



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, call 844-660-2444. 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.dol.gov/ebsa/healthreform](http://www.dol.gov/ebsa/healthreform) or call 844-660-2444 to request a copy.

| Important Questions                                                             | Answers                                                                                                                                                          | Why This Matters:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|---------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| What is the overall <a href="#">deductible</a> ?                                | <a href="#">Network providers</a> :<br>\$2,500/individual, \$7,500/family<br><a href="#">Out-of-network provider</a> :<br>\$5,000/individual, \$15,000/family    | Generally, you must pay all of the costs from providers up to the <a href="#">deductible</a> amount before this <a href="#">plan</a> begins to pay. The <a href="#">deductible</a> is <b>Embedded</b> . If you have other family members on the <a href="#">plan</a> , each family member must meet their own individual <a href="#">deductible</a> until the total amount of <a href="#">deductible</a> expenses paid by all family members meets the overall family <a href="#">deductible</a> .<br><b>Deductible year runs 01/01 – 12/31</b>                 |
| Are there services covered before you meet your <a href="#">deductible</a> ?    | Yes. <a href="#">Preventive care</a> services are covered before you meet your <a href="#">deductible</a> .                                                      | This plan covers some items and services even if you haven't yet met the <a href="#">deductible</a> amount. But a <a href="#">copayment</a> or <a href="#">coinsurance</a> may apply. For example, this plan covers certain <a href="#">preventive care</a> without <a href="#">cost-sharing</a> and before you meet your <a href="#">deductible</a> . See a list of covered <a href="#">preventive</a> services at <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a> . |
| Are there other <a href="#">deductibles</a> for specific services?              | No.                                                                                                                                                              | You don't have to meet <a href="#">deductibles</a> for specific services.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| What is the <a href="#">out-of-pocket limit</a> for this <a href="#">plan</a> ? | <a href="#">Network providers</a> :<br>\$5,000/individual, \$10,000/family<br><a href="#">Out-of-network providers</a> :<br>\$15,000/individual, \$30,000/family | The <a href="#">out-of-pocket limit</a> is the most you could pay in a year for covered services. The <a href="#">out-of-pocket limit</a> is <b>Embedded</b> . If you have other family members in this <a href="#">plan</a> , they have to meet their own <a href="#">out-of-pocket limits</a> until the overall family <a href="#">out-of-pocket limit</a> has been met.                                                                                                                                                                                      |
| What is not included in the <a href="#">out-of-pocket limit</a> ?               | <a href="#">Premiums</a> , <a href="#">balance billing</a> charges, and health care this <a href="#">plan</a> doesn't cover.                                     | Even though you pay these expenses, they don't count toward the <a href="#">out-of-pocket limit</a> .                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Will you pay less if you use a <a href="#">network provider</a> ?               | Yes. See <a href="http://www.REOPlasticsBenefits.com">www.REOPlasticsBenefits.com</a> or call 844-660-2444 for a list of <a href="#">network providers</a> .     | This plan uses a <a href="#">provider network</a> . You will pay less if you use a <a href="#">provider</a> in the <a href="#">plan's network</a> . You will pay the most if you use an <a href="#">out-of-network provider</a> , and you might receive a bill from a <a href="#">provider</a> for the difference between the <a href="#">provider's</a> charge and what your <a href="#">plan</a> pays ( <a href="#">balance billing</a> ).                                                                                                                    |
| Do you need a <a href="#">referral</a> to see a <a href="#">specialist</a> ?    | No.                                                                                                                                                              | You can see the <a href="#">specialist</a> you choose without a <a href="#">referral</a> .                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |



