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/EmpowerPolicies-2023 or call 1-877-328-1363. 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 1-877-328-1363 to request a copy.

| Important Questions | Answers | Why This Matters: |
|---|---|--|
| What is the overall <u>deductible</u> ? | \$6,500 individual / \$13,000 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> and preventive prescriptions 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</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>https://www.healthcare.gov/coverage/preventive-care-benefits</u> . |
| Are there other deductibles for specific services? | No. | You don't have to meet deductibles for specific services. |
| What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ? | \$7,500 individual / \$15,000 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 <u>out-of-pocket</u> <u>limit</u> ? | Premiums, balance-billing charges 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</u> <u>provider</u> ? | Yes. See <u>www.Medica.com/SearchEmpowerNetwork-2023</u> or call 1-877-328-1363 (TTY: 711) for a list of <u>network</u> <u>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 <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 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 | |
| | Primary care visit to treat an injury or illness | Primary care: 5% <u>coinsurance</u> Retail health clinics: 5% <u>coinsurance</u> Chiropractic care: 5% <u>coinsurance</u> | Not covered | none | |
| If you visit a health care provider's office or clinic | <u>Specialist</u> visit | 5% coinsurance | Not covered | none | |
| <u></u> | 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. | |
| If you have a test | Diagnostic test (x-ray, blood work) | 5% coinsurance | Not covered | none | |
| n you nave a test | Imaging (CT/PET scans, MRIs) | 5% coinsurance | Not covered | *May require prior authorization. | |
| If you need drugs to treat | Generic drugs | Preferred Generic: 5% coinsurance Generic: 5% coinsurance | Not covered | Up to a 31-day supply per prescription. *May require prior authorization. For <u>specialty drugs</u> , 5% <u>coinsurance</u> for orally-administered cancer treatment | |
| your illness or condition More information about prescription drug | Preferred brand drugs | 5% coinsurance | Not covered | medications. Proton pump inhibitors (except for members 12 years of age and younger, and those members who have a feeding tube) and | |
| coverage is available at www.Medica.com/ IADrugList-2023 | Non-Preferred brand drugs | 5% coinsurance | Not covered | non-sedating antihistamines are not covered. Insulin: Your cost-share winot exceed \$25 per retail prescription unit. *Refer to the Exceptions to the Drug List section of your Policy of Coverage for more details. No charge for preventive drugs. | |
| | Specialty drugs | 5% coinsurance | Not covered | | |

| | | 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 have outpatient | Facility fee (e.g., ambulatory surgery center) | 5% coinsurance | Not covered | *May require prior authorization. | |
| surgery | Physician/surgeon fees | 5% coinsurance | Not covered | *May require prior authorization. | |
| | Emergency room care | 5% coinsurance | 5% coinsurance | Network deductible applies. | |
| | Emergency medical transportation | 5% coinsurance | 5% coinsurance | Network deductible applies. | |
| If you need immediate medical attention | <u>Urgent care</u> | 5% coinsurance | 5% coinsurance | Network deductible applies. If a non-network provider charges more than the allowed amount, you may have to pay the difference (balance billing). | |
| If you have a beapital atoy | Facility fee (e.g., hospital room) | 5% coinsurance | Not covered | *May require prior authorization. | |
| If you have a hospital stay | Physician/surgeon fees | 5% coinsurance | Not covered | *May require prior authorization. | |
| If you need mental health, behavioral health, or Outpatient services 5% coinsurance Not covered | *May require prior authorization. | | | | |
| substance abuse services | Inpatient services | 5% coinsurance | Not covered | *May require prior authorization. | |
| | Office visits | Prenatal: 5% <u>coinsurance</u> Postnatal: 5% <u>coinsurance</u> | Not covered | Cost sharing does not apply to network preventive services. | |
| If you are pregnant | Childbirth/delivery professional services | 5% coinsurance | Not covered | Depending on the type of services, <u>coinsurance</u> may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. | |
| | Childbirth/delivery facility services | 5% coinsurance | Not covered | ultrasound). | |

