

Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services Simplicity Small Group Gold \$1,750 | Iowa

Coverage Period Beginning on or after: 01/01/2024

Coverage for: Individual + Family | Plan Type: PPO | Non-Grandfathered

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 sanfordhealthplan.com/sbcfinder or call 1-800-752-5863 (toll free) | TTY/TDD: 711. 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 1-800-752-5863 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall <u>deductible</u> ?	For network providers \$1,750 individual / \$3,500 family For out-of-network providers \$3,500 individual / \$7,000 family Copays do not apply to deductible	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. <u>Preventive care</u> and primary care 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</u> <u>services</u> without cost-sharing 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 <u>deductibles</u> for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services.
What is the <u>out-of-pocket limit</u> for this <u>plan</u> ?	For network providers \$6,750 individual / \$13,500 family For out-of-network providers \$13,500 individual / \$27,000 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 <u>out-of-</u> <u>pocket limit?</u>	Premiums, balance-billing charges (unless balanced billing is prohibited), and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .
Will you pay less if you use a network provider?	Yes. See www.sanfordhealthplan.com or call 1-800-752-5863 for a list of network providers.	You will pay the least if you use a provider in the Sanford Preferred <u>network</u> . You pay more if you use a provider in the Affiliated network. You will pay the most if you use an <u>out-of-network provider</u> , and you might receive a bill from a provider 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</u> might use an <u>out-of-network provider</u> for some services (such as lab work). Check with your provider before you get services.
Do you need a <u>referral</u> to see a <u>specialist</u> ?	No.	You can see the in-network specialist you choose without a referral.

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

Sanford Preferred Provider: Sanford Health Practitioners and/or Facilities. With Sanford Preferred Providers, you will pay Tier-1 In-Network Benefits. Affiliated Provider: All other In-Network Practitioners and/or facilities. With Affiliated Providers, you will pay Tier-2 In-Network Benefits.

		What You Will Pay			
Common Medical Event	Services You May Need	<u>Network provider</u> (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	Sanford Preferred: \$10 copay / office visit Affiliated: \$30 copay / office visit	55% <u>coinsurance</u> after <u>deductible</u>	None	
If you visit a health care	Chiropractic visit	Sanford Preferred or Affiliated: \$10 copay / office visit	55% <u>coinsurance</u> after <u>deductible</u>	Office visit <u>copay</u> applies to the office visit charge and manual manipulation only. All other eligible modalities and therapies are subject to <u>deductible</u> / <u>coinsurance</u> .	
provider's office or clinic	Specialist visit	Sanford Preferred: \$35 copay / office visit Affiliated: \$55 copay / office visit	55% <u>coinsurance</u> after <u>deductible</u>	None	
	Preventive care / screening / immunization	No charge	55% coinsurance after deductible	You may have to pay for services that aren't part of the preventive health guidelines. Ask your <u>provider</u> if these services you need are preventive. Then check what your <u>plan</u> will pay for.	
If you have a test	Diagnostic test (x-ray, blood work)	Sanford Preferred or Affiliated: \$10 copay	55% <u>coinsurance</u> after <u>deductible</u>	Certain services may be subject to <u>deductible</u> / <u>coinsurance</u> . For full details, refer to your <u>plan</u> document.	
	Imaging (CT/PET scans, MRIs)	Sanford Preferred or Affiliated: 35% coinsurance after deductible	55% <u>coinsurance</u> after <u>deductible</u>	Prior authorization may be required.	
	Generic drugs less than \$6	\$0 copay / prescription	Not covered	Covers up to a 30-day supply. Generic cost is based on	
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at sanfordhealthplan.com/ pharmacy	Generic drugs greater or equal to \$6	\$15 <u>copay</u> / prescription	Not covered	total drug cost per 30-day supply. Brand name drugs with generic equivalents or biosimilar alternatives	
	Preferred brand drugs	\$50 copay / prescription	Not covered	require additional cost share. Difference in cost does not apply to deductible or out-of-pocket limit. There are no	
	Non-preferred brand drugs	\$75 copay / prescription	Not covered	limitations or restrictions for use of manufacturer	
	Generic specialty drugs	\$15 copay / prescription	Not covered	coupons if used in conjunction with our current benefit	
	Preferred specialty drugs	35% coinsurance after deductible	Not covered	offering. If the cost of the prescription falls under the	
, , , , , , , , , , , , , , , , , , , ,	Non-preferred specialty drugs	55% coinsurance after deductible	Not covered	copay amount, you will pay the least. Refer to your Formulary to determine which benefit applies to your medication.	

