SANF = RD Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services Simplicity Small Group Silver \$3,200 HSA Qualified | Iowa Coverage Period

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 <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, visit <u>sanfordhealthplan.com/sbcfinder</u> or call 1-800-752-5863 (toll free) | TTY/TDD: 711. For general definitions of common terms, such as <u>allowed amount, balance-billing, coinsurance, copayment, deductible, provider</u>, or other underlined terms see the Glossary. You can view the Glossary at <u>https://www.healthcare.gov/sbc-glossary/</u> or call 1-800-752-5863 to request a copy.

| Important Questions | Answers | Why This Matters: |
|---|--|--|
| What is the overall <u>deductible</u> ? | For <u>network providers</u> \$3,200 individual / \$6,400 family. For <u>out-of-network providers</u> \$6,400 individual / \$12,800 family. <u>Copays</u> do not apply to <u>deductible.</u> | 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 <u>https://www.healthcare.gov/coverage/preventive-care-benefits/.</u> |
| 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</u> <u>limit</u> for this <u>plan</u> ? | For <u>network providers</u> \$7,050 individual / \$14,100 family. For <u>out-of-network providers</u> \$14,100 individual / \$28,200 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? | <u>Premiums, balance-billing</u> charges (unless balanced billing is prohibited), and health care this <u>plan</u> 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.sanfordhealthplan.com or call 1- 800-752-5863 for a list of <u>network</u> 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</u> <u>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 <u>specialist</u> you choose without a <u>referral.</u> |



All <u>copayment</u> and <u>coinsurance</u> costs shown in this chart are after your <u>deductible</u> has been met, if a <u>deductible</u> applies. Sanford Preferred Provider: Sanford Health Practitioners and/or Facilities. With Sanford Preferred Providers, you will pay Tier-1 In-Network Benefits. Sanford 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) | <u>Out-of-network</u> <u>provider</u> (You will pay the most) | Limitations, Exceptions, & Other Important Information | |
| | Primary care visit to treat an injury or illness | Sanford Preferred: 20% <u>coinsurance</u> after <u>deductible</u> Affiliated: 40% <u>coinsurance</u> after <u>deductible</u> | 50% <u>coinsurance</u> after <u>deductible</u> | None | |
| | Chiropractic visit | Sanford Preferred or Affiliated: 20% coinsurance after deductible | 50% <u>coinsurance</u> after <u>deductible</u> | None | |
| If you visit a health care <u>provider's</u> office or clinic | <u>Specialist</u> visit | Sanford Preferred: 20% <u>coinsurance</u> after <u>deductible</u> Affiliated: 40% <u>coinsurance</u> after <u>deductible</u> | 50% <u>coinsurance</u> after <u>deductible</u> | None | |
| | Preventive care/screening/ immunization | No charge | 50% <u>coinsurance</u> after <u>deductible</u> | You may have to pay for services that aren't part of the <u>preventive</u> health guidelines. Ask your <u>provider</u> if these services you need are preventive. Then check what your <u>plan</u> will pay for. | |
| | Diagnostic test (x-ray, blood work) | Sanford Preferred or Affiliated: 30% coinsurance after deductible | 50% <u>coinsurance</u> after <u>deductible</u> | None | |
| If you have a test | Imaging (CT/PET scans, MRIs) | Sanford Preferred or Affiliated: 30% coinsurance after deductible | 50% <u>coinsurance</u> after <u>deductible</u> | Prior authorization may be required. | |
| If you need drugs to treat your illness or condition More information about prescription drug <u>coverage</u> is available at sanfordhealthplan.com/ pharmacy | Preventive drugs | \$5 <u>copay</u> / prescription. <u>Copay</u> does not apply to <u>deductible</u> . | Not covered | Covers up to a 30-day supply. | |
| | Generic drugs | 30% <u>coinsurance</u> after <u>deductible</u> | Not covered | Brand name drugs with generic equivalents or biosimilar | |
| | Preferred brand drugs | 30% coinsurance after deductible | Not covered | alternatives require additional cost share. Difference in cost does not apply to <u>deductible</u> or <u>out-of-pocket limit</u> . | |
| | Non-preferred brand drugs | 30% coinsurance after deductible | Not covered | There are no limitations or restrictions for use of | |
| | Generic <u>specialty drugs</u> | 30% coinsurance after deductible | Not covered | manufacturer coupons if used in conjunction with our current benefit offering. | |
| | Preferred specialty drugs | 30% coinsurance after deductible | Not covered | Refer to your Formulary to determine which benefit | |
| | Non-preferred <u>specialty</u> drugs | 30% coinsurance after deductible | Not covered | applies to your medication. | |

