

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, www.harvardpilgrim.org/public/eoc?pdid=PD0000201192. 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 1-888-333-4742 to request a copy.

Important Questions	Answers	Why This Matters
What is the overall <u>deductible</u> ?	Medical & <u>Prescription Drug</u> <u>Deductible</u> : \$3,500 member / \$7,000 family Benefits are administered on a Plan Year basis.	Generally, you must pay all of the costs from <b>providers</b> up to the <b>deductible</b> amount before this plan begins to pay. If you have other family members on the <b>plan</b> , each family member must meet their own individual <b>deductible</b> until the total amount of <b>deductible</b> expenses paid by all family members meets the overall family <b>deductible</b> .
Are there services covered before you meet your <u>deductible</u> ?	Yes. <b>Preventive care</b> , Tiers 1 and 2 <b>prescription drugs</b> , and routine eye exams are covered before you meet your <b>deductible</b> .	This <b>plan</b> covers some items and services even if you haven't yet met the <b>deductible</b> amount. But a <b>copayment</b> or <b>coinsurance</b> may apply. For example, this <b>plan</b> covers certain <b>preventive services</b> without <b>cost-sharing</b> and before you meet your <b>deductible</b> . See a list of covered preventive services at <b>https://www.healthcare.gov/</b> <b>coverage/preventive-care-benefits/</b> .
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</u> <u>limit</u> for this <u>plan</u> ?	\$8,500 member / \$17,000 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.

Important Questions	Answers	Why This Matters
	<b>Premiums</b> , <b>balance-billing</b> charges, and health care this <b>plan</b> doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
	Yes. See https://www.harvardpilgrim.org/public/find- a-provider or call 1-888-333-4742 for a list of <u>network</u> providers.	This <b>plan</b> uses a <b>provider network</b> . You will pay less if you use a <b>provider</b> in the <b>plan's network</b> . You will pay the most if you use an <b>out-of-network provider</b> , and you might receive a bill from a <b>provider</b> for the difference between the <b>provider's</b> charge and what your plan pays ( <b>balance</b> <b>billing</b> ). Be aware your <b>network provider</b> might use an <b>out-of-network provider</b> for some services (such as lab work). Check with your <b>provider</b> before you get services."
Do you need a <u>referral</u> to see a <u>specialist</u> ?	Yes.	This <u>plan</u> will pay some or all of the costs to see a <u>specialist</u> for covered services but only if you have a <u>referral</u> before you see the <u>specialist</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	Limitations, Exceptions,		
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	& Other Important Information	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	Level 1: \$40 <u>copay</u> / visit	Not covered	None	
	Specialist visit	Level 1: \$40 <u>copay</u> / visit Level 2: \$65 <u>copay</u> / visit	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 provider if the services needed are preventive. Then check what your <u>plan</u> will pay for.	

		What You	Limitations, Exceptions,	
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	& Other Important Information
If you have a test	Diagnostic test (x-ray, blood work)	X-rays: \$75 <u>copay</u> / visit Laboratory: Flex <u>Providers</u> : \$25 <u>copay</u> / visit Other Plan <u>Providers</u> : \$75 <u>copay</u> / visit	Not covered	None
	Imaging (CT/PET scans, MRIs)	Non-Hospital Based: \$500 <u>copay</u> / procedure Hospital Based: \$1,000 <u>copay</u> / procedure	Not covered	None
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.harvardpilgrim.org/ 2024Value5T.	Generic drugs	30-Day Retail Tier 1: \$5 copay/ prescription; deductible does not apply 90-Day Mail Tier 1: \$10 copay/ prescription; deductible does not apply 30-Day Retail Tier 2: \$30 copay/ prescription; deductible does not apply 90-Day Mail Tier 2: \$60 copay/ prescription; deductible does not apply	Not covered	Value formulary - covers a limited list; not all drugs are covered. You pay retail price for Out of Network pharmacy drugs and are reimbursed minus applicable <u>cost sharing</u> . Covered only outside of service area.
	Preferred brand drugs	30-Day Retail Tier 3: 50% coinsurance up to \$125 90-Day Mail Tier 3: 50% coinsurance up to \$250	Not covered	
	Non-preferred brand drugs	30-Day Retail Tier 4: 50% <u>coinsurance</u> up to \$250 90-Day Mail Tier 4: 50% <u>coinsurance</u> up to \$750	Not covered	
	Specialty drugs	30-Day Retail Tier 4: 50% <u>coinsurance</u> up to \$250 90-Day Mail Tier 4: 50% <u>coinsurance</u> up to \$750 30-Day Retail Tier 5: 50% <u>coinsurance</u> up to \$500	Not covered	Some drugs must be obtained through a Specialty Pharmacy.