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<br>(You will pay the least)                                                                    | Out-of-Network Provider<br>(You will pay the most) |                                                                                                                                                                                                                             |
| If you visit a health care <a href="#">provider's</a> office or clinic                                                                                                                                                     | Primary care visit to treat an injury or illness       | \$25 <a href="#">copayment</a>                                                                                  | 50% <a href="#">coinsurance</a>                    | <a href="#">Deductible</a> does not apply to <a href="#">copayment</a> .                                                                                                                                                    |
|                                                                                                                                                                                                                            | <a href="#">Specialist</a> visit                       | \$25 <a href="#">copayment</a>                                                                                  | 50% <a href="#">coinsurance</a>                    | <a href="#">Deductible</a> does not apply to <a href="#">copayment</a> .                                                                                                                                                    |
|                                                                                                                                                                                                                            | <a href="#">Preventive care/screening/immunization</a> | No charge.                                                                                                      | 50% <a href="#">coinsurance</a>                    | You may have to pay for services that aren't <a href="#">preventive</a> . Ask your <a href="#">provider</a> if the services needed are <a href="#">preventive</a> . Then check what your <a href="#">plan</a> will pay for. |
| If you have a test                                                                                                                                                                                                         | <a href="#">Diagnostic test</a> (x-ray, blood work)    | No charge                                                                                                       | 50% <a href="#">coinsurance</a>                    | None.                                                                                                                                                                                                                       |
|                                                                                                                                                                                                                            | Imaging (CT/PET scans, MRIs)                           | 25% <a href="#">coinsurance</a>                                                                                 | 50% <a href="#">coinsurance</a>                    | May require <a href="#">preauthorization</a>                                                                                                                                                                                |
| If you need drugs to treat your illness or condition<br><br>More information about <a href="#">prescription drug coverage</a> is available at <a href="http://www.REOPlasticsBenefits.com">www.REOPlasticsBenefits.com</a> | Generic drugs                                          | Retail: \$12 <a href="#">copayment/Prescription</a><br>Mail Order: \$24 <a href="#">copayment/Prescription</a>  |                                                    | <a href="#">Cost sharing</a> does not apply for <a href="#">preventive Prescriptions</a> . <a href="#">Deductible</a> does not apply to <a href="#">copayment</a> . Retail & Mail Order available up to a 90-day supply.    |
|                                                                                                                                                                                                                            | Preferred brand drugs                                  | Retail: \$50 <a href="#">copayment/Prescription</a><br>Mail Order: \$100 <a href="#">copayment/Prescription</a> |                                                    |                                                                                                                                                                                                                             |
|                                                                                                                                                                                                                            | Non-preferred Brand drugs                              | Retail: \$90 <a href="#">copayment/Prescription</a><br>Mail Order: \$180 <a href="#">copayment/Prescription</a> |                                                    |                                                                                                                                                                                                                             |
|                                                                                                                                                                                                                            | <a href="#">Specialty drugs</a>                        | Not Covered                                                                                                     |                                                    | None.                                                                                                                                                                                                                       |
| If you have outpatient surgery                                                                                                                                                                                             | Facility fee (e.g., ambulatory surgery center)         | 25% <a href="#">coinsurance</a>                                                                                 | 50% <a href="#">coinsurance</a>                    | May require <a href="#">preauthorization</a> .                                                                                                                                                                              |
|                                                                                                                                                                                                                            | Physician/surgeon fees                                 | 25% <a href="#">coinsurance</a>                                                                                 | 50% <a href="#">coinsurance</a>                    |                                                                                                                                                                                                                             |
| If you need immediate medical attention                                                                                                                                                                                    | <a href="#">Emergency room care</a>                    | 25% <a href="#">coinsurance</a>                                                                                 | 25% <a href="#">coinsurance</a>                    | True emergency covered at in-network level.                                                                                                                                                                                 |
|                                                                                                                                                                                                                            | <a href="#">Emergency medical transportation</a>       | 25% <a href="#">coinsurance</a>                                                                                 | 25% <a href="#">coinsurance</a>                    | True emergency covered at in-network level.                                                                                                                                                                                 |
|                                                                                                                                                                                                                            | <a href="#">Urgent care</a>                            | \$25 <a href="#">copayment</a>                                                                                  | \$25 <a href="#">copayment</a>                     | <a href="#">Deductible</a> does not apply to <a href="#">copayment</a> .                                                                                                                                                    |
| If you have a hospital stay                                                                                                                                                                                                | Facility fee (e.g., hospital room)                     | 25% <a href="#">coinsurance</a>                                                                                 | 50% <a href="#">coinsurance</a>                    | <a href="#">Preauthorization</a> required.                                                                                                                                                                                  |
|                                                                                                                                                                                                                            | Physician/surgeon fees                                 | 25% <a href="#">coinsurance</a>                                                                                 | 50% <a href="#">coinsurance</a>                    | None.                                                                                                                                                                                                                       |

