



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 www.AveraHealthPlans.com or call 1-888-322-2115. 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 www.healthcare.gov/sbc-glossary/ or call 1-888-322-2115 to request a copy.

| Important Questions | Answers | Why this Matters |
|---|--|---|
| What is the overall deductible ? | In-Network \$1,500 Individual or \$3,000 Family. Out-of-Network \$5,000 Individual or \$10,000 Family. Does not apply to pharmacy. Co-pays do not count toward any deductibles . | Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan , each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible . |
| Are there services covered before you meet your deductible ? | Yes. | This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost-sharing and before you meet your deductible . See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/ . |
| Are there other deductibles for specific services? | Yes. \$50 pharmacy deductible per member or \$100 pharmacy deductible per family. | You must pay all of the costs for these services up to the specific deductible amount before this plan begins to pay for these services. |
| What is the out-of-pocket limit for this plan ? | In-Network \$5,000 Individual or \$10,000 Family. Out-of-Network \$10,000 Individual or \$20,000 Family. | The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan , they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met. |
| What is not included in the out-of-pocket limit ? | Premiums , balance billed charges, and health care services this plan does not 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.AveraHealthPlans.com or call 1(888) 322-2115 for a list of network providers. | This plan uses a provider network . You will pay less if you use a provider in the plan's network . You will pay the most if you use an out-of-network provider , and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services. |
| Do you need a referral to see a specialist ? | No. | You can see the specialist you choose without a referral . |

| Common Medical Event | Services You May Need | Your Cost If You Use a Participating Provider | Your Cost If You Use a Non-Participating Provider | Limitations, Exceptions, & Other Important Information |
|--|---|--|---|--|
| If you visit a health care provider's office or clinic | Primary care visit to treat an injury or illness | \$25 co-pay per visit | 40% coinsurance after deductible | ---none--- |
| | Specialist visit | \$75 co-pay per visit | 40% coinsurance after deductible | ---none--- |
| | Chiropractic visit | \$25 co-pay per visit | Not covered | Preauthorization is required after 20 chiropractic visits per year. No coverage for services without preauthorization . |
| | Preventive care / screening /immunization | No charge | Not covered | Age and frequency limitations may apply. 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) | \$25 co-pay per visit | 40% coinsurance after deductible | Co-pay is for minor lab and X-rays. Lab and X-ray performed in a hospital, surgical center or outpatient facility apply to deductible and coinsurance. |
| | Imaging (CT/PET scans, MRIs) | 30% coinsurance after deductible | 40% coinsurance after deductible | Some imaging requires preauthorization . Major lab and X-ray services may include PET scan, MRI, CT scan, SPECT scan, cardiovascular, nuclear medicine and MRA. |

| Common Medical Event | Services You May Need | Your Cost If You Use a Participating Provider | Your Cost If You Use a Non-Participating Provider | Limitations, Exceptions, & Other Important Information |
|--|---|--|---|--|
| <p>If you need drugs to treat your illness or condition</p> <p>More information about prescription drug coverage is available at www.avera.org/marketplace/drug-formulary/</p> | Tier 1: Preventive medications | No charge for 30-day supply | Not covered | <p>Prescription drugs are subject to a \$50 deductible per member and \$100 deductible per family per calendar year for tiers 2 through 6. Certain drugs require preauthorization. The preauthorization for the drug must be approved before the drug will be covered.</p> |
| | Tier 2: Preferred Generics and some brand medications | \$15 co-pay for 30-day supply after deductible | Not covered | |
| | Tier 3: Non-preferred generics and some brand medications | \$15 co-pay for 30-day supply after deductible | Not covered | |
| | Tier 4: Preferred brand medications | \$50 co-pay for 30-day supply after deductible | Not covered | |
| | Tier 5: Non-preferred brand medications | \$75 co-pay for 30-day supply after deductible | Not covered | |
| | Tier 6: Specialty medications, brand and generic | 20% coinsurance for 30-day supply after deductible | Not covered | |
| <p>If you have outpatient surgery</p> | Facility fee (e.g., ambulatory surgery center) | 30% coinsurance after deductible | 40% coinsurance after deductible | ---none--- |
| | Physician/surgeon fees | 30% coinsurance after deductible | 40% coinsurance after deductible | ---none--- |
| <p>If you need immediate medical attention</p> | Emergency room care | 30% coinsurance after deductible | 30% coinsurance after deductible | ---none--- |
| | Emergency medical transportation | 30% coinsurance after deductible | 30% coinsurance after deductible | Preauthorization for non-emergency transportation. No coverage for services without preauthorization . |
| | Urgent care | \$25 co-pay per visit | 40% coinsurance after deductible | For out-of-network urgent care visits, you may contact the plan to determine if your visit qualifies for in-network benefits. |
| <p>If you have a hospital stay</p> | Facility fee (e.g., hospital room) | 30% coinsurance after deductible | 40% coinsurance after deductible | <p>Preauthorization required. No coverage for services without preauthorization.</p> |
| | Physician/surgeon fee | 30% coinsurance after deductible | 40% coinsurance after deductible | |

