UMR: COLORADO EMPLOYER BENEFIT TRUST: 7670-00-412150 024 025 Coverage for: Individual + Family | Plan Type: HDHP25



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 www.umr.com or by calling 1-800-332-1168. 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.umr.com or call 1-800-332-1168 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	\$2,500 person / \$5,000 family In-network \$2,500 person / \$5,000 family Out-of-network	Generally, you must pay all 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> , the overall family <u>deductible</u> must be met before the <u>plan</u> begins to pay.
Are there services covered before you meet your deductible?	Yes. <u>Preventive care</u> services 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 <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a>
Are there other <u>deductibles</u> for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	\$4,500 person / \$9,000 family In-network \$9,000 person / \$18,000 family Out-of-network	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> , the overall family <u>out-of-pocket limit</u> must be met.
What is not included in the out-of-pocket limit?	<u>Copayments</u> for certain services, penalties, <u>premiums</u> , <u>balance billing</u> charges, and health care this <u>plan</u> 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 <a href="https://www.umr.com">www.umr.com</a> or call 1-800-332-1168 for a list of <a href="https://mex.new.umr.com">network providers</a> .	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 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.

Common		What You Will Pay		Limitations Eventions 9 Other Important
Medical Event	Services You May Need	In-network (You will pay the least)	Out-of-network (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Primary care visit to treat an injury or illness	20% Coinsurance	40% Coinsurance	None
If you visit a health care provider's office or clinic	<u>Specialist</u> visit	20% Coinsurance	40% Coinsurance	None
	Preventive care/screening/ immunization	No charge; Deductible Waived	No charge; Deductible Waived	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.
If you have a test	Diagnostic test (x-ray, blood work)	20% Coinsurance	40% Coinsurance	None
	Imaging (CT/PET scans, MRIs)	20% Coinsurance	40% Coinsurance	None

Common		What You Will Pay		Limitations, Exceptions, & Other Important	
Medical Event	Services You May Need	In-network (You will pay the least)	Out-of-network (You will pay the most)	Information	
If you need drugs to treat	Generic drugs (Tier 1)	Deductible then, \$20 copay Retail/\$40 co-pay mail order			
your illness or condition.  More information about prescription drug coverage is available at www.cebt.org.	Preferred brand drugs (Tier 2)	Deductible then, \$40 copay Retail/\$80 co-pay mail order			
	Non-preferred brand drugs (Tier 3)	Deductible then, \$60 copay Retail/\$120 co-pay mail order		None	
	Specialty drugs (Tier 4)	Based on generic, preferred brand or non-preferred brand			
If you have	Facility fee (e.g., ambulatory surgery center)	20% Coinsurance	40% Coinsurance	Drogutharization is required	
outpatient surgery	Physician/surgeon fees	20% Coinsurance	40% Coinsurance	Preauthorization is required.	
If you need	Emergency room care	20% Coinsurance	20% Coinsurance	In-network deductible applies to Out-of-network benefits	
immediate medical	Emergency medical transportation	20% Coinsurance	20% Coinsurance	In-network deductible applies to Out-of-network benefits	
attention	<u>Urgent care</u>	20% Coinsurance	40% Coinsurance	None	

Common	What You Will Pay		u Will Pay	Limitations Evacutions 9 Other Important	
Medical Event	Services You May Need	In-network (You will pay the least)	Out-of-network (You will pay the most)	Limitations, Exceptions, & Other Important Information	
If you have a	Facility fee (e.g., hospital room)	20% Coinsurance	40% Coinsurance	Preauthorization is required.	
hospital stay	Physician/surgeon fees	20% Coinsurance	40% Coinsurance	Preauthorization is required.	
If you have mental health, behavioral	Outpatient services	20% Coinsurance	40% Coinsurance	None	
health, or substance abuse services	Inpatient services	20% Coinsurance	40% Coinsurance	Preauthorization is required.	
	Office visits	No charge; Deductible Waived	No charge; Deductible Waived	Cost sharing does not apply for preventive	
If you are pregnant	Childbirth/delivery professional services	20% Coinsurance	40% Coinsurance	services. Depending on the type of services, deductible, copayment or coinsurance may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).	
	Childbirth/delivery facility services	20% Coinsurance	40% Coinsurance		

