



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, please contact your Human Resources Department. 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 <http://www.dol.gov/ebsa/pdf/SBCUniformGlossary.pdf> or call 1-800-257-2753 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible ?	In-Network: \$500 Individual / \$1,000 Family Out-of-Network: \$2000 Individual / \$4000 Family	Generally, you must pay all of the costs from providers up to the deductible amount before the 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	Preventive care. This plan covers items and services even if you haven't 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 ?	In-Network & Out-of-Network: \$5,000 Individual / \$10,000 Family Pharmacy: \$1,600 Individual / \$3,200 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.
What is not included in the out-of-pocket limit ?	Cost Containment Penalties, Premiums, Balance-billed Charges (unless balance billing is prohibited), health care services 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. See www.independenthealth.com for a list of network providers .	This plan uses a provider network . You will pay less if you use a provider in the plan's network . You will pay the most if you use an out-of-network 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 network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.

Important Questions	Answers	Why This Matters:
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
		Network Provider (You will pay the least)	Out-of-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	\$25 copayment	40% coinsurance	Member Precertification may be required. Failure to obtain precertification could result in up to a 50% reduction of the eligible expenses up to a maximum of \$500 for each instance.
	Specialist visit	\$40 copayment	40% coinsurance	Member Precertification may be required. Failure to obtain precertification could result in up to a 50% reduction of the eligible expenses up to a maximum of \$500 for each instance.
	Preventive care/screening/immunization	No charge	40% coinsurance	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. **Routine Physicals are not covered out of network.
If you have a test	Diagnostic test (x-ray, blood work)	X-Ray: 25% coinsurance Blood work: No charge	40% coinsurance	Member Precertification may be required. Failure to obtain precertification could result in up to a 50% reduction of the eligible expenses up to a maximum of \$500 for each instance.
	Imaging (CT/PET scans, MRIs)	25% coinsurance	40% coinsurance	Member Precertification may be required. Failure to obtain precertification could result in up to a 50% reduction of the eligible expenses up to a maximum of \$500 for each instance.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
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If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.pbdrx.com	Generic drugs	\$10 Copay – Retail \$25 Copay – Mail order	Not covered	Must be filled at a participating pharmacy.
	Preferred brand drugs	\$35 Copay – Retail \$75 Copay – Mail order	Not covered	Must be filled at a participating pharmacy.
	Non-preferred brand drugs	\$50 Copay – Retail \$125 Copay – Mail order	Not covered	Must be filled at a participating pharmacy.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	25% coinsurance	40% coinsurance	Member Precertification may be required. Failure to obtain precertification could result in up to a 50% reduction of the eligible expenses up to a maximum of \$500 for each instance.
	Physician/surgeon fees	25% coinsurance	40% coinsurance	Member Precertification may be required. Failure to obtain precertification could result in up to a 50% reduction of the eligible expenses up to a maximum of \$500 for each instance.
If you need immediate medical attention	Emergency room care	\$100 copayment	\$100 copayment	Copayment waived if admitted
	Emergency medical transportation	\$250 copayment	\$250 copayment	Must be deemed medically necessary. Wheelchair van transportation is not covered
	Urgent care	\$40 copayment	\$40 copayment	-None-
If you have a hospital stay	Facility fee (e.g., hospital room)	25% coinsurance	40% coinsurance	Member Precertification may be required. Failure to obtain precertification could result in up to a 50% reduction of the eligible expenses up to a maximum of \$500 for each instance.
	Physician/surgeon fees	25% coinsurance	40% coinsurance	Member Precertification may be required. Failure to obtain precertification could result in up to a 50% reduction of the eligible expenses up to a maximum of \$500 for