| Common Medical Event | Services You May Need | Your Cost If You Use a Participating Provider | Your Cost If You Use a Non-Participating Provider | Limitations, Exceptions, & Other Important Information |
|--|---|---|---|---|
| If you have mental health, behavioral health, or substance abuse needs | Outpatient services | Office: \$25 co-pay per therapy visit | 40% coinsurance after deductible | Services other than therapy performed in the office or any service at a facility: 30% coinsurance . |
| | Inpatient services | 30% coinsurance after deductible | 40% coinsurance after deductible | Preauthorization required. No coverage for services without preauthorization . |
| If you are pregnant | Office Visits | 30% coinsurance after deductible | 40% coinsurance after deductible | Cost sharing does not apply to certain preventive services. Depending on the type of services, coinsurance may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound). |
| | Childbirth/delivery professional services | 30% coinsurance after deductible | 40% coinsurance after deductible | |
| | Childbirth/delivery facility services | 30% coinsurance after deductible | 40% coinsurance after deductible | |
| If you need help recovering or have other special needs | Home health care | 30% coinsurance after deductible | 40% coinsurance after deductible | 60-visit limit per plan year for services from non-participating providers. One visit equals a maximum of 4 hours, including private duty nursing. |
| | Rehabilitation services | \$25 co-pay per visit | 40% coinsurance after deductible | Preauthorization required after 30 visits per plan year for each therapy: physical, occupational and speech. No coverage for services without preauthorization . Cardiac and pulmonary rehab services from participating providers are 30% coinsurance and have a 36-visit maximum per plan year. |
| | Habilitation services | \$25 co-pay per visit | 40% coinsurance after deductible | |
| | Skilled nursing care | 30% coinsurance after deductible | 40% coinsurance after deductible | 100-day confinement limit for services from participating providers. 60-day confinement limit for services from non-participating providers. Same confinement limit if readmitted with same diagnosis within 60 days. |

| Common Medical Event | Services You May Need | Your Cost If You Use a Participating Provider | Your Cost If You Use a Non-Participating Provider | Limitations, Exceptions, & Other Important Information |
|---|---|--|---|---|
| If you need help recovering or have other special needs | Durable medical equipment | 30% coinsurance after deductible | Not covered | Certain durable medical equipment require preauthorization . No coverage for services without preauthorization . |
| | Hospice service | 30% coinsurance after deductible | 40% coinsurance after deductible | 185-day limit per plan year. |
| If your child needs dental or eye care | Eye exam | No charge | Not covered | One diagnostic exam per calendar year for children under the age of 19 from a VSP provider. Call 1-800-877-7195 or visit VSP.com to find a participating vision provider. |
| | Glasses | No charge | Not covered | Frames from the designated pediatric eyewear collection are covered. Call 1-800-877-7195 or visit VSP.com to find a participating vision provider. |
| | Dental check-up | No charge | Not covered | Preventive exam every 6 months for children under age of 19. Refer to the Pediatric Dental Addendum for additional coverage details. |

