

 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 <https://employers.simplepayhealth.com/workday> or call (800) 606-3564. 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 SimplePay Health at (800) 606-3564 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$0	See the Common Medical Events chart below for your costs for services this <u>plan</u> covers.
Are there services covered before you meet your deductible?	Yes. All services are covered before you meet a <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 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> ?	For participating <u>providers</u> : \$2,000 person / \$4,000 family For non-participating <u>providers</u> : Unlimited per person & 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.
What is not included in the <u>out-of-pocket limit</u> ?	Premiums, <u>balance billing</u> charges and health care this <u>plan</u> doesn't cover.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .
Will you pay less if you use a <u>network provider</u> ?	Yes. See https://employers.simplepayhealth.com/workday or call (800) 606-3564 for a list of <u>network 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 **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Participating Provider (You will pay the least)	Non-Participating Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	Tier 1: \$20 <u>copay</u> /visit Tier 2: \$30 <u>copay</u> /visit Tier 3: \$50 <u>copay</u> /visit	\$70 <u>copay</u> /visit	Includes telemedicine.
	<u>Specialist</u> visit	Tier 1: \$40 <u>copay</u> /visit Tier 2: \$60 <u>copay</u> /visit Tier 3: \$100 <u>copay</u> /visit	\$120 <u>copay</u> /visit	
	<u>Preventive care/screening/immunization</u>	No Charge	No Charge	You may have to pay for services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services you need are <u>preventive</u> . Then check what your <u>plan</u> will pay for.
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	Basic labs: Tier 1: \$10 <u>copay</u> /visit Tier 2: \$15 <u>copay</u> /visit Tier 3: \$20 <u>copay</u> /visit Advanced labs, x-rays & other <u>diagnostic tests</u> : Tier 1: \$25 <u>copay</u> /visit Tier 2: \$35 <u>copay</u> /visit Tier 3: \$60 <u>copay</u> /visit	Basic labs: \$25 <u>copay</u> /visit / Advanced labs, x-rays & other <u>diagnostic tests</u> : \$70 <u>copay</u> /visit	-----none-----
	Imaging (CT/PET scans, MRIs)	Tier 1: \$140 <u>copay</u> /visit Tier 2: \$190 <u>copay</u> /visit Tier 3: \$315 <u>copay</u> /scan	\$380 <u>copay</u> /visit	<u>Preauthorization</u> recommended for PET scans.
If you need drugs to treat your illness or condition More information about <u>prescription drug coverage</u> is available at www.mysmithrx.com	Generic drugs	\$10 <u>copay</u> (retail)/ \$25 <u>copay</u> (90-day supply)	\$10 <u>copay</u> (retail)	Covers up to a 90-day supply (retail prescription); Covers up to a 90-day supply (mail order prescription). The <u>copay</u> applies per prescription. There is no charge for preventive drugs. Dispense as Written (DAW) provision applies. <u>Specialty drugs</u> must be obtained from the specialty pharmacy <u>network</u> . Prior authorization is required on all <u>specialty drugs</u> .
	Preferred brand drugs	\$30 <u>copay</u> (retail)/ \$75 <u>copay</u> (90-day supply)	\$30 <u>copay</u> (retail)	
	Non-preferred brand drugs	\$60 <u>copay</u> (retail)/ \$150 <u>copay</u> (90-day supply)	\$60 <u>copay</u> (retail)	
	Specialty drugs	\$80 <u>copay</u> (30-day supply)	Not Covered	

