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, call 844-633-5325 or visit us at https://www.bswhealthplan.com/Group/Pages/Default.aspx - small. For general definitions of common terms, such as <u>allowed amount</u>, <u>balance</u> <u>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 <u>HealthCare.gov/sbc-glossary</u> or call 844-633-5325 to request a copy.

| Important Questions | Answers | Why This Matters: |
|---|---|---|
| What is the overall <u>deductible</u> ? | \$3,500 per member / \$7,000 per 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 <u>deductible</u> ? | Yes. <u>Preventive care</u> and certain preventive drugs 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</u> <u>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>HealthCare.gov/coverage/preventive-care-benefits</u> . |
| Are there other deductibles for specific services? | No | You don't have to meet <u>deductibles</u> for specific services. |
| What is the <u>out-of-pocket</u> limit for this <u>plan</u> ? | \$6,900 per member / \$13,800 per 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 <u>out-of-pocket limit</u> ? | Premiums 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 https://www.bswhealthplan.com/Pa ges/Provider.aspx or call 844-633- 5325 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 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</u> <u>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> . |

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 Will Pay | | Limitations, Exceptions, & Other |
|--|--|--|---|---|
| Common Medical Event | Services You May Need | Network <u>Provider</u> (You will pay the least) | Out-of-Network <u>Provider</u> (You will pay the most) | Important Information |
| If you visit a health care provider's office or clinic | Primary care visit to treat an injury or illness | Adult: No charge, <u>deductible</u> does not apply Pediatric: No charge, <u>deductible</u> does not apply | Not covered | None |
| | <u>Specialist</u> visit | \$65 <u>copayment</u> per visit, <u>deductible</u> does not apply | Not covered | |
| | 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 <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) | 0% <u>copayment</u> after <u>deductible</u> | Not covered | None |
| lf you have a test | Imaging (CT/PET scans, MRIs) | 0% <u>copayment</u> after <u>deductible</u> | Not covered | Services requiring <u>preauthorization</u> that are not <u>preauthorized</u> will be denied. Refer to <u>BSWHealthPlan.com</u> or call 844-633-5325. |
| | Affordable Care Act (ACA) preventive drugs | No charge, <u>deductible</u> does not apply | Not covered | Copayments are per 30-day supply. Maintenance drugs are allowed up to a 90- |
| If you need drugs to treat your illness or condition More information about prescription drug coverage is available at https://www.bswhealthpla n.com/Pages/Pharmacy. aspx | Generic drugs (Tier 1) | \$3 <u>copayment</u> per prescription, <u>deductible</u> does not apply | Not covered | day supply for three (3) <u>copayments</u> if obtained through a participating pharmacy. Mail Order: Available for a 1- to 90-day |
| | Preferred brand drugs (Tier 2) | \$50 <u>copayment</u> per prescription, <u>deductible</u> does not apply | Not covered | supply. Non-maintenance drugs obtained through mail order are limited to a 30-day supply maximum. <u>Specialty drugs</u> limited to |
| | Non-preferred brand drugs (Tier 3) | \$125 <u>copayment</u> per prescription, <u>deductible</u> does not apply | Not covered | a 30-day supply. <u>Formulary</u> insulin prescriptions have a maximum <u>copayment</u> of \$25 per prescription per 30-day supply. Certain preventive drugs are covered at no |
| | Specialty drugs (and oral anticancer medications) (Tier 4) | \$250 <u>copayment</u> per prescription, <u>deductible</u> does not apply | Not covered | charge and are not subject to the <u>deductible</u> . Tiers 2 - 4 may include brand and generic drugs. |

