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, refer to http://healthplan.memorialhermann.org/brokers/resource-center/ or call 855-645-8448. 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 https://www.healthcare.gov/sbc-glossary/ or call 855-645-8448 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	Network Providers - \$1,500 person / \$3,000 family. Out-of-network Providers - None.	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> services are covered before you meet your <u>deductible</u> . Does not apply to Generic, Preferred brand or Non-Preferred brand <u>prescription drugs</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 <u>deductibles</u> for specific services?	No.	You don't have to meet deductibles for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	Network Providers - \$7,100 person / \$14,200 family; Pediatric Dental - \$350 person / \$700 family. Out-of-network Providers - None.	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, penalties for failure to obtain preauthorization for services 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 provider</u> ?	Yes. See https://healthplan.memorialhermann.org/find-a-doctor?network=Select+HMO or call 855-645-8448 for a list of Network Providers .	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 specialist you choose without a referral.



All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

	What You Will Pay Limitation			Limitations, Exceptions, & Other Important Information	
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-network Provider (You will pay the most)		
	Primary care visit to treat an injury or illness	\$25 <u>copay</u> /visit. <u>Deductible</u> does not apply.	Not covered.	None.	
If you visit a health care	Specialist visit	\$50 <u>copay</u> /visit. <u>Deductible</u> does not apply.	Not covered.	None.	
provider's office or clinic	Preventive care/screening/ immunization	No Charge. Deductible does not apply.	Not covered.	For Children under the age of 6: Required immunizations are not subject to <u>deductible</u> , <u>copay</u> , or <u>coinsurance</u> requirements for <u>Network Providers</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.	
If you have a	Diagnostic test (x-ray, blood work)	Lab-25% coinsurance/visit. X-ray-25% coinsurance/visit. Deductible applies first.	Not covered.	Preauthorization required for all Genetic Testing and Complex	
test	Imaging (CT/PET scans, MRIs)	25% <u>coinsurance</u> /visit. <u>Deductible</u> applies first.	Not covered.	Imaging. Non-compliance may result in a penalty.	
	Tier 1 (Low cost, high value Generic and Select Brand drugs)	Retail Preferred: \$4 <u>copay/prescription.</u> Retail Non-Preferred: \$10 <u>copay/prescription.</u> Mail Order: \$10 <u>copay/prescription.</u> <u>Deductible</u> does not apply.	Not covered.	Participating Network <u>Providers</u> /Pharmacies: Lower cost applies. Retail covers 30-day supply and mail order covers 90-day supply. <u>Network Provider prescription drug copayment/coinsurance</u> apply to the <u>Maximum Out-of-Pocket limit</u> .	
	Tier 2 (Preferred Brand and select Generic drugs)	Retail Preferred: \$30 copay/prescription. Retail Non-Preferred: \$40 copay/prescription. Mail Order: \$70 copay/prescription. Deductible does not apply.	Not covered.	Member responsible for paying applicable <u>copay</u> , allowable <u>claim</u> amount, or the contracted rate of the <u>prescription</u> , if less than the established <u>copay</u> . <u>Preauthorization</u> required for some <u>drugs</u> . Non-compliance may result in a penalty.	
	Tier 3	Retail Preferred: \$60 copay/prescription.	Not covered.		

		What You W	Vill Pay	Limitations, Exceptions, & Other Important Information
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-network Provider (You will pay the most)	
If you need drugs to treat your illness or condition More	(Non-Preferred Brand and Generic drugs)	Retail Non-Preferred: \$70 <u>copay/prescription.</u> Mail Order: \$150 <u>copay/prescription.</u> <u>Deductible</u> does not apply.		
information about prescription drug coverage is available at https://healthplan.memorialhermann.org/Members/Pharmacy%20Benefit%20Information, or by calling 1-866-333-2757.	Tier 4 (<u>Specialty drugs</u>)	45%/prescription. Deductible applies first.	Not covered.	30-day supply only; 90-day Mail Order not covered. Annual Network Provider Deductible applies to ALL Specialty drugs. Preauthorization required for some Specialty drugs. Non-compliance may result in a penalty. Specialty drugs are subject to utilization review.
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	25% <u>coinsurance</u> /visit. <u>Deductible</u> applies first.	Not covered.	Preauthorization required. Non-compliance may result in a penalty.
surgery	Physician/surgeon fees	25% <u>coinsurance</u> /visit. <u>Deductible</u> applies first.	Not covered.	Preauthorization required. Non-compliance may result in a penalty.
If you need	Emergency room care	\$400 <u>copay</u> then 25% <u>coinsurance</u> /visit. <u>Deductible</u> does not apply.	\$400 copay then 25% coinsurance/visit. Deductible does not apply.	Copayment waived if admitted.
immediate medical attention	Emergency medical transportation	25% <u>coinsurance</u> /trip. <u>Deductible</u> applies first.	25% <u>coinsurance</u> /trip. <u>Deductible</u> applies first.	None.
	<u>Urgent care</u>	\$50 <u>copay</u> /visit. <u>Deductible</u> does not apply.	\$50 <u>copay</u> /visit. <u>Deductible</u> does not apply.	None.