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Participating Provider (You will pay the least)	Non-Participating Provider (You will pay the most)	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	Tier 1: \$500 <u>copay</u> /occurrence Tier 2: \$750 <u>copay</u> /occurrence Tier 3: \$1,250 <u>copay</u> /occurrence	\$1,375 <u>copay</u> /occurrence	<u>Preauthorization</u> recommended for certain surgeries. See your <u>plan</u> document for a detailed listing.
	Physician/surgeon fees	No Charge	No Charge	
If you need immediate medical attention	<u>Emergency room care</u>	\$115 <u>copay</u> /visit	\$115 <u>copay</u> /visit	Non-participating providers paid at the participating <u>provider</u> level of benefits for <u>emergency</u> services.
	<u>Emergency medical transportation</u>	\$115 <u>copay</u> /visit	\$115 <u>copay</u> /visit	Non-participating providers paid at the participating <u>provider</u> level of benefits.
	<u>Urgent care</u>	\$30 <u>copay</u> /visit	\$80 <u>copay</u> /visit	-----none-----
If you have a hospital stay	Facility fee (e.g., hospital room)	Tier 1: \$1,200 <u>copay</u> /admission Tier 2: \$1,800 <u>copay</u> /admission Tier 3: \$2,000 <u>copay</u> /admission	\$3,000 <u>copay</u> /admission	<u>Preauthorization</u> recommended.
	Physician/surgeon fees	No Charge	No Charge	
If you need mental health, behavioral health, or substance abuse services	Outpatient services	Office visit: Tier 1: \$20 <u>copay</u> /visit Tier 2: \$30 <u>copay</u> /visit Tier 3: \$50 <u>copay</u> /visit All other outpatient: Tier 1: \$500 <u>copay</u> /visit Tier 2: \$750 <u>copay</u> /visit Tier 3: \$1,250 <u>copay</u> /visit (facility charges) / No Charge (professional fees)	Office visit: \$70 <u>copay</u> /visit All other outpatient: \$1,375 <u>copay</u> /visit (facility charge) / No Charge (professional fees)	Includes telemedicine.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Participating Provider (You will pay the least)	Non-Participating Provider (You will pay the most)	
	Inpatient services	Facility charge: Tier 1: \$1,200 <u>copay</u> /admission Tier 2: \$1,800 <u>copay</u> /admission Tier 3: \$2,000 <u>copay</u> /admission Professional fees: No Charge	Facility charge: \$3,000 <u>copay</u> /admission Professional fees: No Charge	<u>Preauthorization</u> recommended.
If you are pregnant	Office visits	Initial office visit: Tier 1: \$20 <u>copay</u> /visit Tier 2: \$30 <u>copay</u> /visit Tier 3: \$50 <u>copay</u> /visit / All other prenatal & postnatal: your cost varies depending on the type of service and place where received	Initial office visit: \$70 <u>copay</u> /visit / All other prenatal & postnatal: your cost varies depending on the type of service and place where received	<u>Preauthorization</u> recommended for inpatient hospital stays in excess of 48 hrs (vaginal delivery) or 96 hrs (c-section). <u>Cost sharing</u> does not apply to <u>preventive services</u> from a <u>participating provider</u> . Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound). Baby counts towards the mother's expense.
	Childbirth/delivery professional services	No Charge	No Charge	
	Childbirth/delivery facility services	Tier 1: \$1,200 <u>copay</u> /admission Tier 2: \$1,800 <u>copay</u> /admission Tier 3: \$2,000 <u>copay</u> /admission	\$3,000 <u>copay</u> /admission	
If you need help recovering or have other special health needs	<u>Home health care</u>	Tier 1: \$30 <u>copay</u> /visit Tier 2: \$40 <u>copay</u> /visit Tier 3: \$65 <u>copay</u> /visit	\$80 <u>copay</u> /visit	Limited to 200 visits per year (maximum of 16 hours per day). <u>Preauthorization</u> recommended.
	<u>Rehabilitation services</u>	Tier 1: \$40 <u>copay</u> /visit Tier 2: \$60 <u>copay</u> /visit Tier 3: \$100 <u>copay</u> /visit	\$120 <u>copay</u> /visit	Includes physical, speech/hearing & occupational therapy.
	<u>Habilitation services</u>	Tier 1: \$40 <u>copay</u> /visit Tier 2: \$60 <u>copay</u> /visit Tier 3: \$100 <u>copay</u> /visit	\$120 <u>copay</u> /visit	

