A

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 deductible? | \$0 individual / \$0 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 deductible? | Yes. <u>Preventive care</u> , preventive prescriptions 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 https://www.healthcare.gov/coverage/preventive-care-benefits . |
| Are there other deductibles for specific services? | No. | You don't have to meet deductibles for specific services. |
| What is the out-of-pocket limit for this plan? | \$1,700 individual / \$3,400 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 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> provider? | Yes. See www.Medica.com/SearchEmpowerNetwork-2023 or call 1-877-328-1363 (TTY: 711) 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. |



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 | | | |
|-----------------------------|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 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 | Primary care visit to treat an injury or illness | Primary care: \$0 copay/visit. Deductible does not apply. Retail health clinics: \$0 copay/visit. Deductible does not apply. Chiropractic care: \$0 copay/visit. Deductible does not apply. | Not covered | 25% coinsurance for other outpatient services. Primary care visits provided at an outpatient facility may be subject to coinsurance and deductible. | |
| provider's office or clinic | Specialist visit | \$10 copay/visit. Deductible does not apply. | Not covered | none | |
| | Preventive care/ screening/immunization | No charge. Deductible does not apply. | Not covered | 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% coinsurance | Not covered | none | |
| If you have a test | Imaging (CT/PET scans, MRIs) | 25% coinsurance | Not covered | *May require prior authorization. | |

^{*} For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>www.Medica.com/EmpowerPolicies-2023</u>.

| | | 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 need drugs to treat your illness or condition | Generic drugs | Preferred Generic: \$0 copay/prescription. Deductible does not apply. Generic: \$0 copay/prescription. Deductible does not apply. | Not covered | Up to a 31-day supply per prescription. *May require prior authorization. For preferred/non-preferred retail and specialty drugs, \$10 copay for orally-administered cancer treatment medications. Deductible does not | |
| More information about prescription drug coverage is available at | Preferred brand drugs | \$15 copay/prescription. Deductible does not apply. | Not covered | apply. Proton pump inhibitors (except for members 12 years of age and younger, and those members who have a feeding tube) and | |
| www.Medica.com/ IADrugList-2023 | Non-Preferred brand drugs | \$50 <u>copay</u> /prescription. <u>Deductible</u> does not apply. | Not covered | non-sedating antihistamines are not covered. Insulin: Your cost-share will not exceed \$25 per retail prescription unit. *Refer to the Exceptions to the | |
| | Specialty drugs | \$150 copay/prescription. Deductible does not apply. | Not covered | Drug List section of your Policy of Coverage for more details. No charge for preventive drugs. | |
| If you have outpatient | Facility fee (e.g., ambulatory surgery center) | 25% coinsurance | Not covered | *May require prior authorization. | |
| surgery | Physician/surgeon fees | 25% coinsurance | Not covered | *May require prior authorization. | |
| | Emergency room care | 25% coinsurance | 25% coinsurance | Network deductible applies. | |
| If you mand improved to to | Emergency medical transportation | 25% coinsurance | 25% coinsurance | Network deductible applies. | |
| If you need immediate medical attention | Urgent care | \$5 <u>copay</u> /visit. <u>Deductible</u> does not apply. | \$5 copay/visit. Deductible does not apply. | If a non-network <u>provider</u> charges more than the <u>allowed amount</u> , you may have to pay the difference (<u>balance billing</u>). | |
| If you have a beenite! | Facility fee (e.g., hospital room) | 25% coinsurance | Not covered | *May require prior authorization. | |
| If you have a hospital stay | Physician/surgeon fees | 25% coinsurance | Not covered | *May require prior authorization. | |

^{*} For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>www.Medica.com/EmpowerPolicies-2023</u>.

