Coverage for: Employee Only, Employee + Spouse, Employee + Child(ren), Family | Plan Type: HMO

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, visit inhealthplans.org or call 1-866-895-5828. 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 1-866-895-5828 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$5,500 Individual / \$11,000 Family	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 the <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?	No	You don't have to meet <u>deductibles</u> for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	\$7,900 Individual / \$15,800 Family	If you have other family members in this <u>plan</u> , they have to meet their own <u>out-of-pocket</u> <u>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, 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 <u>network provider</u> ?	Yes, See <u>iuhealthplans.org</u> or call 1-866-895-5828 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 specialist you choose without a referral.

Coverage Period: 01/01/2025 - 12/31/2025

^{*}For more information about limitations and exceptions, see the plan or policy document at iuhealthplans.org

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

		What You Will	Pay	
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
	Primary care visit to treat an injury or illness	\$30 Copayment per visit	Not covered	None
If you visit a health	Specialist visit	\$95 Copayment per visit	Not covered	None
care <u>provider's</u> office or clinic	Preventive care/screening/	\$0 Enrollee Cost Sharing	Not covered	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 test	Diagnostic test (x-ray, blood work)	20% Coinsurance	Not covered	Subject to Deductible. To determine if a service requires authorization, go to iuhealthplans.org
If you have a test	Imaging (CT/PET scans, MRIs)	20% Coinsurance	Not covered	Subject to Deductible. To determine if a service requires authorization, go to iuhealthplans.org
	Preferred generic drugs (Tier 1)	Retail (30 Day): \$10 Copayment per Prescription Order Mail Order (90 Day): \$25 Copayment per Prescription Order	Not covered	None
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at iuhealthplans.org	Non-preferred generic drugs (Tier 2)	Retail (30 Day): \$25 Copayment per Prescription Order Mail Order (90 Day): \$62.50 Copayment per Prescription Order	Not covered	None
	Preferred brand drugs (Tier 3)	Retail (30 Day): \$40 Copayment per Prescription Order Mail Order (90 Day): \$100 Copayment per Prescription Order	Not covered	None
	Non-preferred brand drugs (Tier 4)	Retail (30 Day): \$80 Copayment per Prescription Order Mail Order (90 Day): \$200 Copayment per Prescription Order	Not covered	None

^{*}For more information about limitations and exceptions, see the plan or policy document at iuhealthplans.org

		What You Will Pay		
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
	Specialty drugs (Tier 5)	Retail (30 Day): 35% Coinsurance to maximum of \$350 per Prescription Order Mail Order (90 Day): Limited to 30 Day Supplies	Not covered	Subject to Deductible
	Preventive drugs (Tier 6)	\$0 Enrollee Cost Sharing	Not covered	None
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% Coinsurance	Not covered	Subject to Deductible
	Physician/surgeon fees	20% Coinsurance	Not covered	Subject to Deductible
If you need immediate medical attention	Emergency room care	\$400 Copayment per visit (waived if admitted)	\$400 Copayment per visit (waived if admitted)	Subject to Deductible. Benefits will be paid at Tier 1 benefit, however member may be balance billed by out-of-network provider.
	Emergency medical transportation	20% Coinsurance	20% Coinsurance	Subject to Deductible
	Urgent care	\$100 Copayment per visit	\$100 Copayment per visit	None
If you have a hospital stay	Facility fee (e.g., hospital room)	20% Coinsurance	Not covered	Subject to Deductible
	Physician/surgeon fees	20% Coinsurance	Not covered	Subject to Deductible
If you need mental health, behavioral	Outpatient services	\$30 Copayment per visit	Not covered	None
health, or substance abuse services	Inpatient services	10% Coinsurance	Not covered	Subject to Deductible

	Services You May Need	What You Will Pay		
Common Medical Event		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Office visits	\$95 Copayment per visit	Not covered	None
If you are pregnant	Childbirth/delivery professional services	20% Coinsurance	Not covered	Subject to Deductible
	Childbirth/delivery facility services	20% Coinsurance	Not covered	Subject to Deductible
	Home health care	20% Coinsurance	Not covered	Subject to Deductible. Limited to a maximum of 100 visits per enrollee per year.
If you need help recovering or have other special health needs	Rehabilitation services	20% Coinsurance	Not covered	Subject to Deductible. Cardiac-limited to a maximum of 36 visits and Pulmonary-limited to maximum of 20 visits per enrollee per year. Other limits apply; please see your plan document.
	Habilitation services	20% Coinsurance	Not covered	Subject to Deductible. To determine if a service requires authorization, go to iuhealthplans.org . Limited to a maximum of 20 visits per enrollee per year.
	Skilled nursing care	20% Coinsurance	Not covered	Subject to Deductible. Limited to a maximum of 90 days per enrollee per year.
	Durable medical equipment	20% Coinsurance	Not covered	Subject to Deductible
	Hospice services	20% Coinsurance	Not covered	Subject to Deductible
	Children's eye exam	\$0 Enrollee Cost Sharing	Not covered	Limited to 1 exam per enrollee per year
If your child needs dental or eye care	Children's glasses	\$0 Enrollee Cost Sharing	Not covered	Limited to 1 set of frames per enrollee per year. Contacts – Includes materials only, covered once per enrollee per year in lieu of eyeglasses
	Children's dental check- up	Not covered	Not covered	None

