits or exclusions	\$0	
The total Mia would pay is	\$850	

^{*} This plan has other deductibles for specific services included in this coverage example. See "Are there other deductibles for specific services?" row above.