Common		What You Will Pay		Limitations Everytions 9 Other Important
Common Medical Event	Services You May Need	In-network (You will pay the least)	Out-of-network (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Home health care	20% Coinsurance	40% Coinsurance	100 Maximum visits per calendar year; Preauthorization is required.
	Rehabilitation services	20% Coinsurance	40% Coinsurance	20 Maximum visits per sickness or injury OT; 20 Maximum visits per sickness or injury PT; 20 Maximum visits per sickness or injury ST;
If you need help recovering or have other special health needs	Habilitation services	20% Coinsurance	40% Coinsurance	Preauthorization is required. Habilitation services for Learning Disabilities are not covered.
	Skilled nursing care	20% Coinsurance	40% Coinsurance	75 Maximum days per calendar year; Preauthorization is required.
	Durable medical equipment	20% Coinsurance	40% Coinsurance	Repairs are only covered if the equipment is purchased; Preauthorization is required for DME in excess of \$500 for rentals or \$1,500 for purchases.
	Hospice service	20% Coinsurance	40% Coinsurance	None
	Children's eye exam	No charge; Deductible Waived	No charge; Deductible Waived	None
If your child needs dental or eye care	Children's glasses	Not covered	Not covered	None
	Children's dental check-up	Not covered	Not covered	None

#### **Excluded Services & Other Covered Services:**

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

Bariatric surgery

Infertility treatment

Routine foot care

Dental care (Adult)

Long-term care

Weight loss programs

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

- Acupuncture (when performed by a qualified practitioner or certified acupuncturist / acupressurist, for the relief of pain)
- Hearing aids

Private-duty nursing (Outpatient care)

Chiropractic care

- Non-emergency care when traveling outside the U.S.
- Routine eye care (Adult)

Cosmetic surgery (when 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 U.S. Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or <a href="https://www.cciio.cms.gov">www.cciio.cms.gov</a>. Other coverage options may be available to you too, including buying individual insurance coverage through the <a href="https://www.healthCare.gov">Health Insurance</a> Marketplace. For more information about the <a href="https://www.healthCare.gov">Marketplace</a>, visit <a href="https://www.healthCare.gov">www.healthCare.gov</a> 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 to submit a <u>claim</u>, <u>appeal</u> or a <u>grievance</u> for any reason to your <u>plan</u>. Additionally, a consumer assistance program may help you file your <u>appeal</u>. A list of states with Consumer Assistance Programs is available at <u>www.HealthCare.gov</u> and <a href="http://cciio.cms.gov/programs/consumer/capgrants/index.html">http://cciio.cms.gov/programs/consumer/capgrants/index.html</a>.

### 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 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 1-800-332-1168.

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

### **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>	\$2,500
■ Specialist coinsurance	20%
■ Hospital (facility) coinsurance	20%
■ Other <u>coinsurance</u>	20%

#### This EXAMPLE event includes services like:

Specialist office visits (pre-natal care)
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests (ultrasounds and blood work)
Specialist visit (anesthesia)

In this example, Peg would pay:

Total Example Cost	\$12,700

· · · · · · · · · · · · · · · · · · ·		
Cost Sharing		
Deductibles	\$2,500	
Copayments	\$30	
Coinsurance	\$1,800	
What isn't covered		
Limits or exclusions	\$50	
The total Peg would pay is	\$4,380	

# **Managing Joe's Type 2 Diabetes**

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

■ The plan's overall deductible	\$2,500
■ Specialist coinsurance	20%
■ Hospital (facility) coinsurance	20%
■ Other <u>coinsurance</u>	20%

#### This EXAMPLE event includes services like:

Primary care physician office visits (including disease education)

Diagnostic tests (blood work)

Prescription drugs

<u>Durable medical equipment</u> (glucose meter)

Total Example Cost	\$5,600

## In this example, Joe would pay:

Cost Sharing		
Deductibles*	\$1,100	
Copayments	\$1,400	
Coinsurance	\$400	
What isn't covered		
Limits or exclusions	\$20	
The total Joe would pay is	\$2,920	

## **Mia's Simple Fracture**

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

■ The plan's overall deductible	\$2,500
■ Specialist coinsurance	20%
■ Hospital (facility) coinsurance	20%
■ Other <u>coinsurance</u>	20%

#### This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

<u>Diagnostic tests</u> (x-ray)

Durable medical equipment (crutches)

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

<u>Rehabilitation services</u> (physical therapy)

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

## In this example, Mia would pay:

in this example, this would pay.	
Cost Sharing	
Deductibles*	\$2,500
Copayments	\$10
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$2,510

Note: These numbers assume the patient does not participate in the <u>plan's</u> wellness program. If you participate in the <u>plan's</u> wellness program, you may be able to reduce your costs. For more information about the wellness program, please contact: <u>www.umr.com</u> or call 1-800-332-1168.

\*Note: This <u>plan</u> has other <u>deductibles</u> for specific services included in this coverage example. See "Are there other <u>deductibles</u> for specific services?"" row above.