

Summary of Benefits and Coverage: What this Plan Covers & What You Pay for Covered Services PPO - Flex

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=PD0000200361. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms, see 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> ?	<b>Out-of-Network:</b> \$500 member / \$1,000 family Benefits are administered on a Plan Year basis.	Generally you must pay all the costs 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. Prescription drugs, and all <b>In-Network</b> covered services, including <u>preventive care</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 https:/ /www.healthcare.gov/coverage/preventive-care-benefits/.					
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> ?	In-Network: \$2,500 member / \$5,000 family Out-of-Network: \$5,000 member / \$10,000 family	The <u>out-of-pocket limit</u> is the most you could pay in a year of covered services. If you have other family members in this <u>plan</u> , they have to meet their own <u>out-of-pocket limit</u> until the overall family <u>out-of-pocket limit</u> has been met.					

Important Questions	Answers		Why this matters				
What is not included in the <u>out-of-pocket limit</u> ?	Pediatric Dental Care, pres balance-billed charges, pen <u>preauthorization</u> for servi doesn't cover.		Even though you pay these expenses, they don't of the <u>out-of-pocket limit</u> .		ses, they don't count toward		
Will you pay less if you use a <u>network provider</u> ?	Yes. See https://www.har find-a-provider or call 1-8 preferred providers.	rvardpilgrim.org/public/ 88-333-4742 for a list of			ork. You will pay the most if der, and you might receive a ence between the provider's balance-billing). Be aware, an out-of-network provider		
Do you need a <u>referral</u> to see a <u>specialist</u> ?	No		You can s	ee the <u>specialist</u> you ch	oose without a <u>referral</u> .		
All <u>copaym</u>	All <u>copayment</u> and <u>coinsurance</u> cost shown in this chart are after your <u>deductible</u> has been met, if a <u>deductible</u> applies.						
		What Y	ou Will Pa	Рау			
Common Medical Event	Services You May Need	Network Provider (You will pay the lea		Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information		
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	<b>Level 1:</b> \$20 <u>copay</u> / visit; <u>d</u> does not apply	eductible	20% <u>coinsurance</u>	\$0 <u>copay</u> for first visit		
	<u>Specialist</u> visit	Level 1: \$20 <u>copay</u> / visit; <u>d</u> does not apply Level 2: \$40 <u>copay</u> / visit; <u>d</u> does not apply		20% <u>coinsurance</u>	None		
	Preventive care/ screening/ immunization	No charge; <u>deductible</u> does	not apply	20% <u>coinsurance</u>	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.		

		What You Will Pa		
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you have a test	Diagnostic test (x-ray, blood work)	X-rays: \$30 copay/ visit; deductible does not apply Laboratory: Flex Providers: No charge; deductible does not apply Other Plan Providers: \$40 copay/ visit; deductible does not apply	X-rays: 20% <u>coinsurance</u> Laboratory: 20% <u>coinsurance</u>	None
	Imaging (CT/PET scans, MRIs)	Non-Hospital Based: \$100 copay/ procedure; deductible does not apply Hospital Based: \$200 copay/ procedure; deductible does not apply	20% coinsurance	<b>Out-of-Network</b> preauthorization required. \$500 penalty if not obtained
If you need drugs to treat your illness or condition More information about prescription drug <u>coverage</u> is available at www.harvardpilgrim.org/ 2023Value5T.	Generic drugs	<ul> <li>30-Day Retail Tier 1: \$5 copay/ prescription; deductible does not apply</li> <li>90-Day Mail Tier 1: \$10 copay/ prescription; deductible does not apply</li> <li>30-Day Retail Tier 2: \$25 copay/ prescription; deductible does not apply</li> <li>90-Day Mail Tier 2: \$50 copay/ prescription; deductible does not apply</li> </ul>		Value formulary - covers a limited list; not all drugs are covered <b>Pharmacy Out-of-pocket</b> <b>limit:</b> . \$750 member / \$1,500 family
	Preferred brand drugs	<ul> <li><b>30-Day Retail Tier 3:</b> \$40 <u>copay</u>/ prescription; <u>deductible</u> does not apply</li> <li><b>90-Day Mail Tier 3:</b> \$80 <u>copay</u>/ prescription; <u>deductible</u> does not apply</li> </ul>		Some generic drugs are in this tier
	Non-preferred brand drugs	<ul> <li><b>30-Day Retail Tier 4:</b> \$60 <u>copay</u>/ prescription; <u>deductible</u> does not apply</li> <li><b>90-Day Mail Tier 4:</b> \$180 <u>copay</u>/ prescription; <u>deductible</u> does not apply</li> </ul>		Same as above
	Specialty drugs	<ul> <li>30-Day Retail Tier 4: \$60 copay/ prescription; deductible does not apply</li> <li>90-Day Mail Tier 4: \$180 copay/ prescription; deductible does not apply</li> <li>30-Day Retail Tier 5: 20% coinsurance up to \$250; deductible does not apply</li> </ul>		Some drugs must be obtained through a Specialty Pharmacy