| | Services You May Need | What You Will Pay | | Limitations, Exceptions, & Other |
|--|---|---|--|---|
| Common Medical Event | | Network <u>Provider</u> (You will pay the least) | Out-of-Network <u>Provider</u> (You will pay the most) | Important Information |
| If you have outpatient | Facility fee (e.g., ambulatory surgery center) | 0% <u>copayment</u> after <u>deductible</u> | Not covered | Services requiring <u>preauthorization</u> that are not preauthorized will be denied. Refer to |
| surgery | Physician/surgeon fees | 0% <u>copayment</u> after <u>deductible</u> | Not covered | BSWHealthPlan.com or call 844-633-5325. |
| | Emergency room care | \$750 <u>copayment</u> per visit after <u>deductible</u> | \$750 <u>copayment</u> per visit after <u>deductible</u> | Emergency room <u>copayment</u> waived if episode results in <u>hospitalization</u> for the same condition within 24 hours. |
| If you need immediate medical attention | Emergency medical transportation | \$750 <u>copayment</u> per service after <u>deductible</u> | \$750 <u>copayment</u> per service after <u>deductible</u> | None |
| | Urgent care | \$50 <u>copayment</u> per visit, <u>deductible</u> does not apply | \$50 <u>copayment</u> per visit, <u>deductible</u> does not apply | None |
| lf you have a hospital | Facility fee (e.g., hospital room) | 0% <u>copayment</u> after <u>deductible</u> | Not covered | Services requiring <u>preauthorization</u> that are |
| stay | Physician/surgeon fees | 0% <u>copayment</u> after <u>deductible</u> | Not covered | not <u>preauthorized</u> will be denied. Refer to <u>BSWHealthPlan.com</u> or call 844-633-5325. |
| If you need mental health, behavioral health, or substance abuse services | Outpatient services | Adult: No charge per office visit, <u>deductible</u> does not apply. 0% <u>copayment</u> after <u>deductible</u> for all other outpatient services Pediatric: No charge, <u>deductible</u> does not apply | Not covered | Services requiring <u>preauthorization</u> that are not <u>preauthorized</u> will be denied. Refer to <u>BSWHealthPlan.com</u> or call 844-633-5325. |
| | Inpatient services | 0% <u>copayment</u> after <u>deductible</u> | Not covered | |
| If you are pregnant | Office visits | No charge, <u>deductible</u> does not apply | Not covered | <u>Cost sharing</u> does not apply for <u>preventive</u> <u>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). |
| | Childbirth/delivery | 0% copayment after | Not covered | Inpatient care for the mother and newborn |

| | Services You May Need | What You Will Pay | | Limitations, Exceptions, & Other |
|---|---|---|---|---|
| Common Medical Event | | Network <u>Provider</u> (You will pay the least) | Out-of-Network <u>Provider</u> (You will pay the most) | Important Information |
| | professional services Childbirth/delivery facility | <u>deductible</u> 0% <u>copayment</u> after | Not covered | child in a health care facility is covered for a minimum of 48 hours following an uncomplicated vaginal delivery and 96 hours following an uncomplicated delivery |
| | services | <u>deductible</u> | | by caesarean section. |
| | Home health care | 0% <u>copayment</u> after <u>deductible</u> | Not covered | Limited to 60 visits per calendar year. Services requiring <u>preauthorization</u> that are not <u>preauthorized</u> will be denied. Refer to <u>BSWHealthPlan.com</u> or call 844-633-5325. |
| | Rehabilitation services | \$15 <u>copayment</u> per visit, <u>deductible</u> does not apply | Not covered | Limited to 35 visits for <u>rehabilitation services</u> and 35 visits for <u>habilitation services</u> per calendar year. The limit is combined for |
| If you need help recovering or have other special health needs | Habilitation services | \$15 <u>copayment</u> per visit, <u>deductible</u> does not apply | Not covered | physical therapy, occupational therapy, speech therapy, and chiropractic care. Limits do not apply for therapies for children with developmental delays, autism spectrum disorder and mental health services. Services requiring <u>preauthorization</u> that are not <u>preauthorized</u> will be denied. Refer to <u>BSWHealthPlan.com</u> or call 844-633-5325. |
| | Skilled nursing care | 0% <u>copayment</u> after <u>deductible</u> | Not covered | Limited to 25 days per calendar year. Services requiring <u>preauthorization</u> that are not <u>preauthorized</u> will be denied. Refer to <u>BSWHealthPlan.com</u> or call 844-633-5325. |
| | Durable medical equipment | 0% <u>copayment</u> after <u>deductible</u> | Not covered | Services requiring <u>preauthorization</u> that are not <u>preauthorized</u> will be denied. Refer to <u>BSWHealthPlan.com</u> or call 844-633-5325. |
| | Hospice services | 0% <u>copayment</u> after <u>deductible</u> | Not covered | Services requiring <u>preauthorization</u> that are not <u>preauthorized</u> will be denied. Refer to <u>BSWHealthPlan.com</u> or call 844-633-5325. |
| If your child needs dental or eye care | Children's eye exam | \$65 <u>copayment</u> per visit, <u>deductible</u> does not apply | Not covered | Limited to one eye exam per calendar year. |
| | Children's glasses | \$65 <u>copayment</u> per pair, <u>deductible</u> does not | Not covered | Limited to one pair of glasses per calendar year. |