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Participating Provider (You will pay the least)	Non-Participating Provider (You will pay the most)	
	<u>Skilled nursing care</u>	Tier 1: \$930 <u>copay</u> admission Tier 2: \$1,240 <u>copay</u> /admission Tier 3: \$2,000 <u>copay</u> /admission	\$2,485 <u>copay</u> /admission	Limited to 120 days per year. <u>Preauthorization</u> recommended.
	<u>Durable medical equipment</u>	Tier 1: \$65 <u>copay</u> /item Tier 2: \$85 <u>copay</u> /item Tier 3: \$140 <u>copay</u> /item	\$170 <u>copay</u> /item	<u>Preauthorization</u> recommended for electric/motorized scooters or wheelchairs and pneumatic compression devices.
	<u>Hospice services</u>	Tier 1: \$155 <u>copay</u> services Tier 2: \$205 <u>copay</u> /services Tier 3: \$345 <u>copay</u> /services	\$415 <u>copay</u> /services	For bereavement counseling, you pay a \$30-\$65 <u>copay</u> /visit for participating <u>providers</u> ; \$80 <u>copay</u> /visit for non-participating <u>providers</u> .
If your child needs dental or eye care	Children's eye exam	Not Covered	Not Covered	Some pediatric eye screenings are covered under preventive services.
	Children's glasses	Not Covered	Not Covered	Not Covered
	Children's dental check-up	Not Covered	Not Covered	Not Covered

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.)

- Cosmetic surgery
- Dental care (Adult & Child)
- Glasses (Adult & Child)
- Long-term care
- Non-emergency care when traveling outside the U.S.
- Private-duty nursing (except for home health care & hospice)
- Routine eye care (Adult & Child)
- Routine foot care (except for metabolic or peripheral vascular disease)
- Weight loss programs (except through Form Health)

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

- Acupuncture
- Bariatric surgery
- Chiropractic care
- Hearing aids
- Infertility treatment (\$20,000 per lifetime*)

*Combined lifetime maximum per employee applies to all Workday medical and reimbursement plans for care received on or after January 1, 2022.

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/healthreform or SimplePay Health at (800) 606-3564. 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 the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa/healthreform or SimplePay Health at (800) 606-3564.

Additionally, a consumer assistance program can help you file your [appeal](#). Contact the California Department of Insurance Consumer Communications Bureau at (800) 927-4357.

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 the Minimum Value Standards? Yes

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 1-800-378-1179.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-378-1179.

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码1-800-378-1179.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwijjigo holne' 1-800-378-1179.

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 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 and a hospital delivery)

■ The <u>plan's overall deductible</u>	\$0
■ <u>Primary care physician copayment</u>	\$20-\$50
■ <u>Hospital (facility) copayment</u>	\$1,200-\$2,000
■ <u>Other coinsurance</u>	0%

This EXAMPLE event includes services like:

Primary care physician visits (*prenatal care*)
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests (*ultrasounds and blood work*)
Specialist visit (*anesthesia*)

Total Example Cost	\$12,700
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In this example, Peg would pay:

Cost Sharing	
Deductibles	\$0
Copayments	\$2,000
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$60
The total Peg would pay is	
	\$2,060

Managing Joe's Type 2 Diabetes

(a year of routine in-network care of a well-controlled condition)

■ The <u>plan's overall deductible</u>	\$0
■ <u>Specialist copayment</u>	\$40-\$100
■ <u>Hospital (facility) copayment</u>	\$1,200-\$2,000
■ <u>Other coinsurance</u>	0%

This EXAMPLE event includes services like:

Specialist office visits (*including disease education*)
Diagnostic tests (*blood work*)
Prescription drugs
Durable medical equipment (*glucose meter*)

Total Example Cost	\$5,600
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In this example, Joe would pay:

Cost Sharing	
Deductibles	\$0
Copayments	\$2,000
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$20
The total Joe would pay is	
	\$2,020

Mia's Simple Fracture

(in-network emergency room visit and follow up care)

■ The <u>plan's overall deductible</u>	\$0
■ <u>Specialist copayment</u>	\$40-\$100
■ <u>Hospital (facility) copayment</u>	\$115
■ <u>Other coinsurance</u>	0%

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	\$2,800
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In this example, Mia would pay:

Cost Sharing	
Deductibles	\$0
Copayments	\$1,100
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	
	\$1,100

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