



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, contact Personify Health (aka HealthComp) at 1-833-549-2899. 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 1-833-549-2899 to request a copy.

Important Questions	Answers			Why This Matters:
What is the overall deductible ?	Tier I WHHS/WTMF* None	Tier II Blue Shield Preferred PPO Network Provider <i>Per Calendar Year</i> \$500/Individual \$1,000/Family	Tier III Non-Preferred Network Provider <i>Per Calendar Year</i> \$2,500/Individual \$5,000/Family	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan , each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible .
Are there services covered before you meet your deductible ?	Yes. and Tier II office visits, Specialist visits, Preventive care screening , Urgent care Teladoc and Tier II /Tier III Emergency room care and Emergency Medical Transportation .			The plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply.
Are there other deductibles for specific services?	No.			You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan ?	Tier I WHHS/WTMF* <i>Per Calendar Year</i> \$500/Individual \$1,000/Family	Tier II Blue Shield Preferred PPO Network Provider <i>Per Calendar Year</i> \$2,500/Individual \$5,000/Family	Tier III Non-Preferred Network Provider <i>Per Calendar Year</i> \$5,000/Individual \$10,000/Family	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan , they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.

Important Questions	Answers	Why This Matters:
What is not included in the out-of-pocket limit ?	Premiums , balance-billing charges 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 network provider ?	Yes. *WTMF Value Providers can be found on the HR Intranet Website (Please note that the coinsurance waiver is applicable to the specific physician, not the clinic site) See www.healthcomp.com or call 1-833-549-2899 for a list of Tier II Blue Shield Preferred PPO Network providers .	You pay the least if you use a WHHS/WTMF provider . You pay more if you use a Tier II Blue Shield Preferred PPO Network provider . You will pay the most if you use a Tier III non-preferred provider , and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your Tier II provider might use a Tier III non-preferred provider for some services (such as lab work). Check with your provider 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 [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
		Tier I WHHS/WTMF* (You will pay the least)	Tier II Blue Shield Preferred PPO Network Provider	Tier III Non-Preferred Network 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	\$10/visit	\$20/visit Deductible waived	40% coinsurance	Teladoc \$15/visit, Deductible waived.
	Specialist visit	\$20/visit	\$40/visit Deductible waived	40% coinsurance	None
	Preventive care/screening/immunization	No charge	No charge Deductible waived	Not covered	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.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Tier I WHHS/WTMF* (You will pay the least)	Tier II Blue Shield Preferred PPO <u>Network Provider</u>	Tier III <u>Non-Preferred Network Provider</u> (You will pay the most)	
If you have a test	Diagnostic test (x-ray, blood work)	Outpatient Hospital No charge Freestanding Not applicable	15% coinsurance	40% coinsurance	Tier III: Outpatient Hospital benefit is up to \$1,000 per day + additional charges.
	Imaging (CT/PET scans, MRIs)	Outpatient Hospital No charge Freestanding Not applicable	15% coinsurance	40% coinsurance	Precertification may be required for certain services. If you don't get precertification, benefits could be reduced by 100%. Tier III: Outpatient Hospital benefit is up to \$1,000 per day + additional charges.
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.optumrx.com	Generic drugs (Tier 1)	Retail \$3/prescription Mail order \$6/prescription	Retail \$8/prescription Mail order \$16/prescription	Not covered	Tier I WHHS/WTMF Prescriptions are provided by Haller's Pharmacy only.
	Preferred brand drugs (Tier 2)	Retail \$20/prescription Mail order \$40/prescription	Retail \$30/prescription Mail order \$60/prescription	Not covered	Up to 34 day supply at retail and 90 days at mail order.
	Non-preferred brand drugs (Tier 3 & Tier 4)	Retail \$35/prescription Mail order \$70/prescription	Retail \$60/prescription Mail order \$120/prescription	Not covered	If you select a Brand Drug when a Generic Drug equivalent is available, you are responsible for the difference in cost plus the Generic Drug Copayment .
	Specialty drugs	Not available	20% up to \$150/prescription	Not covered	Up to 34 day supply.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Tier I WHHS/WTMF* (You will pay the least)	Tier II Blue Shield Preferred PPO <u>Network Provider</u>	Tier III <u>Non-Preferred Network Provider</u> (You will pay the most)	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No charge	15% coinsurance	40% coinsurance Up to \$1,000 per day + additional charges	Services received at Fremont Surgical Center and Precision SurgiCenter are not covered. Precertification may be required for certain services. If you don't get precertification, benefits could be reduced by 100%.
	Physician/surgeon fees	No charge	15% coinsurance	40% coinsurance	None
If you need immediate medical attention	Emergency room care	Facility \$75/visit Deductible waived Physician No charge Deductible waived			Copayment waived if admitted.
	Emergency medical transportation	Not applicable	15% coinsurance Deductible waived		None
	Urgent care	\$20/visit	Facility \$20/visit Deductible waived	40% coinsurance	None
If you have a hospital stay	Facility fee (e.g., hospital room)	No charge	15% coinsurance	40% coinsurance Up to \$1,000 per day + additional charges	Precertification is required. If you don't get precertification, benefits could be reduced by 100%.
	Physician/surgeon fees	No charge	15% coinsurance	40% coinsurance	None