| | | What You Will Pay | | |
|---------------------------------------------------------------------------------|-------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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 need mental health, behavioral health, or substance abuse services | Outpatient services | \$0 copay/visit. Deductible does not apply. | Not covered | 25% coinsurance for other outpatient services. Other outpatient services include intensive outpatient programs, diagnostic evaluations and psychological testing. *May require prior authorization. |
| | Inpatient services | 25% coinsurance | Not covered | *May require prior authorization. |
| | Office visits | Prenatal: 25% coinsurance Postnatal: 25% coinsurance | Not covered | Cost sharing does not apply to network preventive services. Depending on the type of services, |
| If you are pregnant | Childbirth/delivery professional services | 25% coinsurance | Not covered | coinsurance may apply. Maternity care may include tests and services |
| | Childbirth/delivery facility services | 25% coinsurance | Not covered | described elsewhere in the SBC (i.e. ultrasound). |
| | Home health care | 25% coinsurance | Not covered | *May require prior authorization. |
| | Rehabilitation services | Outpatient physical, occupational, speech therapy: \$0 copay/visit. Deductible does not apply. Other outpatient Rehabilitation services: 25% coinsurance | Not covered | none |
| If you need help recovering or have other special health needs | Habilitation services | Outpatient physical, occupational, speech therapy: \$0 copay/visit. Deductible does not apply. Other outpatient Habilitation services: 25% coinsurance | Not covered | none |
| | Skilled nursing care | 25% coinsurance | Not covered | *May require prior authorization. |
| | Durable medical equipment | 25% coinsurance | Not covered | *May require prior authorization. |
| | Hospice services | 25% coinsurance | Not covered | Respite care is limited to 5 consecutive days, up to a lifetime maximum of 15 inpatient days and 15 outpatient days. |

^{*} For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>www.Medica.com/EmpowerPolicies-2023</u>.

What You Will Pay Limitations, Exceptions & Other Important Information **Common Medical Event Services You May Need Non-Network Network** Provider (You will pay the least) Provider (You will pay the most) Limited to one refractive eye exam/year to end of month member \$0 copay/visit. Deductible Children's eye exam Not covered does not apply. turns 19. Limited to one pair of glasses or contacts/year to end of month member turns 19. If your child needs dental Children's glasses 25% coinsurance or eye care Not covered Coverage is available through a stand-alone dental policy. Children's dental check-up Not covered Not covered

^{*} For more information about limitations and exceptions, see the plan or policy document at www.Medica.com/EmpowerPolicies-2023.

Coverage Period: Beginning on or after 01/01/2023 Coverage for: Individual or Family | Plan Type: EPO

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.)

- *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

- 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.

- Private-duty nursing
- Routine eye care (Adult)
- 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.)

Bariatric surgery with prior authorization

Chiropractic care

• Infertility treatment (excludes some services)

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Coverage Period: Beginning on or after 01/01/2023 Coverage for: Individual or Family | Plan Type: EPO

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 lowa 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 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 on how 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: 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 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 1-888-592-8211.

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 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 hodelivery) | pspitai |
| 3 / | |
| The plan's overall deductible | \$0 |

\$10 **Specialist copayment** Hospital (facility) coinsurance 25% Other coinsurance 25%

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

The plan's overall deductible \$0 \$10 **Specialist copayment** 25% Hospital (facility) coinsurance 25% Other coinsurance

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

■ The plan's overall deductible \$0 \$10 **Specialist copayment** Hospital (facility) coinsurance 25% Other coinsurance 25%

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)

This EXAMPLE event includes services like:

Total Example Cost

Primary care physician office visits (including disease education) Diagnostić tests (blood work)

Prescription drugs

Durable medical equipment (alucose meter)

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 \$12,700

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

In this example, Peg would pay:

| Cost Sharing | | |
|----------------------------|---------|--|
| <u>Deductibles</u> | \$0 | |
| Copayments | \$0 | |
| Coinsurance | \$1,700 | |
| What isn't covered | | |
| Limits or exclusions | \$60 | |
| The total Peg would pay is | \$1,760 | |

In this example, Joe would pay:

| Cost Sharing | | |
|----------------------------|-------|--|
| <u>Deductibles</u> | \$0 | |
| Copayments | \$400 | |
| Coinsurance | \$300 | |
| What isn't covered | | |
| Limits or exclusions | \$0 | |
| The total Joe would pay is | \$700 | |

In this example, Mia would pay:

\$5,600

| Cost Sharing | |
|----------------------------|-------|
| <u>Deductibles</u> | \$0 |
| Copayments | \$20 |
| Coinsurance | \$600 |
| What isn't covered | |
| Limits or exclusions | \$0 |
| The total Mia would pay is | \$620 |

The plan would be responsible for the other costs of these EXAMPLE covered services.

Coverage for: Individual or Family | Plan Type: EPO

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 tarieta 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 liều 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.

اذا كنت تريد مساعدة مجانية في ترجمة هذه المعلومات. فاتصل على ألرقم الوارد في هذه الوثيقة أوعلى ظهر بطاقة تعريف ميديكا الخاصة بك.

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.

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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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Ako želite besplatnu pomoć za prijevod ovih informacija, nazovite broj naveden u ovom dokumentu ili na poleđini svoje ID kartice Medica.

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

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