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
- Bariatric Surgery
- Cosmetic Surgery
- Dental Care (Adult)
- Hearing Aids

- Impacted Teeth
- Infertility Treatment
- Long-Term Care
- Non-emergency care when traveling outside of U.S.
- 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.)

Chiropractic Care

Private-Duty Nursing

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: Indiana University Health Plans, 950 N. Meridian St. Suite 400, Indianapolis, IN 46204, Phone No. 866-895-5828, TTY: 800-743-3333 and the Indiana State Department of Insurance, 311 W. Washington St. Suite 300, Indianapolis, IN 46204, Phone No. 317-232-2395. For group health coverage subject to ERISA, contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or 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 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. 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 <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: Indiana University Health Plans ATTN: Grievances, 950 N. Meridian St., Suite 400, Indianapolis, IN 46204, 866-895-5828, TTY: 800-743-3333. For group health coverage subject to ERISA, contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>www.dol.gov/ebsa/healthreform</u>. If coverage is insured, contact the Indiana State Department of Insurance at 311 W. Washington St. Suite 300, Indianapolis, IN 46204, Phone No. 317-232-2395. For Indiana University Health Plans member services call 866-895-5975.

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 866.895.5828

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 866.895.5828

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 866.895.5828

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 866.895.5828

To see examples of how this <u>plan</u> might cover costs for a sample medical situation, see the next section.

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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>	\$5,500
■ Specialist copayment	\$95
■ Hospital (facility) <u>coinsurance</u>	20%
Other coinsurance	20%

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

Managing Joe's Type 2 Diabetes

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

■ The <u>plan's</u> overall <u>deductible</u>	\$5,500
■ Specialist copayment	\$95
■ Hospital (facility) coinsurance	20%
Other coinsurance	20%

Primary care physician office visits (including

Diagnostic tests (blood work)

This EXAMPLE event includes services like:

disease education)

Prescription drugs

Total Example Cost

Durable medical equipment (glucose meter)

Total Example Gost	Ψ12,100	Total Example Cost	ψυ,000	
In this example, Peg would pay:		In this example, Joe would pay:		
Cost Sharing		Cost Sharing		
<u>Deductibles</u>	\$5,500	<u>Deductibles</u>	\$900	
Copayments	\$10	Copayments	\$700	
Coinsurance	\$1,400	Coinsurance	\$0	
What isn't covered		What isn't covered		
Limits or exclusions	\$60	Limits or exclusions	\$20	
The total Peg would pay is	\$6,970	The total Joe would pay is	\$1,620	

\$12 700

Mia's Simple Fracture

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

■ The <u>plan's</u> overall <u>deductible</u>	\$5,500
Specialist copayment	\$95
Hospital (facility) coinsurance	20%
Other coinsurance	20%

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

\$5,600

Durable medical equipment (crutches)

Rehabilitation services (physical therapy)

Total Example Cost	\$2,800		
In this example, Mia would pay:			
Cost Sharing			
<u>Deductibles</u>	\$2,500		
Copayments	\$300		
Coinsurance	\$0		
What isn't covered			
Limits or exclusions	\$0		
The total Mia would pay is	\$2,800		

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

Discrimination is Against the Law

IU Health does not discriminate on the basis of race, color, religion, sex, sexual orientation, age, disability, genetic information, veteran status, national origin, gender identity and/or expression, marital status, or any other characteristic protected by federal, state or local law.

Indiana University Health Plans:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - o Qualified sign language interpreters
 - o Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as:
 - o Qualified interpreters
 - Information written in other languages

If you need these services, contact IU Health Plans Customer Service at 800-455-9776.

If you believe that Indiana University Health Plans has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with: Civil Rights Coordinator, Indiana University Health Plans, 950 N. Meridian St., Suite 400, Indianapolis, IN 46204; 800-455-9776, TTY/TDD 711 or 800-743-3333; Fax 317-963-9801; IUHPlansCompliance@iuhealth.org. You can file a grievance in person or by mail, fax or email. If you need help filing a grievance, the IU Health Plans Civil Rights Coordinator 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 ocrportal.hhs.gov/ocr/portal/lobby.jsf, or by mail or phone:

U.S. Department of Health and Human Services

200 Independence Ave., SW Room 509F, HHH Building Washington, DC 20201

T: 800-368-1019 T: 800-537-7967

Complaint forms are available at <a href="https://html.ncb/html.nc

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