		What You Will Pay		Limitations, Exceptions, & Other Important Information
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-network Provider (You will pay the most)	
If you have a	Facility fee (e.g., hospital room)	25% <u>coinsurance</u> /visit. <u>Deductible</u> applies first.	Not covered.	Preauthorization required. Non-compliance may result in a penalty.
hospital stay	Physician/surgeon fees	25% <u>coinsurance</u> /visit. <u>Deductible</u> applies first.	Not covered.	Cost included in Inpatient stay.
If you need mental health, behavioral health, or substance abuse	Outpatient services	Professional Office Visits - \$25 <u>copay</u> /visit. <u>Deductible</u> does not apply. Outpatient services – 25% <u>coinsurance</u> /visit. <u>Deductible</u> applies first.	Not covered.	Preauthorization required for MH/SA intensive (extended) or residential services, Applied Behavioral Analysis (ABA) therapy and non-behavioral health providers neuropsychiatric testing; Noncompliance may result in a penalty.
services	Inpatient services	25% <u>coinsurance</u> /visit. <u>Deductible</u> applies first.	Not covered.	Preauthorization required. Non-compliance may result in a penalty.
	Office visits	25% coinsurance/visit. Deductible applies first.	Not covered.	Preauthorization required for the period outside the 48/96-hour timeframe listed in the Evidence of Coverage (EOC). Noncompliance may result in a penalty.
If you are pregnant	Childbirth/delivery professional services	25% coinsurance/visit. Deductible applies first.	Not covered.	Childbirth/delivery professional services: Cost included in Inpatient stay.
	Childbirth/delivery facility services	25% coinsurance/visit. Deductible applies first.	Not covered.	Cost-sharing does not apply for preventive services. Depending on the type of services, a copayment, coinsurance or deductible may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound).
If you need help	Home health care	25% <u>coinsurance</u> /visit. <u>Deductible</u> applies first.	Not covered.	Limited to 60 visits/year. Preauthorization required. Non-compliance may result in a penalty.

		What You Will Pay		Limitations, Exceptions, & Other Important Information
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-network Provider (You will pay the most)	
recovering or have other special health needs	Rehabilitation services	Professional Office Visits: Speech & Hearing Exams - \$25 copay/visit. Deductible does not apply. PT/OT/ST – 25% coinsurance/visit. Deductible applies first. Outpatient services – 25% coinsurance/visit. Deductible applies first.	Not covered.	Physical Therapy/Occupational Therapy/Speech Therapy and Chiropractic: Limited to 35 combined visits for rehabilitation services and 35 combined visits for habilitation services across physical medical services per plan year. Plan limitations do not apply to services related to Autism Spectrum Disorder. Cardio/Pulmonary Rehabilitation limited to 36 visits for cardiac
	Habilitation services	Professional Office Visits: Speech & Hearing Exams - \$25 copay/visit. Deductible does not apply. PT/OT/ST – 25% coinsurance/visit. Deductible applies first. Outpatient services – 25% coinsurance/visit. Deductible applies first.	Not covered.	rehabilitation and 36 visits for pulmonary rehabilitation per plan year. Preauthorization required for Inpatient & ABA in Cognitive Therapy. Non-compliance may result in a penalty.
	Skilled nursing care	25% <u>coinsurance</u> /visit. <u>Deductible</u> applies first.	Not covered.	Limited to 25 days/year. <u>Preauthorization</u> required. Non-compliance may result in a penalty.
	Durable medical equipment	25% <u>coinsurance</u> /visit. <u>Deductible</u> applies first.	Not covered.	Limited to <u>plan</u> Requirements; <u>Preauthorization</u> required for items exceeding \$500. Non-compliance may result in a penalty.
	Hospice services	25% <u>coinsurance</u> /visit. <u>Deductible</u> applies first.	Not covered.	Preauthorization required. Non-compliance may result in a penalty.
If your child	Children's eye exam	\$50 <u>copay</u> /visit. <u>Deductible</u> does not apply.	Not covered.	One exam/year for children under age 19.
needs dental or eye care	Children's glasses	25% <u>coinsurance</u> . <u>Deductible</u> applies first.	Not covered.	Limited to 1 pair of glasses or contact lenses/year for children under age19; subject to plan limitations. Maximum cost allowed \$150.