| | | 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 | 5% coinsurance | Not covered | *May require prior authorization. | |
| | Rehabilitation services | 5% coinsurance | Not covered | none | |
| | Habilitation services | 5% coinsurance | Not covered | none | |
| If you need help recovering or have other special health needs | Skilled nursing care | 5% coinsurance | Not covered | *May require prior authorization. | |
| special health needs | Durable medical equipment | 5% coinsurance | Not covered | *May require prior authorization. | |
| | Hospice services | 5% coinsurance | Not covered | Respite care is limited to 5 consecutive days, up to a lifetime maximum of 15 inpatient days and 15 outpatient days. | |
| | Children's eye exam | 5% coinsurance | Not covered | Limited to one refractive eye exam/year to end of month member turns 19. | |
| If your child needs dental or eye care | Children's glasses | 5% 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 Plan Generally Does NOT Cover (Check *Abortion, elective, induced, except as medically necessary to protect the life of the mother or in the case of rape or incest Acupuncture Cosmetic surgery | your policy or plan document for more information a Dental care (Adult) Dental care (Child) (coverage is available through a stand-alone dental policy) Dental check-up Hearing aids Long-term care Non-emergency care when traveling outside the U.S. | nd a list of any other <u>excluded services</u>.) Private-duty nursing Routine eye care (Adult) Routine foot care except for some conditions Weight loss programs |
|---|--|---|
| Other Covered Services (Limitations may apply to the | se services. This isn't a complete list. Please see you | r <u>plan</u> document.) |
| Bariatric surgery with prior authorization | Chiropractic care | Infertility treatment (excludes some services) |

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 1-877-328-1363 or the Iowa Insurance Division at 1-515-281-5705 or 1-877-955-1212. Other coverage options may be available to you, too, including buying individual insurance coverage through the <u>Health Insurance Marketplace</u>. For more information about the <u>Marketplace</u>, visit <u>www.HealthCare.gov</u> 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 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 1-877-328-1363 or the lowa Insurance Division at 1-515-281-5705 or 1-877-955-1212.

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? Not Applicable.

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 1-888-592-8211.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-888-592-8211.

Chinese (中文): 如果需要中文的帮助,请拨打这个号码 1-888-592-8211.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-888-592-8211.

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 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 an delivery) | d a hospital | Managing Joe's Type 2 Diabet (a year of routine in-network care of a we condition) | t es Ill-controlled | Mia's Simple Fracture (in-network emergency room visit and fol | ow up care) |
|--|--------------|---|-------------------------------|---|-------------|
| The <u>plan's</u> overall deductible | \$6,500 | The <u>plan's</u> overall deductible | \$6,500 | The <u>plan's</u> overall deductible | \$6,500 |
| Specialist coinsurance | 5% | Specialist coinsurance | 5% | Specialist coinsurance | 5% |
| Hospital (facility) <u>coinsurance</u> | 5% | Hospital (facility) <u>coinsurance</u> | 5% | Hospital (facility) <u>coinsurance</u> | 5% |
| ■ Other <u>coinsurance</u> 5% | | • Other <u>coinsurance</u> 5% | | Other <u>coinsurance</u> | 5% |
| This EXAMPLE event includes services <u>Specialist</u> office visits (<i>prenatal care</i>) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services <u>Diagnostic tests</u> (<i>ultrasounds and blood wc</i> <u>Specialist</u> visit (<i>anesthesia</i>) | | This EXAMPLE event includes services <u>Primary care physician</u> office visits (includi education) <u>Diagnostic tests</u> (blood work) <u>Prescription drugs</u> <u>Durable medical equipment</u> (glucose mete | ng disease | This EXAMPLE event includes services Emergency room care (including medical s Diagnostic test (x-ray) Durable medical equipment (crutches) Rehabilitation services (physical therapy) | |
| Total Example Cost | \$12,700 | Total Example Cost | \$5,600 | Total Example Cost | \$2,800 |
| In this example, Peg would pay: | | In this example, Joe would pay: | | In this example, Mia would pay: | |
| Cost Sharing | | Cost Sharing | | Cost Sharing | |
| Deductibles | \$6,500 | Deductibles | \$2,300 | <u>Deductibles</u> | \$2,800 |
| <u>Copayments</u> | \$0 | Copayments | \$300 | <u>Copayments</u> | \$0 |
| Coinsurance | \$200 | Coinsurance | \$0 | Coinsurance | \$0 |
| What isn't covered | | What isn't covered | | What isn't covered | |
| | * ** | Limits or exclusions | \$0 | Limits or exclusions | \$0 |
| Limits or exclusions | \$60 | LIMITS OF EXClusions | φU | | ψυ |

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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Díí t'áá jíík'e shá ata' hodoonih nínízingo éí ninaaltsoos Medica bee néího'dílzinígí bine'déé' námboo biká'ígíiji' béésh bee hodíilnih.

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