What You Will Pa		Pay		
Common Medical Event	Services You May Need	<u>Network provider</u> (You will pay the least)	Out-of-network provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	Sanford Preferred or Affiliated: 35% coinsurance after deductible	55% <u>coinsurance</u> after <u>deductible</u>	Certain outpatient services may require authorization (pre-approval) by the Plan.
surgery	Physician/surgeon fees	Sanford Preferred or Affiliated: 35% coinsurance after deductible	55% coinsurance after deductible	None
	Emergency room care	35% coinsurance after deductible	35% <u>coinsurance</u> after <u>deductible</u>	None
If you need immediate medical attention	Emergency medical transportation	35% coinsurance after deductible	35% <u>coinsurance</u> after <u>deductible</u>	None
	Urgent care	\$25 copay / office visit	\$25 <u>copay</u> / office visit	Additional services may be subject to <u>deductible</u> / <u>coinsurance</u> .
If you have a hospital stay	Facility fee (e.g., hospital room)	Sanford Preferred or Affiliated: 35% coinsurance after deductible	55% <u>coinsurance</u> after <u>deductible</u>	Prior authorization required.
ii you nave a nospitai stay	Physician/surgeon fees	Sanford Preferred or Affiliated: 35% coinsurance after deductible	55% <u>coinsurance</u> after <u>deductible</u>	None
If you need mental health, behavioral health, or substance abuse services	Outpatient services	Sanford Preferred or Affiliated: \$10 copay / office visit Other Outpatient Services 35% coinsurance after deductible	55% <u>coinsurance</u> after <u>deductible</u>	None
substance abuse services	Inpatient services	Sanford Preferred or Affiliated: 35% coinsurance after deductible	55% <u>coinsurance</u> after <u>deductible</u>	Prior authorization required.
	Office visits	No charge	55% <u>coinsurance</u> after <u>deductible</u>	Cost sharing does not apply to routine prenatal and
If you are pregnant	Childbirth/delivery professional services	Sanford Preferred or Affiliated: 35% coinsurance after deductible	55% <u>coinsurance</u> after <u>deductible</u>	postnatal-care and certain <u>preventive services</u> . Depending on the type of services <u>copayment</u> or <u>coinsurance</u> may apply. Maternity care may include
	Childbirth/delivery facility services	Sanford Preferred or Affiliated: 35% coinsurance after deductible	55% <u>coinsurance</u> after <u>deductible</u>	tests and services described elsewhere in the SBC (i.e. ultrasound).

		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	
	Home health care	Sanford Preferred or Affiliated: 35% coinsurance after deductible	55% <u>coinsurance</u> after <u>deductible</u>	Prior authorization required. Limited to 40 visits per calendar year.	
	Rehabilitation services	Sanford Preferred or Affiliated: \$10 copay / office visit Other Outpatient Services 35% coinsurance after deductible	55% coinsurance after deductible	Office visit <u>copay</u> covers evaluation. Limited to 30 visits per calendar year.	
If you need help recovering or have other special health needs	Habilitation services	Sanford Preferred or Affiliated: \$10 copay / office visit Other Outpatient Services 35% coinsurance after deductible	55% coinsurance after deductible	Office visit <u>copay</u> covers evaluation. Limited to 30 visits per calendar year.	
	Skilled nursing care	Sanford Preferred or Affiliated: 35% coinsurance after deductible	55% <u>coinsurance</u> after <u>deductible</u>	Prior authorization required. Limited to 90 days in a consecutive 12-month period.	
	Durable medical equipment	Sanford Preferred or Affiliated: 35% coinsurance after deductible	55% <u>coinsurance</u> after <u>deductible</u>	Prior authorization may be required.	
	Hospice services	Sanford Preferred or Affiliated: 35% coinsurance after deductible	55% <u>coinsurance</u> after <u>deductible</u>	None	
	Children's eye exam	No charge	55% <u>coinsurance</u> after <u>deductible</u>	Limited to 1 visit per calendar year. Benefit ends at the end of the month when the member turns 19.	
	Children's glasses	Sanford Preferred or Affiliated: 35% coinsurance after deductible	55% <u>coinsurance</u> after <u>deductible</u>	Limited to 1 frame every other year. Lenses or contact lenses limited to 1 item annually. Benefit ends at the end of the month when the member turns 19.	
If your child needs dental or eye care	Children's dental check-up	No charge	55% <u>coinsurance</u> after <u>deductible</u>	Limited to 2 routine check-up visits per calendar year. Preventive, emergency, and routine coverage available for members up to age 19. See your plan document for eligible services. Certain dental services may require authorization (pre-approval) by the plan. For a list of services, see the Prior Authorization list at sanfordhealthplan.com.	

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.)				
● Abortion				
Acupuncture	 Infertility treatment 	 Routine eye care (Adult) 		
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 <u>plan</u> document.)			
Bariatric Surgery	Hearing aids	 Private-duty nursing 	
Chiropractic Care		 Routine foot care 	

Long-term 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: Iowa Department of Human Services at 1-800-972-2017 or contact 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: Sanford Health Plan/Appeals & Grievances at 1-800-752-5863 or contact the 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 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 1-800-752-5863 (toll-free).