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
				each instance.
If you need mental health, behavioral health, or substance abuse services	Outpatient services	25% coinsurance	40% coinsurance	-None-
	Inpatient services	25% coinsurance	40% coinsurance	Member Precertification may be required. Failure to obtain precertification could result in up to a 50% reduction of the eligible expenses up to a maximum of \$500 for each instance.
If you are pregnant	Office visits	No charge after initial diagnosis	40% coinsurance	Cost sharing does not apply for preventative services. If a visit is unrelated to Pregnancy, member liability may apply based on services rendered.
	Childbirth/delivery professional services	25% coinsurance	40% coinsurance	Member Precertification may be required for Home Births. Failure to obtain precertification could result in up to a 50% reduction of the eligible expenses up to a maximum of \$500 for each instance.
	Childbirth/delivery facility services	25% coinsurance	40% coinsurance	Member Precertification may be required for Home Births. Failure to obtain precertification could result in up to 50% reduction of the eligible expenses up to a maximum of \$500 for each instance.
If you need help recovering or have other special health needs	Home health care	25% coinsurance	40% coinsurance	Maximum of 40 visits per plan year. Member Precertification may be required. Failure to obtain precertification could result in up to a 50% reduction of the eligible expenses up to a maximum of \$500 for each instance.
	Rehabilitation services	25% coinsurance	40% coinsurance	Up to 20 visits per plan year (combined).
	Habilitation services	Not covered	Not covered	-None-
	Skilled nursing care	25% coinsurance	40% coinsurance	Up to 45 days per plan year. Member

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
				Precertification may be required. Failure to obtain precertification could result in up to a 50% reduction of the eligible expenses up to a maximum of \$500 for each instance.
	Durable medical equipment	20% coinsurance	50% coinsurance	Member Precertification may be required. Failure to obtain precertification could result in up to a 50% reduction of the eligible expenses up to a maximum of \$500 for each instance.
	Hospice services	No charge	40% coinsurance	Hospice services shall include supplies & drugs.
If your child needs dental or eye care	Children's eye exam	\$15 copayment	Not covered.	Once every 12 months
	Children's glasses	Single vision: \$50 Bifocal: \$70 Trifocal: \$105 Progressive: \$135 Frames: 40% off retail	Not covered.	Contact EyeMed for additional options at 1-877-842-3348
	Children's dental check-up	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](#).)

- | | | |
|---------------------|-----------------------|--|
| • Acupuncture | • Dental Care (Adult) | • Non-Emergency care when traveling outside the US |
| • Bariatric surgery | • Hearing aids | • Private duty nursing |
| • Cosmetic surgery | • Long-Term care | • Weight loss programs |

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

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|-------------------------|----------------------------|
| • Chiropractic Care | • Routine eye care (Adult) |
| • Infertility treatment | • Routine foot care |

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 more information on your rights to continue coverage, contact Kathy Kightlinger at 716-874-8400 ext 20348. 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: Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. You may also contact: Independent Health at 1-800-257-2753.

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 1-800-257-2753

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-257-2753

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-800-257-2753

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwijigo holne' 1-800-257-2753

To see examples of how this [plan](#) 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 plan's overall deductible	\$500
■ Specialist [cost sharing]	\$40
■ Hospital (facility) [cost sharing]	25%
■ Other [cost sharing]	40%

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:

<i>Cost Sharing</i>	
Deductibles	\$500
Copayments	\$90
Coinsurance	\$2,879
<i>What isn't covered</i>	
Limits or exclusions	\$60
The total Peg would pay is	\$3,529

Managing Joe's Type 2 Diabetes

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

■ The plan's overall deductible	\$500
■ Specialist [cost sharing]	\$40
■ Hospital (facility) [cost sharing]	25%
■ Other [cost sharing]	40%

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:

<i>Cost Sharing</i>	
Deductibles	\$500
Copayments	\$980
Coinsurance	\$432
<i>What isn't covered</i>	
Limits or exclusions	\$55
The total Joe would pay is	\$1,967

Mia's Simple Fracture

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

■ The plan's overall deductible	\$500
■ Specialist [cost sharing]	\$40
■ Hospital (facility) [cost sharing]	25%
■ Other [cost sharing]	40%

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:

<i>Cost Sharing</i>	
Deductibles	\$500
Copayments	\$870
Coinsurance	\$78
<i>What isn't covered</i>	
Limits or exclusions	\$0
The total Mia would pay is	\$1,448

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