		What You	Limitations, Exceptions,		
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	& Other Important Information	
		90-Day Mail Tier 5: 50% <u>coinsurance</u> up to \$1,500			
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	Flex <u>Providers</u> : \$250 <u>copay</u> / visit Other Plan <u>Providers</u> : \$1,000 <u>copay</u> / visit	Not covered	None	
	Physician/surgeon fees	Flex <u>Providers</u> : No charge; <u>deductible</u> does not apply Other Plan <u>Providers</u> : No charge; <u>deductible</u> does not apply	Not covered		
If you need immediate	Emergency room care	\$1,500 <u>copay</u> / visit		None	
medical attention	Emergency medical transportation	\$250 <u>copay</u> / transport	None		
	<u>Urgent care</u>	Urgent care center: \$65 <u>copay</u> / visit	Urgent care center: Not covered	Services with non-participating providers are only covered outside of the service area. Cost sharing may vary based on Urgent Care location.	
If you have a hospital stay	Facility fee (e.g., hospital room)	20% coinsurance	Not covered	None	
	Physician/surgeon fee	20% coinsurance	Not covered		
If you need mental health,	Outpatient services	\$40 <u>copay</u> / visit	Not covered	None	
behavioral health, or substance abuse services	Inpatient services	20% coinsurance	Not covered		
If you are pregnant	Office visits	\$40 <u>copay</u> / visit	Not covered	Cost sharing does not apply for preventive services.	
	Childbirth/delivery professional services	20% coinsurance	Not covered		
	Childbirth/delivery facility services	20% coinsurance	Not covered		

		What You	Limitations, Exceptions,	
Common Medical Event	Services You May Need	Network Provider (You will pay the least)		
If you need help recovering		20% coinsurance	Not covered	None
or have other special health	<b>Rehabilitation services</b>	Physical Therapy:	Not covered	Physical & Occupational
needs	Habilitation services	Non-hospital based: \$40		Therapy - 60 combined
		<u>copay</u> / visit Hospital based: \$65 copay/		visits/ Plan Year
		visit		
		Occupational Therapy:		
		Non-hospital based: \$40		
		copay/ visit		
		Hospital based: \$65 <u>copay</u> /		
		visit		
		Speech Therapy:		
		Non-hospital based: \$40 <b>copay</b> / visit		
		Hospital based: \$65 copay/		
		visit		
	Skilled nursing care	20% coinsurance	Not covered	- 100 days/ Plan Year
	Durable medical	20% coinsurance	Not covered	- 1 synthetic monofilament
	equipment			wig/ Plan Year
	Hospice services	20% coinsurance	Not covered	For inpatient see "If you have a hospital stay"
If your child needs dental or eye care	Children's eye exam	\$40 <u>copay</u> / visit; <u>deductible</u> does not apply	Not covered	1 exam/Plan Year
Children's glasses		Reimbursed first \$50, then 50	% of covered charges:	Frames & lenses OR contacts
	Gindren's grasses		70 of covered enarges,	every 12 months up to end of
		deductible does not apply		month child turns 19
	Children's dental check-up	No charge; deductible does r	not apply	- 2 exams/ 12 months up to
				end of month child turns 19

Excluded S	Services	&	Other	Covered	Services:
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Se	Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services.)								
•	Cosmetic Surgery Dental Care (Adult)	•	Non-emergency care when traveling outside the U.S.	٠	Routine foot care (except for diabetes or systemic circulatory diseases)				
•	Long-Term Care	٠	Private-duty nursing	•	Services that are not Medically Necessary				
	ther Covered Services (This isn't a complete lese services.)	list.	Check your policy or <u>plan</u> document for of	the	covered services and your costs for				
th	,								
•	Abortion		Chiropractic Care	•	Routine eye care (Adult) - 1 exam/ Plan Year				
•	Acupuncture	•	Hearing Aids - \$2,000/ hearing aid every 36	•	Weight Loss Programs - 3 months of Weight				
•	Bariatric surgery		months/ impaired ear up to age 22		Watchers traditional OR at Work/ Plan Year				
		•	Infertility Treatment						

