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, go to www.medica.com/2022AltruPolicies or call 800-918-6474. 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 800-918-6474 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall <u>deductible</u> ?	\$2,500 Individual / \$7,500 Family for <u>network</u> services. There is no coverage for non-network services.	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> , preventive prescriptions, prenatal care and <u>copay</u> services from <u>network providers</u> 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 <u>https://www.healthcare.gov/coverage/preventive-care-benefits</u> .
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 limit</u> for this <u>plan</u> ?	\$8,700 Individual / \$17,400 Family for <u>network</u> services. There is no coverage for non-network services.	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 (unless balanced billing is prohibited), and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .
Will you pay less if you use a <u>network provider</u> ?	Yes. Visit <u>www.medica.com/findaltruproviders</u> or call 800-918-6474 (TTY:711) 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 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.

		What Y			
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	Limitations, Exceptions & Other Important Information	
If you visit a health care <u>provider's</u> office or clinic	Primary care visit to treat an injury or illness	Primary care: 50% coinsurance Retail health clinics: 50% coinsurance Chiropractic care: 50% coinsurance	Not covered	none	
	<u>Specialist</u> visit	50% coinsurance	Not covered	none	
	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 you need are preventive. Then check what your <u>plan</u> will pay for.	
lf have a tast	Diagnostic test (x-ray, blood work)	50% coinsurance	Not covered	none	
If you have a test	Imaging (CT/PET scans, MRIs)	50% coinsurance	Not covered	*May require prior authorization.	
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.medica.com/ RxList2022.	Generic drugs	\$25 <u>copay</u> /prescription. <u>Deductible</u> does not apply.	Not covered	Up to a 31-day supply per prescription. *May require prior authorization. For non-preferred retail drugs, 50% <u>coinsurance</u> for orally-administered cancer treatment	
	Preferred brand drugs	\$200 <u>copay</u> /prescription. <u>Deductible</u> does not apply.	Not covered	will not exceed \$25 per retail prescription unit. *Refer to the Exceptions to the Drug List section	
	Non-Preferred brand drugs	70% coinsurance	Not covered	of your Policy of Coverage for more details. No charge for preventive drugs, including some Over the Counter drugs obtained with a prescription. The list of covered	
	Specialty drugs	\$750 <u>copay</u> /prescription. <u>Deductible</u> does not apply.	Not covered	drugs changes periodically. Notification of changes will be available 30 days prior to the change taking effect.	

* For more information about limitations and exceptions, see the plan or policy document at www.medica.com/2022AltruPolicies.

		What Y		
Common Medical Event Services You May Need (Yo		Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	Limitations, Exceptions & Other Important Information
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	50% coinsurance	Not covered	*May require prior authorization.
surgery	Physician/surgeon fees	50% coinsurance	Not covered	*May require prior authorization.
	Emergency room care	50% coinsurance	50% coinsurance	Network deductible applies.
	Emergency medical transportation	50% coinsurance	50% coinsurance	Network deductible applies.
If you need immediate medical attention	<u>Urgent care</u>	50% coinsurance	50% coinsurance	<u>Network deductible</u> applies. If a non-network <u>provider</u> charges more than the <u>allowed amount</u> , you may have to pay the difference (<u>balance</u> <u>billing</u>).
If you have a hospital stay	Facility fee (e.g., hospital room)	50% coinsurance	Not covered Limited to a 365 day maximum/period of confir subject to the combined of *May require prior author	
	Physician/surgeon fees	50% coinsurance	Not covered	*May require prior authorization.
	Outpatient services	50% coinsurance	Not covered	*May require prior authorization.
If you need mental health, behavioral health, or substance abuse services	Inpatient services	50% coinsurance	Not covered	Limited to a 365 day maximum/period of confinement, subject to the combined day limit. *May require prior authorization. Residential treatment is covered as part of inpatient services.
lf you are pregnant	Office visits	Prenatal: No charge. <u>Deductible</u> does not apply. Postnatal: 50% <u>coinsurance</u>	Not covered	Limited to a 365 day maximum/period of confinement, subject to the combined day limit. <u>Cost sharing</u> does not apply to
	Childbirth/delivery professional services	50% coinsurance	Not covered	network preventive services. Depending on the type of services, coinsurance may apply. Maternity care may include tests and services
	Childbirth/delivery facility services	50% coinsurance	Not covered	described elsewhere in the SBC (i.e. ultrasound).