	Services You May Need	What You Will Pa		
Common Medical Event		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
		<b>90-Day Mail Tier 5:</b> 20% <u>coinsurance</u> <u>deductible</u> does not apply	<u>ce</u> up to \$750;	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	Flex Providers: \$150 copay/ visit; deductible does not apply Other Plan Providers: \$500 copay/ visit; deductible does not apply	20% <u>coinsurance</u>	<b>Out-of-Network</b> preauthorization required. \$500 penalty if not obtained
	Physician/surgeon fees	Flex Providers:No charge;deductibledoes not applyOther Plan Providers:No charge;deductibledoes not apply	20% <u>coinsurance</u>	
If you need immediate	Emergency room care	\$125 <u>copay</u> / visit; <u>deductible</u> does not apply		None
medical attention	Emergency medical transportation	No charge; <u>deductible</u> does not apply		None
	Urgent care	Convenience care clinic: \$20 <u>copay</u> / visit; <u>deductible</u> does not apply Urgent care center: \$40 <u>copay</u> / visit; <u>deductible</u> does not apply Hospital urgent care center: \$40 <u>copay</u> / visit; <u>deductible</u> does not apply	Convenience care clinic: 20% <u>coinsurance</u> Urgent care center: 20% <u>coinsurance</u> Hospital urgent care center: 20% <u>coinsurance</u>	None
If you have a hospital stay	Facility fee (e.g., hospital room)	\$400 <u>copay</u> / admit; <u>deductible</u> does not apply	20% coinsurance	Out-of-Network preauthorization required.
	Physician/surgeon fee	No charge; <u>deductible</u> does not apply	20% coinsurance	\$500 penalty if not obtained
If you have mental health, behavioral health, or substance abuse needs	Outpatient services	\$20 <u>copay</u> / visit; <u>deductible</u> does not apply	20% coinsurance	\$0 <u>copay</u> for first mental health/substance abuse visit
	Inpatient services	\$400 <u>copay</u> / admit; <u>deductible</u> does not apply	20% <u>coinsurance</u>	Out-of-Network preauthorization required. \$500 penalty if not obtained

