Coverage Period: 01/01/2026 – 12/31/2026

Coverage for: Employee + Dependents | Plan Type: PPO

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, contact Customer Service at 1-855-730-8652. 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.dol.gov/ebsa/healthreform</u> or call 1-855-730-8652 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$500 Individual \$1,000 Family	Generally, you must pay all of 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. Prescription drug copays, innetwork physician office visits, and preventive care.	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 cost sharing and before you meet your <u>deductible</u> . See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	No. There are no other specific deductibles.	You don't have to meet deductibles for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	\$5,000 Individual \$10,000 Family	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 out-of-pocket limit?	Preauthorization penalties, 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 www.pinnacletpa.com or call 1-855-730-8652 for a list of network providers.	This <u>plan</u> uses a provider <u>network</u> . You will pay less if you use a provider 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 provider's charge and what your <u>plan</u> pays (<u>balance billing</u>). Be aware, your <u>network provider might</u> use an <u>out-of-network provider</u> for some services (such as lab work). Check with your <u>provider before</u> 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.



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	\$25 <u>copay</u> (<u>Deductible</u> waived)	40% coinsurance	Telehealth services are available only through Included Health. Visits with your primary care
If you visit a health care provider's office	Specialist visit	\$35 <u>copay</u> (<u>Deductible</u> waived)	40% coinsurance	physician or a <u>specialist</u> will be covered with no <u>copay</u> .
or clinic	Preventive care/screening/ Immunization	No charge (Deductible waived)	Not covered	You may have to pay for services that aren't preventive. Ask your <u>provider</u> if the services needed are preventive. Then check what your <u>plan</u> will pay for.
If you have a test	Diagnostic test (x-ray, blood work)	20% coinsurance	40% coinsurance	None.
	Imaging (CT/PET scans, MRIs)	20% coinsurance	40% coinsurance	Preauthorization required.
	Generic drugs	Retail: \$30 copay/ prescription Mail order: \$60 copay/ prescription (Deductible waived)	Not covered	Retail: Up to a 30-day supply (90-day supply
If you need drugs to treat your illness or condition More information about prescription drug	Preferred brand drugs formation about	Retail: \$100 copay/ prescription Mail order: \$200 copay/ prescription (Deductible waived)	Not covered	for maintenance drugs). Mail order: Up to a 90-day supply. All contraceptives are covered at 100%. Maintenance drugs must be filled at select retail pharmacies or through mail order from Kings Pharmacy.
coverage is available at www.prxsolutions.com	Non-preferred brand drugs	Retail: \$150 copay/ prescription Mail order: \$300 copay/ prescription (Deductible waived)	Not covered	
	Specialty drugs	\$300 <u>copay</u> /prescription (<u>Deductible</u> waived)	Not covered	Specialty drugs must be filled through the specialty pharmacy. Case management required.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	\$500 copay and 20% coinsurance	\$750 copay and 40% coinsurance	Preauthorization required.

		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
	Physician/surgeon fees	20% coinsurance	40% coinsurance	None.
If you need immediate	Emergency room care	Emergency: \$200 copay and 20% coinsurance Non-emergency: \$500 copay and 20% coinsurance	Emergency: \$200 copay and 20% coinsurance Non-emergency: \$500 copay and 40% coinsurance	Copay waived if admitted.
medical attention	Emergency medical transportation	20% coinsurance	20% coinsurance	<u>Preauthorization</u> required for non-emergency transport.
	<u>Urgent care</u>	\$25 <u>copay</u> (<u>Deductible</u> waived)	40% coinsurance	None.
If you have a hospital	Facility fee (e.g., hospital room)	\$500 <u>copay</u> and 20% <u>coinsurance</u>	\$1,000 <u>copay</u> and 40% <u>coinsurance</u>	Preauthorization required.
stay	Physician/surgeon fees	20% coinsurance	40% coinsurance	None.
If you need mental health, behavioral	Outpatient services	\$25 <u>copay</u> (<u>Deductible</u> waived)	40% coinsurance	None.
health, or substance abuse services	Inpatient services	\$500 <u>copay</u> and 20% <u>coinsurance</u>	\$1,000 <u>copay</u> and 40% <u>coinsurance</u>	Preauthorization required.
	Office visits	\$25 <u>copay</u> (<u>Deductible</u> waived)	40% coinsurance	None.
ıc.	Childbirth/delivery professional services	20% coinsurance	40% coinsurance	None.
If you are pregnant	Childbirth/delivery facility services	\$500 <u>copay</u> and 20% <u>coinsurance</u>	\$1,000 <u>copay</u> and 40% <u>coinsurance</u>	Preauthorization is required for vaginal deliveries requiring more than a 48-hour stay or for cesarean section deliveries requiring more than a 96-hour stay.
	Home health care	\$35 <u>copay</u> (<u>Deductible</u> waived)	40% coinsurance	Limit: 100 visits per calendar year.
If you need help recovering or have	Rehabilitation services	\$35 <u>copay</u> (<u>Deductible</u> waived)	40% coinsurance	Limit: 24 visits per calendar year.
other special health needs	Habilitation services	Not covered	Not covered	None.
TIGGUS	Skilled nursing care	20% coinsurance	40% coinsurance	Limit: 100 days per calendar year. Preauthorization required.

	What You Will Pay		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	
	Durable medical equipment	20% coinsurance	40% coinsurance	The <u>plan</u> will cover rental costs up to the purchase price.	
	Hospice services	20% coinsurance	40% coinsurance	Preauthorization required.	
If your child needs	Children's eye exam Children's glasses	Not covered Not covered	Not covered Not covered	None. None.	
dental or eye care	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)
- Hearing aids
- Habilitation services

- Infertility treatment
- Long-term care
- Non-emergency care when traveling outside of the 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.)

- Acupuncture (Limit: 12 visits per calendar year)
- Bariatric surgery (Limit: \$20,000/Lifetime)
- Chiropractic care (Limit: \$1,000 per calendar vear)
- 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: U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 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 <u>plan</u> 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 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: Pinnacle Claims Management, Inc. at 1-855-730-8652.

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 1-855-730-8652.

-----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 <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 in-network pre-natal care and a hospital delivery)

■ The <u>plan's</u> overall <u>deductible</u>	\$500
■ Specialist copay	\$35
■ Hospital (facility) coinsurance	20%
Other (facility) copay	\$500

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

In this example, Peg would pay:

Cost Sharing		
Deductibles	\$500	
Copayments	\$510	
Coinsurance	\$2,310	
What isn't covered		
Limits or exclusions	\$60	
The total Peg would pay is	\$3,380	

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>	\$500
■ Specialist copay	\$35
■ Hospital (facility) coinsurance	20%
Other (facility) copay	\$500

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

In this example, Joe would pay:

Cost Sharing	
Deductibles	\$500
Copayments	\$1,670
Coinsurance	\$80
What isn't covered	
Limits or exclusions	\$20
The total Joe would pay is	\$2,270

Mia's Simple Fracture

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

■ The plan's overall deductible	\$500
■ Specialist copay	\$35
■ Hospital (facility) coinsurance	20%
Other (facility) copay	\$500

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

In this example, Mia would pay:

Cost Sharing	
Deductibles	\$500
Copayments	\$450
Coinsurance	\$320
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$1,270