		What You Will Pay		Limitations, Exceptions, & Other Important Information
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-network Provider (You will pay the most)	
	Children's dental check-up	Class A- No Charge. Deductible does not apply. Class B, C, D & General Pediatric Dental-50%/visit. Deductible applies first.	Not covered.	Maximum out-of-pocket limit applies to Class B, C, D & General Pediatric Dental for children under age 19. Preauthorization required for Classes C and D only. Non-compliance may result in a penalty. Subject to Plan Exclusions.

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.)

- Acupuncture
- Dental care (Adult)
- Infertility treatment

- Long-term care
- Non-emergency care when traveling outside the U.S.
- Routine eye care (Adult)
- 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 (<u>Preauthorization</u> required)
- Chiropractic care (35 visits per year)
- Cosmetic surgery (<u>Reconstructive surgery</u> for birth defects, injuries, tumors or infection)
- Hearing aids (1 pair every 36 months)
- Private-duty nursing (Outpatient Home Health aide services & Inpatient services only – covered when medically necessary)
- Routine foot care (for an illness such as diabetes or a circulatory disorder of the lower extremities)

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: For group health coverage subject to ERISA, call MHCHP Customer Service at 855-645-8448 or http://healthplan.memorialhermann.org, tor the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or http://www.dol.gov/ebsa/healthreform. For non-federal governmental group health plans, contact the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or http://www.cciio.cms.gov. Church plans are not covered by the Federal COBRA continuation coverage rules. If the coverage is insured, individuals should contact their State insurance regulator regarding their possible rights to continuation coverage under State law at the Texas Department of Insurance, 1-800-252-3439 or http://www.tdi.texas.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 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: For group health coverage subject to ERISA, U.S. Department of Labor Employee Benefits Security Administration at 1-866-444-EBSA (3272) or http://www.dol.gov/ebsa/healthreform;

or Memorial Hermann Commercial Health Plan Customer Service at 855-645-8448 or http://healthplan.memorialhermann.org; or the Texas Department of Insurance, 1-800-252-3439 or http://www.tdi.texas.gov; or the Texas Attorney General Consumer Protection Hotline at 1-800-621-0508 or https://www.texasattorneygeneral.gov.

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? 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 855-645-8448.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 855-645-8448.

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 855-645-8448.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 855-645-8448.

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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 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</u> overall <u>deductible</u>	\$ 1,500
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Specialist copayment \$50 25% ■ Hospital (facility) coinsurance 25%

■ Other coinsurance

Managing Joe's Type 2 Diabetes

(a year of routine in-network care of a wellcontrolled condition)

■ The plan	's overall	deductible	\$ 1,500
- IIIE piai	o uveran	ucuuciibic	Ø 1,500

■ Specialist copayment \$ 50

■ Hospital (facility) coinsurance 25% 25%

■ Other coinsurance

Mia's Simple Fracture

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

■ The plan's overal	deductible	\$ 1,500
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■ Specialist copayment \$50

25%

\$2,800

■ Hospital (facility) coinsurance

■ 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:

Primary care physician office visits (including disease education)

Diagnostic tests (blood work)

Total Example Cost

Prescription drugs

Durable medical equipment (glucose meter)

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

Total Example Cost

\$5,600

Durable medical equipment (crutches)

Rehabilitation services (physical therapy)

In this example. Peg would pay:

Cost Sharing			
<u>Deductibles</u>	\$1,500		
Copayments	\$10		
Coinsurance	\$2,800		
What isn't covered			
Limits or exclusions	\$60		
The total Peg would pay is	\$4,370		

In this example, Joe would pay:

Cost Sharing			
<u>Deductibles</u>	\$900		
Copayments	\$800		
Coinsurance	\$0		
What isn't covered			
Limits or exclusions	\$20		
The total Joe would pay is	\$1,720		

In this example, Mia would pay:

Cost Sharing	
<u>Deductibles</u>	\$1,500
Copayments	\$500
Coinsurance	\$100
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$2,100



Multi-Language Insert

COMMERCIAL GROUP PLANS

Multi-language Interpreter Services

English: We have free interpreter services to answer any questions you may have about our health or drug plan. To get an interpreter, just call us at 1-855-645-8448. Someone who speaks English/Language can help you. This is a free service.

Spanish: Tenemos servicios de intérprete sin costo alguno para responder cualquier pregunta que pueda tener sobre nuestro plan de salud o medicamentos. Para hablar con un intérprete, por favor llame al 1-855-645-8448. Alguien que hable español le podrá ayudar. Este es un servicio gratuito.