		What You Will Pa		
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you are pregnant	Office visits	\$20 <u>copay</u> / visit; <u>deductible</u> does not apply	20% <u>coinsurance</u>	Cost sharing does not apply for preventive services.
	Childbirth/delivery professional services	No charge; <u>deductible</u> does not apply	20% coinsurance	
	Childbirth/delivery facility services	\$400 <u>copay</u> / admit; <u>deductible</u> does not apply	20% <u>coinsurance</u>	
If you need help	Home health care	No charge; <b>deductible</b> does not apply	20% coinsurance	None
If you need help recovering or have other special health needs	Rehabilitation services         Habilitation services	Physical Therapy: Non-hospital based: \$20 copay/ visit; deductible does not apply Hospital based: \$40 copay/ visit; deductible does not apply Occupational Therapy: Non-hospital based: \$20 copay/ visit; deductible does not apply Hospital based: \$40 copay/ visit; deductible does not apply Speech Therapy: Non-hospital based: \$20 copay/ visit; deductible does not apply Hospital based: \$40 copay/ visit; deductible does not apply Speech Therapy: Non-hospital based: \$20 copay/ visit; deductible does not apply Hospital based: \$40 copay/ visit; deductible does not apply	Physical Therapy: 20% coinsurance Occupational Therapy: 20% coinsurance Speech Therapy: 20% coinsurance	Physical & Occupational Therapy - 60 combined visits/ Plan Year <b>Out-of-Network</b> preauthorization required. \$500 penalty if not obtained
	Skilled nursing care          Durable medical         equipment	\$400 <u>copay</u> / admit; <u>deductible</u> does not apply 20% <u>coinsurance</u> ; <u>deductible</u> does not apply	20% coinsurance         20% coinsurance         20% coinsurance	<ul> <li>- 100 days/ Plan Year</li> <li>- 1 synthetic monofilament wig/ Plan Year</li> <li>Out-of-Network</li> <li>preauthorization required.</li> <li>\$500 penalty if not obtained</li> </ul>

	Services You May Need		What You Will Pa		
Common Medical Event			Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Hospice services		No charge; <u>deductible</u> does not apply	20% <u>coinsurance</u>	For inpatient see "If you have a hospital stay"
If your child needs dental or eye care	Children's eye exam		\$20 <b><u>copay</u></b> / visit; <b><u>deductible</u></b> does not apply	20% <u>coinsurance</u>	- 1 exam/ Plan Year
	Children's glassesReimbursed first \$50, then 50% of covered charges; deductible does not apply		Frames & lenses OR contacts every 12 months up to end of month child turns 19		
	Children's dental check	k-up	Not covered		Off exchange plans <b>must</b> have separate coverage
Excluded Services & Oth	ner Covered Services:				
Services Your Plan Does	NOT Cover (This isn'	't a co	omplete list. Check your policy or plan	document for other	excluded services.)
			Private-duty nursing systemic circulat		care (except for diabetes or latory diseases) are not Medically Necessary
Other Covered Services ( these services.)	This isn't a complete	list. (	Check your policy or <u>plan</u> document f	or other covered servi	ces and your costs for
<ul> <li>Acupuncture</li> <li>Bariatric surgery</li> <li>Chiropractic Care</li> </ul>		m • In • N	months/ impaired ear up to age 22 • Weight Loss I		are (Adult) - 1 exam/ Plan Year Programs - 3 months of Weight itional OR at Work/ Plan Year

# 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 U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov. 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	Department of Labor's Employee	Health Care for All	Massachusetts Division of
Services Department	Benefits Security Administration	30 Winter Street, Suite 1004	Insurance
Harvard Pilgrim Health Care, Inc.	1-866-444-3272	Boston, MA 02108	1000 Washington Street, Suite 810
1 Wellness Way	www.dol.gov/ebsa/healthreform	1-800-272-4232	Boston, MA 02118–6200
Canton, MA 02021-1166	_	http://www.hcfama.org/helpline	1-617-521-7794
Telephone: 1-888-333-4742			
Fax: 1-617-509-3085			

### 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 Coverage Meet the Minimum Value Standard? 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:

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 page.