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: the Department of Labor, Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform, or the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.cciio.cms.gov, or for more information on your rights to continue coverage, you can contact the Member Service number listed on your ID card or call 1-888-333-4742. 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 <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:

HPHC Member Appeals-Member Services Department Harvard Pilgrim Health Care, Inc. 1 Wellness Way Canton, MA 02021-1166 **Telephone: 1-888-333-4742 Fax: 1-617-509-3085**  Department of Labor's Employee Benefits Security Administration 1-866-444-3272 www.dol.gov/ebsa/healthreform

Health Care for All 30 Winter Street, Suite 1004 Boston, MA 02108 1-800-272-4232 http://www.hcfama.org/helpline

Massachusetts Division of Insurance 1000 Washington Street, Suite 810 Boston, MA 02118–6200 **1-617-521-7794** 

## Does this plan provide Minimum Essential Coverage? Yes

<u>Minimum Essential Coverage</u> generally includes <u>plans</u>, <u>health insurance</u> available through the <u>Marketplace</u> or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of <u>Minimum Essential Coverage</u>, you may not be eligible for the <u>premium tax credit</u>. Does this plan meet the Minimum Value Standard? Yes

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:

Para obtener asistencia en Español, llame al 1-888-333-4742. 如果需要中文的帮助,请拨打这个号码 1-888-333-4742. De assistência em Português, por favor ligue 1-888-333-4742.

To see examples of how this plan might cover costs for a sample medical situation, see the next section.



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 plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby (9 months of in-network pre-nata and a hospital delivery)	al care	Managing Joe's Type 2 Diabetes (a year of routine in-network care of a well-controlled condition)		Mia's Simple Fracture (in-network emergency room visit and follow up care)	
The <u>plan's</u> overall <u>deductible</u>	\$3,500	■ The <u>plan's</u> overall <u>deductible</u>	\$3,500	■ The <u>plan's</u> overall <u>deductible</u>	\$3,500
Specialist copayment	\$65	Specialist copayment	\$65	Specialist copayment	\$65
Hospital (facility) <u>coinsurance</u>	20%	Hospital (facility) <u>coinsurance</u>	20%	Hospital (facility) <u>coinsurance</u>	20%
Other <u>copayment</u>	\$25	Other <u>copayment</u>	\$25	Other <u>copayment</u>	\$75
This EXAMPLE event includes like:	services	This EXAMPLE event include like:	es services	This EXAMPLE event include like:	es services
<b>Specialist</b> office visits ( <i>prenatal care</i> ) Childbirth/Delivery Professional Service	vices	<b>Primary care physician</b> office vis <i>disease education</i> )	its (including	<b>Emergency room care</b> (including medical supplies) <b>Diagnostic test</b> (x-ray)	
Childbirth/Delivery Facility Services		Diagnostic tests (blood work) Durable medical equipment (crutches)			tches)
<b>Diagnostic tests</b> (ultrasounds and blood <b>Specialist</b> visit (anesthesia)	d work)	Prescription drugs Durable medical equipment (glu	cose meter)	<b>Rehabilitation services</b> (physical th	erapy)
Total Example Cost	\$12,700	Total Example Cost	\$5,600	Total Example Cost	\$2,800
In this example, Peg would pag	y:	In this example, Joe would p	ay:	In this example, Mia would p	ay:
Cost Sharing		Cost Sharing		Cost Sharing	
Deductibles	\$3,500	Deductibles	\$2,100	Deductibles	\$2,800
Copayments	\$300	Copayments	\$200	Copayments	\$10
Coinsurance	\$1,700	Coinsurance	<b>\$</b> 0	Coinsurance	<b>\$</b> 0
What isn't covered		What isn't covered		What isn't covered	
Limits or exclusions	<b>\$</b> 0	Limits or exclusions	<b>\$</b> 0	Limits or exclusions	<b>\$</b> 0
The total Peg would pay is	\$5,500	The total Joe would pay is	\$2,300	The total Mia would pay is	\$2,800

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

## Language Assistance Services

Español (Spanish) ATENCIÓN: Si usted habla español, servicios de asistencia lingüística, de forma gratuita, están a su disposición. Llame al 1-888-333-4742 (TTY: 711).