Excluded Services & Other Covered Services:

| Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services .) | | |
|--|--|---|
| <ul style="list-style-type: none"> • Abortion (except when the life of the mother is endangered) | <ul style="list-style-type: none"> • Hearing aids | <ul style="list-style-type: none"> • Non-emergency care when traveling outside the United States |
| <ul style="list-style-type: none"> • Acupuncture | <ul style="list-style-type: none"> • Infertility treatment | <ul style="list-style-type: none"> • Routine eye care (Adult) |
| <ul style="list-style-type: none"> • Cosmetic surgery | <ul style="list-style-type: none"> • Long-term care | <ul style="list-style-type: none"> • Weight loss program |
| <ul style="list-style-type: none"> • Dental care (Adult) | | |
| Other Covered Services (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.) | | |
| <ul style="list-style-type: none"> • Bariatric surgery if preauthorization requirements are met | <ul style="list-style-type: none"> • Private-duty nursing | |
| <ul style="list-style-type: none"> • Chiropractic care if provided by a participating provider | <ul style="list-style-type: none"> • Routine foot care when part of corrective surgery or for diabetes and metabolic or peripheral vascular disease | |

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: U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services 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 [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: the [plan](#) at 1-888-322-2115, Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform or the Iowa Insurance Division at 1-877-955-1212. Additionally, a consumer assistance program can help you file your appeal. Contact the Iowa Bureau at 1-877-955-1212. A list of states with Consumer Assistance Programs is available at <http://www.dol.gov/ebsa/healthreform> and <http://cciio.cms.gov/programs/consumer/capgrants/index.html>.

Does this Coverage 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 Coverage Meet the Minimum Value Standard? 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 1-888-322-2115.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-888-322-2115.

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-888-322-2115.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwijigo holne' 1-888-322-2115.

—————*To see examples of how this plan might cover costs for a sample medical situation, see the next page.*—————

About these Coverage Examples:



This is not a cost estimator. Treatments shown are just examples of how this [plan](#) might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your [providers](#) charge, and many other factors. Focus on the [cost sharing](#) amounts ([deductibles](#), [copayments](#) and [coinsurance](#)) and [excluded services](#) under the [plan](#). Use this information to compare the portion of costs you might pay under different health [plans](#). 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 plan's overall deductible | \$1,500 |
| ■ Specialist copayment | \$75 |
| ■ Hospital (facility) coinsurance | 30% |
| ■ Other coinsurance | 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 \$12,700

In this example, Peg would pay:

| Cost Sharing | |
|-----------------------------------|----------------|
| Deductibles | \$1,500 |
| Copayments | \$400 |
| Coinsurance | \$3,000 |
| What isn't covered | |
| Limits or exclusions | \$100 |
| The total Peg would pay is | \$5,000 |

Managing Joe's type 2 Diabetes

(a year of routine in-network care of a well-controlled condition)

| | |
|---|---------|
| ■ The plan's overall deductible | \$1,500 |
| ■ Specialist copayment | \$75 |
| ■ 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

In this example, Joe would pay:

| Cost Sharing | |
|-----------------------------------|----------------|
| Deductibles | \$800 |
| Copayments | \$700 |
| Coinsurance | \$0 |
| What isn't covered | |
| Limits or exclusions | \$0 |
| The total Joe would pay is | \$1,600 |

Mia's Simple Fracture

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

| | |
|---|---------|
| ■ The plan's overall deductible | \$1,500 |
| ■ Specialist copayment | \$75 |
| ■ 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 \$2,800

In this example, Mia would pay:

| Cost Sharing | |
|-----------------------------------|----------------|
| Deductibles | \$1,500 |
| Copayments | \$400 |
| Coinsurance | \$200 |
| What isn't covered | |
| Limits or exclusions | \$0 |
| The total Mia would pay is | \$2,100 |