| Common Medical Event                                                             | Services You May Need                     | What You Will Pay                            |                                                    | Limitations, Exceptions, & Other Important Information                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------------|-------------------------------------------|----------------------------------------------|----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                  |                                           | Network Provider<br>(You will pay the least) | Out-of-Network Provider<br>(You will pay the most) |                                                                                                                                                                                                                                                                             |
| <b>If you need mental health, behavioral health, or substance abuse services</b> | Outpatient services                       | \$25 <a href="#">copayment</a>               | 50% <a href="#">coinsurance</a>                    | <a href="#">Deductible</a> does not apply to <a href="#">copayment</a> .                                                                                                                                                                                                    |
|                                                                                  | Inpatient services                        | 25% <a href="#">coinsurance</a>              | 50% <a href="#">coinsurance</a>                    | <a href="#">Preauthorization</a> required.                                                                                                                                                                                                                                  |
| <b>If you are pregnant</b>                                                       | Office visits                             | No charge                                    | 50% <a href="#">coinsurance</a>                    | <a href="#">Cost sharing</a> does not apply for <a href="#">preventive</a> services. Depending on the type of services, a <a href="#">copayment</a> or <a href="#">coinsurance</a> may apply. Maternity care may include tests and services described elsewhere in the SBC. |
|                                                                                  | Childbirth/delivery professional services | 25% <a href="#">coinsurance</a>              | 50% <a href="#">coinsurance</a>                    |                                                                                                                                                                                                                                                                             |
|                                                                                  | Childbirth/delivery facility services     | 25% <a href="#">coinsurance</a>              | 50% <a href="#">coinsurance</a>                    |                                                                                                                                                                                                                                                                             |
| <b>If you need help recovering or have other special health needs</b>            | <a href="#">Home health care</a>          | 25% <a href="#">coinsurance</a>              | 50% <a href="#">coinsurance</a>                    | <a href="#">Preauthorization</a> required.<br>In-Network: 120 visit limit/year.<br>Out of Network: 60 visit limit/year                                                                                                                                                      |
|                                                                                  | <a href="#">Rehabilitation services</a>   | \$25 <a href="#">copayment</a>               | 50% <a href="#">coinsurance</a>                    | Occupational Therapy: 20 visit limit/year.                                                                                                                                                                                                                                  |
|                                                                                  | <a href="#">Habilitation services</a>     | \$25 <a href="#">copayment</a>               | 50% <a href="#">coinsurance</a>                    | Speech Therapy: 20 visit limit/year.<br>Physical Therapy: 20 visit limit/year.                                                                                                                                                                                              |
|                                                                                  | <a href="#">Skilled nursing care</a>      | 25% <a href="#">coinsurance</a>              | 50% <a href="#">coinsurance</a>                    | <a href="#">Preauthorization</a> required.<br>120 visit limit/year.                                                                                                                                                                                                         |
|                                                                                  | <a href="#">Durable medical equipment</a> | 25% <a href="#">coinsurance</a>              | 50% <a href="#">coinsurance</a>                    | None.                                                                                                                                                                                                                                                                       |
|                                                                                  | <a href="#">Hospice services</a>          | No charge.                                   | 50% <a href="#">coinsurance</a>                    | <a href="#">Preauthorization</a> required.                                                                                                                                                                                                                                  |
| <b>If your child needs dental or eye care</b>                                    | Children's eye exam                       | No Charge                                    | 50% <a href="#">coinsurance</a>                    | Limit of 1 routine exam per year.                                                                                                                                                                                                                                           |
|                                                                                  | Children's glasses                        | Not Covered                                  | Not Covered                                        | None.                                                                                                                                                                                                                                                                       |
|                                                                                  | 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](#).)**

- Cosmetic surgery
- Dental Care (Adult)
- Weight Loss
- Bariatric Surgery
- Long-term care
- Non-emergency care when traveling outside the U.S.

