

Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services

Coverage Period: 01/01/2022 - 12/31/2022

FIRST SOURCE EMPLOYEE MANAGEMENT, INC: BASE MEDICAL AND RX PLAN Coverage for: Individual + Family | Plan Type: RBP



The Summary of Benefits and Coverage (SBC) document will help you choose a health <u>plan</u>. The SBC shows you how you and the <u>plan</u> would share the cost for covered health care services. NOTE: Information about the cost of this <u>plan</u> (called the <u>premium</u>) 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, visit <u>www.healthscopebenefits.com</u> or by calling 1-844-600-0920. For general definitions of common terms, such as <u>allowed amount</u>, <u>balance billing</u>, <u>coinsurance</u>, <u>copayment</u>, <u>deductible</u>, <u>provider</u>, or other <u>underlined</u> terms see the Glossary. You can view the Glossary at <u>www.healthscopebenefits.com</u> or call 1-844-600-0920 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	\$2,500 person / \$5,000 family Imagine Health Facilities and Physicians + PHCS Professional and Ancillary	Generally, you must pay all 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> .	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 deductibles for specific services?	Yes. \$100 person / \$300 family benefit deductible per calendar year for prescription drug expenses	You must pay all of the costs for these services up to the specific <u>deductible</u> amount before this <u>plan</u> begins to pay for these services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	\$4,450 person / \$8,900 family Imagine Health Facilities and Physicians + PHCS Professional and Ancillary	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> ?	Penalties, <u>premiums</u> , <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</u> <u>limit</u> .
Will you pay less if you use a <u>network provider</u> ?	Yes. See www.healthscopebenefits.com or call 1-844-600-0920 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 referral to see a specialist?	No.	You can see the specialist you choose without a referral.

All $\underline{\text{copayment}}$ and $\underline{\text{coinsurance}}$ costs shown in this chart are after your $\underline{\text{deductible}}$ has been met, if a $\underline{\text{deductible}}$ applies.

Common Medical Event	Services You May Need	Imagine Health Facilities and Physicians + PHCS Professional and Ancillary	Limitations, Exceptions, & Other Important Information
	Primary care visit to treat an injury or illness	\$30 Copay per visit; Deductible Waived	None
If you visit a health care provider's office or clinic	<u>Specialist</u> visit	\$60 Copay per visit; Deductible Waived	None
	Preventive care/screening/ immunization	No charge; Deductible Waived	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)	\$30 Copay per visit PCP; \$60 Copay per visit Specialist; Deductible Waived office setting; 20% Coinsurance outpatient setting	None
If you have a test	Imaging (CT/PET scans, MRIs)	\$30 Copay per visit PCP; \$60 Copay per visit Specialist; Deductible Waived office setting; 20% Coinsurance outpatient setting	None

Common Medical Event	Services You May Need	Imagine Health Facilities and Physicians + PHCS Professional and Ancillary	Limitations, Exceptions, & Other Important Information
	Generic drugs (Tier 1)	\$20 Copay per prescription (retail); \$40 Copay per prescription (mail order)	\$1,500 person / \$3,000 family annual Maximum out-of-pocket per calendar year Covers up to a 30-day supply
If you need drugs to treat your illness or condition.	Preferred brand drugs (Tier 2)	\$60 Copay per prescription (retail); \$120 Copay per prescription (mail order)	(retail & specialty); 31-90 day supply (mail order) You may need to obtain certain drugs, including certain specialty drugs from a pharmacy designated by us. Certain drugs may have a pre-authorization requirement or may result in a higher cost. You may be required to use a lower cost drug(s) prior to benefits under your policy being available for certain prescribed drugs. See the website listed for information on drugs covered by your plan. Not all drugs are covered. Specialty medications are NOT available through Retail pharmacies. Preauthorization is required. If you don't get preauthorization, benefits could be reduced by 50% of the total cost of the service.
More information about prescription drug coverage is available at	Non-preferred brand drugs (Tier 3)	\$80 Copay per prescription (retail); \$160 Copay per prescription (mail order)	
www.navitus.com.	Specialty drugs (Tier 4)	20% Copay up to a Maximum of \$160 per prescription	
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	20% Coinsurance	
surgery	Physician/surgeon fees	20% Coinsurance	
	Emergency room care	\$250 Copay per visit; Deductible Waived	Copay may be waived if admitted
If you need immediate medical attention	Emergency medical transportation	20% Coinsurance	Preauthorization is required for Non- emergent air ambulance. If you don't get preauthorization, benefits could be reduced by 50% of the total cost of the service.
	<u>Urgent care</u>	\$100 Copay per visit; Deductible Waived	None

Common Medical Event	Services You May Need	Imagine Health Facilities and Physicians + PHCS Professional and Ancillary	Limitations, Exceptions, & Other Important Information	
If you have a	Facility fee (e.g., hospital room)	20% Coinsurance	Preauthorization is required. If you don't get preauthorization, benefits could be reduced	
hospital stay	Physician/surgeon fee	20% Coinsurance	by 50% of the total cost of the service.	
If you have mental health, behavioral	Outpatient services	\$30 Copay per visit; Deductible Waived office visits; 20% Coinsurance other outpatient services	Preauthorization is required for Partial hospitalization, Day treatment & Intensive outpatient. If you don't get preauthorization, benefits could be reduced by 50% of the total cost of the service.	
health, or substance abuse needs	Inpatient services	20% Coinsurance	Preauthorization is required. If you don't get preauthorization, benefits could be reduced by 50% of the total cost of the service.	
	Office visits	No charge; Deductible Waived	Cost sharing does not apply to certain preventive services. Depending on the type of services, deductible, copayment or coinsurance may apply. Maternity care may include tests and services described	
If you are pregnant	Childbirth/delivery professional services	20% Coinsurance		
	Childbirth/delivery facility services	20% Coinsurance	elsewhere in the SBC (i.e. ultrasound).	