* For more information about limitations and exceptions, see the plan or policy document at www.medica.com/2022AltruPolicies.

		What Y			
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	Limitations, Exceptions & Other Important Information	
	Home health care	50% coinsurance	Not covered	Limited to 120 visits/year. *May require prior authorization.	
	Rehabilitation services	50% coinsurance	Not covered	none	
	Habilitation services	50% coinsurance	Not covered	none	
If you need help recovering or have other special health needs	Skilled nursing care	50% coinsurance	Not covered	Limited to a 120 day maximum/period of confinement, subject to the combined day limit. *May require prior authorization.	
	Durable medical equipment	50% coinsurance	Not covered	*May require prior authorization.	
	Hospice services	50% coinsurance	Not covered	Limited to a 30 day maximum for respite care and continuous care.	
If your child needs dental or eye care	Children's eye exam	No charge. <u>Deductible</u> does not apply.	Not covered	Coverage limited to end of month member turns 19.	
	Children's glasses	50% coinsurance	Not covered	Limited to one pair of glasses or contacts/year to end of month member turns 19.	
	Children's dental check-up	Not covered	Not covered	Coverage is available through a stand-alone dental policy.	

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 a	and a list of any other <u>excluded services</u> .)
 *Abortion, elective, induced, except as medically necessary to protect the life of the mother 	 Hearing aids except for members 18 years of age and younger for hearing loss that is not 	 Non-emergency care when traveling outside the U.S.

- Acupuncture
- Bariatric surgery
- Cosmetic surgeryDental care (Adult)
- Dental care (Child) (coverage is available through a stand-alone dental policy.)
- Dental check-up

- age and younger for hearing loss that is not correctable by other covered procedures; coverage is limited to one hearing aid per ear every three years.
- Infertility treatment
- Long-term care •

- е ບ.ວ.
- Private-duty nursing
- Routine eye care (Ădult)
- Routine foot care except for some conditions
- 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

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: Medica at 800-918-6474 or the Minnesota Department of Commerce at 651-539-1600 or 800-657-3602. 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.mnsure.org or call 651-539-2099 or 855-366-7873.

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 <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: Medica at 800-918-6474 or the Minnesota Department of Commerce at 651-539-1600 or 800-657-3602.

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 Minimum Value Standards? NA 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 888-592-8211 Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 888-592-8211 Chinese (中文): 如果需要中文的帮助,请拨打这个号码 888-592-8211 Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 888-592-8211