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

- Infertility Treatment (correction of physiological abnormalities)
- Routine Eye Care (one exam/year)
- Routine Foot Care
- Emergency care when traveling outside the U.S.
- Chiropractic Care
- Hearing Aids

**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: Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or [www.dol.gov/ebsa/healthreform](http://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](http://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 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](http://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 844-660-2444

[Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 844-660-2444

[Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 844-660-2444

[Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwijigo holne' 844-660-2444

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*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 <a href="#">plan's</a> overall <a href="#">deductible</a> | \$2,500 |
| ■ <a href="#">Specialist Copayment</a>                          | \$25    |
| ■ Hospital (facility) <a href="#">Coinsurance</a>               | 25%     |
| ■ Other <a href="#">Coinsurance</a>                             | 25%     |

This EXAMPLE event includes services like:

[Specialist](#) office visits (*prenatal care*)  
 Childbirth/Delivery Professional Services  
 Childbirth/Delivery Facility Services  
[Diagnostic test](#) (*ultrasounds and blood work*)  
[Specialist](#) visit (*anesthesia*)

|                           |                 |
|---------------------------|-----------------|
| <b>Total Example Cost</b> | <b>\$12,700</b> |
|---------------------------|-----------------|

In this example, Peg would pay:

| Cost Sharing                      |                |
|-----------------------------------|----------------|
| Deductibles                       | \$2,500        |
| Copayments                        | \$0            |
| Coinsurance                       | \$2,500        |
| What isn't covered                |                |
| Limits or exclusions              | \$60           |
| <b>The total Peg would pay is</b> | <b>\$5,060</b> |

### Managing Joe's type 2 Diabetes

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

|                                                                 |         |
|-----------------------------------------------------------------|---------|
| ■ The <a href="#">plan's</a> overall <a href="#">deductible</a> | \$2,500 |
| ■ <a href="#">Specialist Copayment</a>                          | \$25    |
| ■ Hospital (facility) <a href="#">Coinsurance</a>               | 25%     |
| ■ Other <a href="#">Coinsurance</a>                             | 25%     |

This EXAMPLE event includes services like:

Primary care physician office visits (*including disease education*)  
[Diagnostic test](#) (*blood work*)  
 Prescription drugs  
[Durable medical equipment](#) (*glucose meter*)

|                           |                |
|---------------------------|----------------|
| <b>Total Example Cost</b> | <b>\$5,600</b> |
|---------------------------|----------------|

In this example, Joe would pay:

| Cost Sharing                      |                |
|-----------------------------------|----------------|
| Deductibles                       | \$900          |
| Copayments                        | \$1,600        |
| Coinsurance                       | \$0            |
| What isn't covered                |                |
| Limits or exclusions              | \$20           |
| <b>The total Joe would pay is</b> | <b>\$2,520</b> |

### Mia's Simple Fracture

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

|                                                                 |         |
|-----------------------------------------------------------------|---------|
| ■ The <a href="#">plan's</a> overall <a href="#">deductible</a> | \$2,500 |
| ■ <a href="#">Specialist Copayment</a>                          | \$25    |
| ■ Hospital (facility) <a href="#">Coinsurance</a>               | 25%     |
| ■ Other <a href="#">Coinsurance</a>                             | 25%     |

This EXAMPLE event includes services like:

[Emergency room care](#) (*including medical supplies*)  
[Diagnostic test](#) (*x-ray*)  
[Durable medical equipment](#) (*crutches*)  
[Rehabilitation services](#) (*physical therapy*)

|                           |                |
|---------------------------|----------------|
| <b>Total Example Cost</b> | <b>\$2,800</b> |
|---------------------------|----------------|

In this example, Mia would pay:

| Cost Sharing                      |                |
|-----------------------------------|----------------|
| Deductibles                       | \$1,700        |
| Copayments                        | \$200          |
| Coinsurance                       | \$0            |
| What isn't covered                |                |
| Limits or exclusions              | \$0            |
| <b>The total Mia would pay is</b> | <b>\$1,900</b> |