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 <a href="https://www.Medica.com/EmpowerPolicies-24">www.Medica.com/EmpowerPolicies-24</a> 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 <a href="https://www.healthcare.gov/sbc-glossary">www.healthcare.gov/sbc-glossary</a> or call 1-877-328-1363 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	<b>\$9,100</b> individual / <b>\$18,200</b> 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> 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 services</u> without <u>cost sharing</u> and before you meet your <u>deductible</u> . See a list of covered <u>preventive</u> <u>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 deductibles for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services.
What is the out-of-pocket limit for this plan?	<b>\$9,450</b> individual / <b>\$18,900</b> 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?		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 charge</u> and what your <u>plan pays (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 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 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% coinsurance Retail health clinics: 5% coinsurance Chiropractic care: 5% coinsurance	Not covered	None	
If you visit a health care provider's office or clinic	Specialist visit	5% coinsurance	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 toot	Diagnostic test (x-ray, blood work)	5% coinsurance	Not covered	None	
If you have 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 specialty drugs, 5% coinsurance for orally-administered cancer treatment	
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.Medica.com/ IADrugList-24	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 non-sedating antihistamines are not covered. Insulin: Your cost-share will not exceed \$25 per retail prescription unit. *Refer to the Exceptions to the Drug List section of your Policy of	
	Non-Preferred brand drugs	5% coinsurance	Not covered		
	Specialty drugs	5% coinsurance	Not covered	Drug List section of your Policy of Coverage for more details. No charge for preventive drugs.	

<sup>\*</sup> For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>www.Medica.com/EmpowerPolicies-24</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 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 beenitel stoy	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,	Outpatient services	5% coinsurance	Not covered	*May require prior authorization.
behavioral health, or substance abuse services	Inpatient services	5% coinsurance	Not covered	*May require prior authorization.
	Office visits	Prenatal: 5% coinsurance Postnatal: 5% coinsurance	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, coinsurance 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).

<sup>\*</sup> For more information about limitations and exceptions, see the plan or policy document at www.Medica.com/EmpowerPolicies-24.

		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	Skilled nursing care	5% coinsurance	Not covered	*May require prior authorization.	
recovering or have other special health needs	<u>Durable medical equipment</u>	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.	

<sup>\*</sup> For more information about limitations and exceptions, see the plan or policy document at www.Medica.com/EmpowerPolicies-24.

Coverage Period: Beginning on or after 01/01/2024 Coverage for: Individual or Family | Plan Type: PPO

Medica. IA Empower by Medica Bronze Standard

## **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)

Medica. IA Empower by Medica Bronze Standard

Coverage Period: Beginning on or after 01/01/2024 Coverage for: Individual or Family | Plan Type: PPO

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 <a href="Health Insurance Marketplace">Health Insurance Marketplace</a>. For more information about the <a href="Marketplace">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 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 <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 delivery)	l a hospital	Managing Joe's Type 2 Diabete (a year of routine in-network care of a well condition)	es -controlled	Mia's Simple Fracture (in-network emergency room visit and folk	ow up care)
■ The <u>plan's</u> overall <u>deductible</u>	\$9,100	■ The <u>plan's</u> overall <u>deductible</u>	\$9,100	■ The <u>plan's</u> overall <u>deductible</u>	\$9,100
<ul><li>Specialist coinsurance</li></ul>	5%	<ul><li>Specialist coinsurance</li></ul>	5%	<ul><li>Specialist coinsurance</li></ul>	5%
<ul><li>Hospital (facility) coinsurance</li></ul>	5%	<ul><li>Hospital (facility) coinsurance</li></ul>	5%	<ul><li>Hospital (facility) coinsurance</li></ul>	5%
Other <u>coinsurance</u>	5%	Other <u>coinsurance</u>	5%	Other <u>coinsurance</u>	5%

#### 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)

The total Peg would pay is

Title (allocational)

Total Example Cost	\$12,700
In this example, Peg would pay:	
Cost Sharing	
<u>Deductibles</u>	\$9,100
Copayments	\$0
Coinsurance	\$100
What isn't covered	
Limits or exclusions	\$60

## This EXAMPLE event includes services like:

<u>Primary care physician</u> office visits (*including disease education*)

Diagnostic tests (blood work)

Prescription drugs

\$9,260

Total Example Cost

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

<b>\$3,000</b>
\$1,900
\$300
\$0
\$0
\$2,200

\$5,600

## 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 Evample Cost

Total Example Cost	\$2,000
In this example, Mia would pay:	
Cost Sharing	
<u>Deductibles</u>	\$2,800
Copayments	\$0
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$2,800

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

92 800

Coverage for: Individual or Family | Plan Type: PPO

## Discrimination is Against the Law

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- 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.

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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.

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