## 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>deductible</u>, <u>copayment</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 hospital delivery)	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 \$ deductible	■ The <u>plan's</u> overall deductible	<b>\$</b> 0	The <u>plan's</u> overall deductible	<b>\$</b> 0
■ <u>Specialist copayment</u> \$4	■ <u>Specialist copayment</u>	\$40	Specialist copayment	\$40
■ Hospital (facility) \$40 <u>copayment</u>	■ Hospital (facility) <u>copayment</u>	\$400	■ Hospital (facility) <u>copayment</u>	\$400
■ Other <u>copayment</u> \$	■ Other <u>copayment</u>	<b>\$</b> 0	∎ Other <u>copayment</u>	\$30
This EXAMPLE event includes service like:	s This EXAMPLE event incl like:	udes services	This EXAMPLE event includes services like:	
<b>Specialist</b> office visits ( <i>prenatal care</i> ) Childbirth/Delivery Professional Services	<b>Primary care physician</b> office <i>disease education</i> )	Primary care physician disease education)office visits (including includingEmergency room care (including medi Diagnostic test (x-ray)		dical supplies)
Childbirth/Delivery Facility Services	Diagnostic tests (blood work) Durable medical equipment (			thes)
<b>Diagnostic tests</b> (ultrasounds and blood work)	Prescription drugs Rehabilitation services (physical therapy)			erapy)
Specialist visit (anesthesia)	Durable medical equipment	Durable medical equipment (glucose meter)		
Total Example Cost\$12,70	0 Total Example Cost	\$5,600	Total Example Cost	\$2,800
In this example, Peg would pay:	In this example, Joe woul	d pay:	In this example, Mia would pay:	
Cost Sharing	Cost Sharing		Cost Sharing	
Deductibles \$	Deductibles	<b>\$</b> 0	Deductibles	<b>\$</b> 0
Copayments \$50	<b>Copayments</b>	\$1,400	Copayments	\$400
Coinsurance \$	<u>Coinsurance</u>	\$10	Coinsurance	<b>\$5</b> 0
What isn't covered	What isn't covere	d	What isn't covered	
Limits or exclusions \$	Limits or exclusions	Limits or exclusions \$0 Limits or e		<b>\$</b> 0
The total Peg would pay \$50 is	0 The total Joe would pay is	\$ \$1,410	The total Mia would pay is	\$450

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 1-877-907-4742 (TTY: 711).

Português (Portuguese) ATENÇÃO: Se você fala português, encontram-se disponíveis serviços linguísticos gratuitos. Ligue para 1-877-907-4742 (TTY: 711).

Kreyòl Ayisyen (French Creole) ATANSYON: Si nou palé Kreyòl Ayisyen, gen asistans pou sèvis ki disponib nan lang nou pou gratis. Rele 1-877-907-4742 (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 1-877-907-4742(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 1-877-907-4742 (TTY: 711).

Русский (Russian) ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-877-907-4742 (телетайп: 711).

(Arabic) العربية

إنتياه: إذا أنت تتكلم اللغة **العربية ،** خَدَمات المُساعَدة اللغوية مُتَوفرة لك مَجانا. \* إتصل على 4742-907-1877

(TTY: 711)

**ខ្មែរ (C**ambodian) ្រសុំជូនដំណឹង៖ បើអ្នកនិយាយភាសាខ្មែរ, យើងមានសេវាកម្មបកប្រែ ជូនលោកអ្នកដោយឥតគិតថ្លៃ។។ ចូរ ទូរស័ព្ទ 1-877-907-4742 (TTY: 711)។

Français (French) ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-877-907-4742 (ATS: 711).

Italiano (Italian) ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-877-907-4742 (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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**한국어 (Korean)** '알림': 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-877-907-4742 (TTY: 711) 번으로 전화해 주십시오.

Ελληνικά (Greek) ΠΡΟΣΟΧΗ: Αν μιλάτε ελληνικά, υπάρχουν στη διάθεσή σας δωρεάν υπηρεσίες γλωσσικής υποστήριξης. Καλέστε 1-877-907-4742 (TTY: 711).

Polski (Polish) UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-877-907-4742 (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. 1-877-907-4742 (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. 1-877-907-4742 (TTY: 711)

**ພາສາລາວ (Lao)** ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັງຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທຣ 1-877-907-4742 (TTY: 711).

ATTENTION: If you speak a language other than English, language assistance services, free of charge, are available to you. Call 1-877-907-4742 (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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