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Tier I WHHS/WTMF* (You will pay the least)	Tier II Blue Shield Preferred PPO <u>Network Provider</u>	Tier III <u>Non-Preferred Network Provider</u> (You will pay the most)	
If you need mental health, behavioral health, or substance abuse services	Outpatient services	No charge	Office visit \$20/visit <u>Deductible</u> waived Other 15% <u>coinsurance</u>	Partial Hospitalization 40% <u>coinsurance</u> up to \$1,000 a day + additional charges Office visit & Other 40% <u>coinsurance</u>	Precertification may be required for facility services. If you don't get precertification, benefits could be reduced by 100%.
	Inpatient services	No charge	15% <u>coinsurance</u>	Hospital & Residential Care 40% <u>coinsurance</u> Up to \$1,000 a day + additional charges Physician 40% <u>coinsurance</u>	Precertification is required. If you don't get precertification, benefits could be reduced by 100%.
If you are pregnant	Office visit	No charge	No charge <u>Deductible</u> waived	40% <u>coinsurance</u>	<u>Cost sharing</u> does not apply to certain <u>preventive services</u> . Depending on the type of services, a <u>copayment</u> , <u>coinsurance</u> and <u>deductible</u> may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound).
	Childbirth/delivery professional services	No charge	15% <u>coinsurance</u>	40% <u>coinsurance</u>	
	Childbirth/delivery facility services	No charge	15% <u>coinsurance</u>	40% <u>coinsurance</u> Up \$1,000 a day + additional charges	Precertification is only required for stays exceeding 48 hours after delivery (or 96 hours after C-section). If you don't get precertification, benefits could be reduced by 100%.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Tier I WHHS/WTMF* (You will pay the least)	Tier II Blue Shield Preferred PPO Network Provider	Tier III Non-Preferred Network Provider (You will pay the most)	
If you need help recovering or have other special health needs	Home health care	No charge	15% coinsurance	Covered at the Tier II benefit level when Precertification is obtained	Limited to 100 visits per Calendar Year. Precertification is required. If you don't get precertification when required, benefits could be reduced by 100%.
	Rehabilitation services	No charge	15% coinsurance	40% coinsurance	Includes Physical, Occupational, Respiratory and Speech Therapies. Tier III: Outpatient Hospital benefit is up to \$1,000 per day + additional charges.
	Habilitation services	No charge	15% coinsurance	40% coinsurance	
	Skilled nursing care	Hospital No charge Freestanding Not applicable	15% coinsurance	Hospital 40% coinsurance Up to \$1,500 per day + additional charges. Freestanding 10% coinsurance	Limited to 100 days per Calendar Year. Precertification is required. If you don't get precertification, benefits could be reduced by 100%.
	Durable medical equipment	No charge	15% coinsurance	Not covered	Tier I: Limited to \$200 maximum benefit for Specialty footwear available to employees when purchased from Haller's Pharmacy only. Precertification may be required for certain services. If you don't get precertification, benefits could be reduced by 100%.
	Hospice services	No charge	15% coinsurance	Covered at the Tier II benefit level when Precertification is obtained	Precertification may be required for certain services. If you don't get precertification, benefits could be reduced by 100%.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Tier I WHHS/WTMF* (You will pay the least)	Tier II Blue Shield Preferred PPO <u>Network Provider</u>	Tier III <u>Non-Preferred Network Provider</u> (You will pay the most)	
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	Not covered	Must enroll in separate vision plan .
	Children's glasses	Not covered	Not covered	Not covered	Must enroll in separate vision plan .
	Children's dental check-up	Not covered	Not covered	Not covered	Must enroll in separate dental plan .

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 Care - Dental Care (Adult)	- Long Term Care - Non-emergency care when traveling outside the U.S. - Private Duty Nursing	- Routine Eye Care (Adult) - Routine Foot Care - Weight Loss Programs

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)		
- Acupuncture (Limited to 25 visits per Calendar Year) - Bariatric Surgery	- Chiropractic Care (Limited to Tier II 25 visits and Tier III 15 visits per Calendar Year) - Hearing Aids (Limited to coverage under Tier II, up to \$2,000 every 24 months)	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: HealthEquity/WageWorks at 855-556-5737 or the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. 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: Personify Health (aka HealthComp) at 1-833-549-2899 or Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform.

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 1-833-549-2899.

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 plan's overall deductible (Tier I)	\$0
■ Specialist copayment (Tier I)	\$20
■ Hospital (facility) coinsurance (Tier I)	0%
■ Other (Tests) coinsurance (Tier I)	0%

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*)

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

Cost Sharing	
Deductibles	\$0
Copayments	\$10
Coinsurance	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$60
The total Peg would pay is	\$70

Managing Joe's Type 2 Diabetes

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

■ The plan's overall deductible (Tier II)	\$500
■ Specialist copayment (Tier I)	\$20
■ Hospital (facility) coinsurance (Tier I)	0%
■ Other (Brand drugs) cost sharing	\$20

This EXAMPLE event includes services like:

[Primary care physician](#) 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	\$500
Coinsurance	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$20
The total Joe would pay is	\$520

Mia's Simple Fracture

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

■ The plan's overall deductible (Tier II)	\$500
■ Specialist copayment (Tier I)	\$20
■ Hospital (ER) copayment (Tier I)	\$75
■ Other (Physical Therapy) coinsurance	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	\$200
Copayments	\$50
Coinsurance	\$100
<i>What isn't covered</i>	
Limits or exclusions	\$0
The total Mia would pay is	\$350

The [plan](#) would be responsible for the other costs of these EXAMPLE covered services.