| | ent Services You May Need | What You Will Pay | | Limitations, Exceptions, & Other |
|----------------------|----------------------------|--------------------------|-------------------------|----------------------------------|
| Common Medical Event | | Network <u>Provider</u> | Out-of-Network Provider | Important Information |
| | | (You will pay the least) | (You will pay the most) | |
| | | apply | | |
| | Children's dental check-up | Not covered | Not covered | None |

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 Bariatric surgery Cosmetic surgery Dental care (Adult and Child) | Infertility Treatment Long-term care Non-emergency care when trav | Routine eye care (Adult) Routine foot care Weight loss programs | | |
| • | abilitation Services and Habilitation | mplete list. Please see your <u>plan</u> document.) Private-duty nursing (when <u>medically necessary</u> and <u>preauthorized</u> . Limitations pply when used under <u>Home Health Care</u>) | | |

• Hearing aids (Limited to one device per ear every 3 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 Baylor Scott & White Health Plan at 844-633-5325 or <u>BSWHealthPlan.com</u>; Department of Labor's Employee Benefits Security Administration at 866-444-EBSA (3272) or <u>DOL.gov/ebsa/healthreform</u>. 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 HealthCare.gov or call 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: Baylor Scott & White Health Plan at 844-633-5325 or <u>BSWHealthPlan.com</u>; Department of Labor's Employee Benefits Security Administration at 866-444-EBSA (3272) or <u>DOL.gov/ebsa/healthreform</u>; Texas Department of Insurance at 1-800-578-4677 or <u>TDI.texas.gov</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 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 844-633-5325.

To see examples of how this <u>plan</u> 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

bospital delivery)

.500

\$65

0%

0%

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

This EXAMPLE event includes services like: <u>Specialist</u> office visits (prenatal care) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services <u>Diagnostic tests</u> (ultrasounds and blood work) <u>Specialist</u> visit (anesthesia)

| Total Example Cost | \$12,700 |
|---------------------------------|----------|
| In this example, Peg would pay: | |
| Cost Sharing | |
| Deductibles | \$3,500 |
| <u>Copayments</u> | \$0 |
| Coinsurance | \$0 |
| What isn't covered | |
| Limits or exclusions | \$60 |
| The total Peg would pay is | \$3,560 |

Managing Joe's Type 2 Diabetes (a year of routine in-network care of a wellcontrolled condition)

| The plan's overall deductible | \$3,500 |
|--------------------------------------|---------|
| Specialist copayment | \$65 |
| Hospital (facility) <u>copayment</u> | 0% |
| Other <u>coinsurance</u> | 0% |

This EXAMPLE event includes services like: <u>Primary care physician</u> office visits (including disease education) <u>Diagnostic tests</u> (blood work) <u>Prescription drugs</u> <u>Durable medical equipment</u> (glucose meter)

| Total Example Cost | \$5,600 | |
|---------------------------------|---------|--|
| In this example, Joe would pay: | | |
| Cost Sharing | | |
| Deductibles | \$900 | |
| Copayments | \$500 | |
| Coinsurance | \$0 | |
| What isn't covered | | |
| Limits or exclusions | \$20 | |
| The total Joe would pay is | \$1,420 | |