Common Medical Event	Services You May Need	Imagine Health Facilities and Physicians + PHCS Professional and Ancillary	Limitations, Exceptions, & Other Important Information
	Home health care	20% Coinsurance	Preauthorization is required. If you don't get preauthorization, benefits could be reduced by 50% of the total cost of the service.
	Rehabilitation services	\$30 Copay per visit; Deductible Waived	20 Maximum visits per calendar year OT; 20 Maximum visits per calendar year PT; 20 Maximum visits per calendar year ST; If your plan excludes Learning Disabilities, habilitation services for learning disabilities are not covered, please refer to your plan document.
If you need help	Habilitation services	\$30 Copay per visit; Deductible Waived	
recovering or have other special health needs	Skilled nursing care	20% Coinsurance	180 Maximum days per calendar year; Preauthorization is required. If you don't get preauthorization, benefits could be reduced by 50% of the total cost of the service.
	Durable medical equipment	20% Coinsurance	Preauthorization is required for DME in excess of \$1,000. If you don't get preauthorization, benefits could be reduced by 50% per occurrence. Insulin Pumps and Continuous Glucose Monitors are covered at No Charge.
Hos	Hospice service	20% Coinsurance	180 Maximum days per lifetime; Preauthorization is required for In-patient hospice. If you don't get preauthorization, benefits could be reduced by 50% of the total cost of the service.
	Children's eye exam	No charge; Deductible Waived	1 Maximum exam every 2 calendar years
If your child needs dental or eye care	Children's glasses	Not covered	None
	Children's dental check-up	Not covered	None

Excluded Services & Other Covered Services:

	Dental care (Adult)	Private-duty nursing
Bariatric surgery	Long-term care	Routine foot care
Cosmetic surgery	Non-emergency care when traveling outside the U.S.	Weight loss programs
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Chiropractic care	Diabetic Supplies and Medications may be covered with some limit	ations
Chiropractic care Routine eye care (Adult)	Diabetic Supplies and Medications may be covered with some limit Asthmatic Supplies and Medications may be covered with some	ations

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: U.S. Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.HealthCare.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: U.S. Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.HealthCare.gov. Additionally, a consumer assistance program may help you file your appeal. A list of states with Consumer Assistance Programs is available at www.HealthCare.gov and http://cciio.cms.gov/programs/consumer/capgrants/index.html.

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 Standard? 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.

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 Tier 1 pre-natal care and a hospital delivery)

■ The plan's overall deductible	\$2,500
■ Specialist copayment	\$60
■ Hospital (facility) coinsurance	20%
■ Other coinsurance	20%

This EXAMPLE event includes services like:

Specialist office visits (pre-natal care)
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests (ultrasounds and blood work)
Specialist visit (anesthesia)

Total Francis Cost

Total Example Cost	\$12,700
In this example, Peg would pay:	
Cost Sharing	
<u>Deductibles</u>	\$2,500
Copayments	\$500
Coinsurance	\$1,200
What isn't covered	
Limits or exclusions	\$60
The total Peg would pay is	\$4,260

Managing Joe's type 2 Diabetes

(a year of routine Tier 1 care of a well-controlled condition)

■ The <u>plan's</u> overall <u>deductible</u>	\$2,500
■ Specialist copayment	\$60
■ Hospital (facility) coinsurance	20%
■ Other coinsurance	20%

This EXAMPLE event includes services like:

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

Diagnostic tests (blood work)

Prescription drugs

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Durable medical equipment (glucose meter)

Total Example Cost	\$5,600	
In this example, Joe would pay:		
Cost Sharing		
Deductibles*	\$100	
Copayments	\$1,700	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$800	
The total Joe would pay is	\$2,600	

Mia's Simple Fracture

(Tier 1 emergency room visit and follow up care)

■ The plan's overall deductible	\$2,500
■ Specialist copayment	\$60
■ Hospital (facility) coinsurance	20%
■ Other coinsurance	20%

This EXAMPLE event includes services like:

<u>Emergency room care</u> (including medical supplies) Diagnostic tests (x-ray)

<u>Durable medical equipment</u> (crutches) Rehabilitation services (physical therapy)

Total Example Cost

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In this example, Mia would pay:	
Cost Sharing	
<u>Deductibles</u> *	\$1,200
Copayments	\$600
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$1,800

Note: These numbers assume the patient does not participate in the <u>plan's</u> wellness program. If you participate in the <u>plan's</u> wellness program, you may be able to reduce your costs. For more information about the wellness program, please contact: <u>www.healthscopebenefits.com</u> or call 1-844-600-0920.

*Note: This <u>plan</u> has other <u>deductibles</u> for specific services?" row above.

\$2,800