Chinese Mandarin: 我们提供免费的翻译服务,帮助您解答关于健康或药物保险的任何疑问。如果您需要此翻译服务,请致电 1-855-645-8448。我们的中文工作人员很乐意帮助您。 这是一项免费服务。

Chinese Cantonese: 您對我們的健康或藥物保險可能存有疑問,為此我們提供免費的翻譯 服務。如需翻譯服務,請致電 1-855-645-8448。我們講中文的人員將樂意為您提供幫助。這 是一項免費服務。

Tagalog: Mayroon kaming libreng serbisyo sa pagsasaling-wika upang masagot ang anumang mga katanungan ninyo hinggil sa aming planong pangkalusugan o panggamot. Upang makakuha ng tagasaling-wika, tawagan lamang kami sa 1-855-645-8448. Maaari kayong tulungan ng isang nakakapagsalita ng Tagalog. Ito ay libreng serbisyo.

French: Nous proposons des services gratuits d'interprétation pour répondre à toutes vos questions relatives à notre régime de santé ou d'assurance-médicaments. Pour accéder au service d'interprétation, il vous suffit de nous appeler au 1-855-645-8448. Un interlocuteur parlant Français pourra vous aider. Ce service est gratuit.

Vietnamese: Chúng tôi có dịch vụ thông dịch miễn phí để trả lời các câu hỏi về chương sức khỏe và chương trình thuốc men. Nếu quí vị cần thông dịch viên xin gọi 1-855-645-8448 sẽ có nhân viên nói tiếng Việt giúp đỡ quí vi. Đây là dịch vu miễn phí.

German: Unser kostenloser Dolmetscherservice beantwortet Ihren Fragen zu unserem Gesundheits- und Arzneimittelplan. Unsere Dolmetscher erreichen Sie unter 1-855-645-8448. Man wird Ihnen dort auf Deutsch weiterhelfen. Dieser Service ist kostenlos.

Korean: 당사는 의료 보험 또는 약품 보험에 관한 질문에 답해 드리고자 무료 통역 서비스를 제공하고 있습니다. 통역 서비스를 이용하려면 전화 1-855-645-8448번으로 문의해 주십시오. 한국어를 하는 담당자가 도와 드릴 것입니다. 이 서비스는 무료로 운영됩니다.

Russian: Если у вас возникнут вопросы относительно страхового или медикаментного плана, вы можете воспользоваться нашими бесплатными услугами переводчиков. Чтобы воспользоваться услугами переводчика, позвоните нам по телефону 1-855-645-8448. Вам окажет помощь сотрудник, который говорит порусски. Данная услуга бесплатная.

Arabic:

إننا نقدم خدمات المترجم الفوري المجانية للإجابة عن أي أسئلة تتعلق بالصحة أو جدول الأدوية لدينا. للحصول على مترجم بمساعدتك. هذه خدمة فوري، ليس عليك سوى الاتصال بنا على 1-558-546-8448. سيقوم شخص ما يتحدث العربية مجانبة

Hindi: हमारे स्वास्थ्य या दवा की योजना के बारे में आपके किसी भी प्रश्न के जवाब देने के लिए हमारे पास मुफ्त दुभाषिया सेवाएँ उपलब्ध हैं. एक दुभाषिया प्राप्त करने के लिए, बस हमें 1-855-645-8448 पर फोन करें. कोई व्यक्ति जो हिन्दी बोलता है आपकी मदद कर सकता है. यह एक मुफ्त सेवा है.

Italian: È disponibile un servizio di interpretariato gratuito per rispondere a eventuali domande sul nostro piano sanitario e farmaceutico. Per un interprete, contattare il numero 1-855-645-8448. Un nostro incaricato che parla Italianovi fornirà l'assistenza necessaria. È un servizio gratuito.

Portugués: Dispomos de serviços de interpretação gratuitos para responder a qualquer questão que tenha acerca do nosso plano de saúde ou de medicação. Para obter um intérprete, contacte-nos através do número 1-855-645-8448. Irá encontrar alguém que fale o idioma Português para o ajudar. Este serviço é gratuito.

French Creole: Nou genyen sèvis entèprèt gratis pou reponn tout kesyon ou ta genyen konsènan plan medikal oswa dwòg nou an. Pou jwenn yon entèprèt, jis rele nou nan 1-855-645-8448. Yon moun ki pale Kreyòl kapab ede w. Sa a se yon sèvis ki gratis.

Polish: Umożliwiamy bezpłatne skorzystanie z usług tłumacza ustnego, który pomoże w uzyskaniu odpowiedzi na temat planu zdrowotnego lub dawkowania leków. Aby skorzystać z pomocy tłumacza znającego język polski, należy zadzwonić pod numer 1-855-645-8448. Ta usługa jest bezpłatna.

Japanese: 当社の健康 健康保険と薬品 処方薬プランに関するご質問にお答えするため に、無料の通訳サービスがありますございます。通訳をご用命になるには、1-855-645-8448にお電話ください。日本語を話す人 者 が支援いたします。これは無料のサー ビスです。