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-752-5863 (toll-free).

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-800-752-5863 (toll-free).

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-800-752-5863 (toll-free).

-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 <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>	\$1,750
■ Specialist copayment	\$35
■ Hospital (facility) coinsurance	35%
■ Other coinsurance	35%

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>	\$1,750
■ Specialist copayment	\$35
■ Hospital (facility) coinsurance	35%
■ Other coinsurance	35%

Mia's Simple Fracture

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

■ The <u>plan's</u> overall <u>deductible</u>	\$1,750
■ Specialist copayment	\$35
■ Hospital (facility) coinsurance	35%
■ Other coinsurance	35%

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		
<u>Deductibles</u>	\$1,750	
Copayments	\$10	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$60	
The total Peg would pay is	\$1,820	

This EXAMPLE event includes services like:

<u>Primary care physician</u> 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	\$100	
Copayments	\$1,200	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$20	
The total Joe would pay is	\$1,320	

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

<u>Durable medical equipment</u> (crutches)

Rehabilitation services (physical therapy)

Total Example Cost	\$2,800	
In this example, Mia would pay:		
Cost Sharing		
<u>Deductibles</u>	\$1,750	
<u>Copayments</u>	\$100	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$0	
The total Mia would pay is	\$1,850	

Non-discrimination notice



Sanford Health Plan complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, sex (including pregnancy, sexual orientation, and gender identity), or any other classification protected under the law. Sanford Health Plan does not exclude people or treat them differently because of race, color, national origin, age, disability, sex (including pregnancy, sexual orientation, and gender identity), or any other classification protected under the law.

Sanford Health Plan:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - Qualified sign language interpreters
 - 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:
 - Qualified interpreters
 - Information written in other languages
- If you need these services, call (800) 752-5863 (TTY: 711)

If you believe that Sanford Health Plan has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity), you can file a grievance with the Section 504 Coordinator at:

Mailing Address: Section 504 Coordinator 2301 E. 60th Street, Sioux Falls, SD 57103 Telephone number: (877) 473-0911 (TTY: 711)

Fax: (605) 312-9886

Email: shpcompliance@sanfordhealth.org

You can file a grievance in person or by phone, mail, fax, or email. If you need help filing a grievance, the Section 504 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 https://ocrportal.hhs.gov/ocr/portal/lobby.jsf, or by mail or phone at:

U.S. Department of Health and Human Services 200 Independence Avenue, SW Room 509F, HHH Building Washington, D.C. 20201 (800) 368-1019, (800) 537-7697 (TDD)

Complaint forms are available at: http://www.hhs.gov/ocr/office/file/index.html.

Help in Other Languages

For help in any language other than English, call (800) 752-5863 (TTY: 711).

Arabic -

خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن 752-5863 (800) (رقم هاتف الصم والبكم: 711)

Chinese - 注意:如果您使用繁體中文,您可以免費獲得語言援助服務。請致電 (800) 752-5863 (TTY: 711)。

Cushite (Oromo) – XIYYEEFFANNAA: Afaan dubbattu Oroomiffa, tajaajila gargaarsa afaanii, kanfaltiidhaan ala, ni argama. Bilbilaa (800) 752-5863 (TTY: 711).

German – ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: (800) 752-5863 (TTY: 711).

Hmong - LUS CEEV: Yog tias koj hais lus Hmoob, cov kev pab txog lus, muaj kev pab dawb rau koj. Hu rau (800) 752-5863 (TTY: 711).

Karen - ဟ်သူဉ်ဟ်သး- နမ့်ကတိုး ကညီ ကျိဉ်အယိ, နမာန့်၊ ကျိဉ်အတာ်မာစားလာ တလာဉ်ဘူဉ်လာဉ်စုံး နီတမီးဘဉ်သုံ့နှဉ်လီး. ကိုး (800) 752-5863 (TTY: 711).

Korean - 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. (800) 752-5863 (TTY: 711) 번으로 전화해 주십시오.

Laotian - ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານ ພາສາ, ໂດຍບໍ່ເສັຽຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທຣ (800) 752-5863 (TTY: 711).

French - ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le (800) 752-5863 (TTY: 711).

Russian - ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните (800) 752-5863 (телетайп: 711).

Spanish - ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al (800) 752-5863 (TTY: 711).

Tagalog - PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa (800) 752-5863 (TTY: 711).

Thai - เรียน: ถ ้าคุณพูดภาษาไทยคุณสามารถใช ้บริการช่วยเหลือ ทางภาษาได ้ฟรี โทร (800) 752-5863 (TTY: 711).

Vietnamese – CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số (800) 752-5863 (TTY: 711).