------- 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 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 prenatal care and delivery)	d a hospital	Managing Joe's Type 2 Diabet (a year of routine in-network care of a we condition)	es ll-controlled	Mia's Simple Fracture (in-network emergency room visit and follo	ow up care)
The <u>plan's</u> overall <u>deductible</u> :	\$2,500	The <u>plan's</u> overall <u>deductible</u> :	\$2,500	The <u>plan's</u> overall <u>deductible</u> :	\$2,500
Specialist coinsurance:	50%	Specialist coinsurance:	50%	Specialist coinsurance:	50%
Hospital (facility) <u>coinsurance</u> :	50%	Hospital (facility) <u>coinsurance</u> :	50%	Hospital (facility) <u>coinsurance</u> :	50%
Other <u>coinsurance</u> : 50%		• Other <u>coinsurance</u> : 50%		Other <u>coinsurance</u> :	50%
This EXAMPLE event includes services Specialist office visits (prenatal care) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services Diagnostic tests (ultrasounds and blood wo Specialist visit (anesthesia) Total Example Cost		This EXAMPLE event includes services Primary care physician office visits (includin education) Diagnostic tests (blood work) Prescription drugs Durable medical equipment (glucose meter Total Example Cost	ng disease	This EXAMPLE event includes services Emergency room care (including medical services) Diagnostic test (x-ray) Durable medical equipment (crutches) Rehabilitation services (physical therapy) Total Example Cost	
n this example, Peg would pay:		In this example, Joe would pay:		In this example, Mia would pay:	
Cost Sharing		Cost Sharing		Cost Sharing	
Deductibles	\$2,500	<u>Deductibles</u>	\$1,900	Deductibles	\$2,500
<u>Copayments</u>	\$10	<u>Copayments</u>	\$300	<u>Copayments</u>	\$10
Coinsurance	\$3,700	Coinsurance	\$300	Coinsurance	\$100
What isn't covered		What isn't covered		What isn't covered	
What isn't covered					^
What isn't covered Limits or exclusions	\$60	Limits or exclusions	\$0	Limits or exclusions	\$0

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

Discrimination is Against the Law

Medica complies with applicable Federal civil rights laws and will not discriminate against any person on the basis of race, color, national origin, age, disability or sex. Medica:

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

If you need these services, call the number included in this document or on the back of your Medica ID card. If you believe that Medica 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: Civil Rights Coordinator, Mail Route CP250, PO Box 9310, Minneapolis, MN 55443-9310, 952-992-3422 (phone/fax), TTY 711, civilrightscoordinator@medica.com.

You can file a grievance in person or by mail, fax, or email. You may also contact the Civil Rights Coordinator if you need assistance with filing a complaint.

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, 800-368-1019, 800-537-7697 (TDD). Complaint forms are available at http://www.hhs.gov/ocr/office/file/index.html.

If you want free help translating this information, call the number included in this document or on the back of your Medica ID card.

Si desea asistencia gratuita para traducir esta información, llame al número que figura en este documento o en la parte posterior de su tarjeta de identificación de Medica.

Yog koj xav tau kev pab dawb kom txhais daim ntawv no, hu rau tus xov tooj nyob hauv daim ntawv no los yog nyob nraum qab ntawm koj daim npav Medica ID.

如果您需要免費翻譯此資訊,請致電本文檔中或者在您的Medica ID卡背面包含的號碼。

Nếu quý vị muốn trợ giúp dịch thông tin này miễn phí, hãy gọi vào số có trong tài liệu này hoặc ở mặt sau thẻ ID Medica của quý vị.

Odeeffannoo kana gargaarsa tolaan akka isinii hiikamu yoo barbaaddan, lakkoobsa barruu kana keessatti argamu ykn ka dugda kaardii Waraqaa Eenyummaa Medica irra jiruun bilbila'a.

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Если Вы хотите получить бесплатную помощь в переводе этой информации, позвоните по номеру телефона, указанному в данном документе и на обратной стороне Вашей индентификационной карты Medica.

່ ຖ້າທ່ານຕ້ອງການຄວາມຊ່ວຍເຫຼືອໃນການແປຂໍ້ມູນນີ້ຟຣີ, ໃຫ້ໂທຫາເລກໝາຍ ທີ່ມີຢູ່ໃນເອກະສານນີ້ ຫຼື ຢູ່ດ້ານຫຼັງຂອງບັດ Medica ຂອງທ່ານ. 이 정보를 번역하는 데 무료로 도움을 받고 싶으시면, 이 문서에 포함된 전화번호나 Medica ID 카드 뒷면의 전화번호로 전화하십시오.

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Kung nais mo ng libreng tulong sa pagsasalin ng impormasyong ito, tawagan ang numero na kasama sa dokumentong ito o sa likod ng iyong Kard ng Medica ID.

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