Português (Portuguese) ATENÇÃO: Se você fala português, encontram-se disponíveis serviços linguísticos gratuitos. Ligue para 1-888-333-4742 (TTY: 711).

Kreyòl Ayisyen (French Creole) ATANSYON: Si nou palé Kreyòl Ayisyen, gen asistans pou sèvis ki disponib nan lang nou pou gratis. Rele 1-888-333-4742 (TTY: 711).

**繁體中文 (Traditional Chinese)** 注意:如果您使用繁體中文,您可以免費獲得語言援助服務。請致電 1-888-333-4742(TTY:711)。

Tiếng Việt (Vietnamese) CHÚ Ý: Nếu quí vị nói Tiếng Việt, dịch vụ thông dịch của chúng tôi sẵn sàng phục vụ quí vị miễn phí. Gọi số 1-888-333-4742 (TTY: 711).

Русский (Russian) ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-888-333-4742 (телетайп: 711).

(Arabic) العربية

إنتباد: إذا أنت تتكلم اللغة العربية ، خَدَمات المُساعَدة اللغوية مُتَوفرة لك مَجانا. " إتصل على 4742-388 1 888

(TTY: 711)

**ខ្មែរ (Cambodian)** ្រសុំដូនដំណីង៖ បើអ្នកនិយាយភាសាខ្មែរ, យើងមានសេវាកម្មបកប្រែ ដូនលោកអ្នកដោយឥតគិតថ្លៃ។។ ជូរ ទូរស័ព្ទ 1-888-333-4742 (TTY: 711)។

**Français (French)** ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-888-333-4742 (ATS: 711).

Italiano (Italian) ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-888-333-4742 (TTY: 711).



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**한국어 (Korean)** '알림': 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-888-333-4742 (TTY: 711) 번으로 전화해 주십시오.

**Ελληνικά (Greek)** ΠΡΟΣΟΧΗ: Αν μιλάτε ελληνικά, υπάρχουν στη διάθεσή σας δωρεάν υπηρεσίες γλωσσικής υποστήριξης. Καλέστε 1-888-333-4742 (TTY: 711).

Polski (Polish) UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-888-333-4742 (TTY: 711).

हिंदी (Hindi) ध्यान दीजिए: अगर आप हिंदी बोलते हैं तो आपके लिये भाषाकी सहायता मुफ्त में उपलब्ध है. जानकारी के लिये फोन करे. 1-888-333-4742 (TTY: 711)

ગુજરાતી (Gujarati) ધ્યાન આપો : જો તમે ગુજરાતી બોલતા હ્યે તો આપને માટે ભાષાકીય સહ્યય તદ્દન મફત ઉપલબ્ધ છે. વિશેષ માહિતી માટે ફોન કરો. 1-888-333-4742 (TTY: 711)

**ພາສາລາວ (Lao)** ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັງຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທຣ 1-888-333-4742 (TTY: 711).

ATTENTION: If you speak a language other than English, language assistance services, free of charge, are available to you. Call 1-888-333-4742 (TTY: 711).



Harvard Pilgrim Health Care includes Harvard Pilgrim Health Care, Harvard Pilgrim Health Care of New England and HPHC Insurance Company.

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## General Notice About Nondiscrimination and Accessibility Requirements

Harvard Pilgrim Health Care and its affiliates as noted below ("HPHC") comply with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity). HPHC does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity). HPHC does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity). HPHC:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters 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.

If you need these services, contact our Civil Rights Compliance Officer.

If you believe that HPHC has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity), you can file a grievance with: Civil Rights Compliance Officer, 1 Wellness Way, Canton, MA 02021-1166, (866) 750-2074, TTY service: 711, Fax: (617) 509-3085, Email: civil\_rights@point32health.org. You can file a grievance in person or by mail, fax or email. If you need help filing a grievance, the Civil Rights 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 (800) 368-1019, (800) 537-7697 (TTY)

Complaint forms are available at http://www.hhs.gov/ocr/office/file/index.html.

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