Mia's Simple Fracture (in-network emergency room visit and follow up care)

| The plan's overall deductible | \$3,500 |
|-------------------------------|---------|
| Specialist copayment | \$65 |
| Hospital (facility) copayment | 0% |
| Other coinsurance | 0% |

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 nav: | |

| in this example, wha would pay. | |
|---------------------------------|---------|
| Cost Sharing | |
| Deductibles | \$1,700 |
| Copayments | \$300 |
| Coinsurance | \$0 |
| What isn't covered | |
| Limits or exclusions | \$0 |
| The total Mia would pay is | \$2,000 |

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

Nondiscrimination Notice



ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-844-633-5325 (TTY: 711).

Baylor Scott & White Health Plan complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Baylor Scott & White Health Plan does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Baylor Scott & White Health Plan:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - Written information in other formats (large print and accessible electronic formats)
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services, contact the Baylor Scott & White Health Plan Compliance Officer at 1-214-820-8888 or send an email to HPCompliance@BSWHealth.org.

If you believe that Baylor Scott & White Health Plan has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with:

Baylor Scott & White Health Plan, Compliance Officer 1206 West Campus Drive, Suite 151 Temple, Texas 76502

Compliance HelpLine; 1-888-484-6977 or https://app.mycompliancereport.com/report?cid=swhp

You can file a grievance in person or by mail, online, or email. If you need help filing a grievance, the Compliance Officer is available to help you.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the Office for Civil Rights Complaint Portal, available at https://ocrportal.hhs.gov/ocr/portal/lobby.jsf, or by mail or phone at:

U.S. Department of Health and Human Services 200 Independence Avenue, SW Room 509F, HHH Building Washington, D.C. 20201 1-800-368-1019, 1-800-537-7697 (TDD)

Complaint forms are available at https://www.hhs.gov/civil-rights/filing-a-complaint/index.html.



English:

ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-844-633-5325 (TTY: 711).

Spanish:

ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-844-633-5325 (TTY: 711).

Vietnamese:

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-844-633-5325 (TTY: 711).

Chinese:

注意:如果使用繁體中文,可以免費獲得語言援助服務。請致電 1-844-633-5325 (TTY:711)。

Korean:

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-844-633-5325 (TTY: 711) 번으로 전화해 주십시오.

Arabic:

هاتف الصم والبكم: 711 ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-5325-633 (رقم

Urdu:

کریں .(TTY: 711) کریں ۔(TTY: 711) خبردار: اگر آپ اردو ہولتے ہیں، تو آپ کو زبان کی مدد کی خدمات مفت میں دستیاب ہیں ۔ کال

Tagalog:

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-844-633-5325 (TTY: 711).

French:

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-844-633-5325 (ATS : 711).

Hindi:

ध्यान दे: यद आिप हदिी बोलते है तो आपके लएि मुफ्त में भाषा सहायता सेवाएं उपलब्ध है। 1-844-633-5325 (TTY: 711) पर कॉल करे।

Persian:

فراهم می باشد. با (TTY: 711) 5325-633-844-1 تماس بگیرید. توجه: اگر به زبان فارسی گفتگو می کنید، تسهیلات زبانی بصورت رایگان برای شما

German:

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-844-633-5325 (TTY: 711).

Gujarati:

સુચના: જો તમે ગુજરાતી બોલતા હો, તો ન:િશુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો 1-844-633-5325 (TTY: 711).

Russian:

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-844-633-5325 (телетайп: 711).

Japanese:

注意事項:日本語を話される場合、無料の言語支援をご利用いただけます。1-844-633-5325 (TTY:711) まで、お電話にてご連絡ください。

Laotian:

ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັຽຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທຣ 1-844-633-5325 (TTY:711).