| | | What You Will Pay | | | |
|---|--|---|--|--|--|
| Common Medical Event | Services You May Need | <u>Network provider</u> (You will pay the least) | <u>Out-of-network</u> <u>provider</u> (You will pay the most) | Limitations, Exceptions, & Other Important Information | |
| If you have outpatient surgery | Facility fee (e.g., ambulatory surgery center) | Sanford Preferred or Affiliated: 30% coinsurance after deductible | 50% <u>coinsurance</u> after <u>deductible</u> | Certain outpatient services may require authorization (pre-approval) by the Plan. | |
| | Physician/surgeon fees | Sanford Preferred or Affiliated: 30% coinsurance after deductible | 50% <u>coinsurance</u> after <u>deductible</u> | None | |
| If you need immediate medical attention | Emergency room care | 30% coinsurance after deductible | 30% <u>coinsurance</u> after <u>deductible</u> | None | |
| | Emergency medical transportation | 30% coinsurance after deductible | 30% <u>coinsurance</u> after <u>deductible</u> | None | |
| | Urgent care | 30% coinsurance after deductible | 30% <u>coinsurance</u> after <u>deductible</u> | None | |
| Kusu have a hoarital star. | Facility fee (e.g., hospital room) | Sanford Preferred or Affiliated: 30% coinsurance after deductible | 50% <u>coinsurance</u> after <u>deductible</u> | Prior authorization required. | |
| If you have a hospital stay | Physician/surgeon fees | Sanford Preferred or Affiliated: 30% coinsurance after deductible | 50% <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: Office Visit: 20% <u>coinsurance</u> after <u>deductible</u> Other Outpatient Services: 30% <u>coinsurance</u> after <u>deductible</u> | 50% <u>coinsurance</u> after <u>deductible</u> | None | |
| | Inpatient services | Sanford Preferred or Affiliated: 30% coinsurance after deductible | 50% <u>coinsurance</u> after <u>deductible</u> | Prior authorization required. | |
| If you are pregnant | Office visits | No charge | 50% <u>coinsurance</u> after <u>deductible</u> | Cost sharing does not apply to routine prenatal and postnatal-care and certain preventive services. | |
| | Childbirth/delivery professional services | Sanford Preferred or Affiliated: 30% coinsurance after deductible | 50% <u>coinsurance</u> after <u>deductible</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: 30% coinsurance after deductible | 50% <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 | <u>Network provider</u> (You will pay the least) | <u>Out-of-network</u> <u>provider</u> (You will pay the most) | Limitations, Exceptions, & Other Important Information | |
| | Home health care | Sanford Preferred or Affiliated: 30% coinsurance after deductible | 50% <u>coinsurance</u> after <u>deductible</u> | Prior authorization required. Limited to 40 visits per calendar year. | |
| If you need help recovering or have other special health needs | Rehabilitation services | Sanford Preferred or Affiliated: Office Visit: 20% <u>coinsurance</u> after <u>deductible</u> Other Outpatient Services: 30% <u>coinsurance</u> after <u>deductible</u> | 50% <u>coinsurance</u> after <u>deductible</u> | Limited to 30 visits per calendar year. | |
| | Habilitation services | Sanford Preferred or Affiliated: Office Visit: 20% <u>coinsurance</u> after <u>deductible</u> Other Outpatient Services: 30% <u>coinsurance</u> after <u>deductible</u> | 50% <u>coinsurance</u> after <u>deductible</u> | Limited to 30 visits per calendar year. | |
| | Skilled nursing care | Sanford Preferred or Affiliated: 30% coinsurance after deductible | 50% <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: 30% coinsurance after deductible | 50% <u>coinsurance</u> after <u>deductible</u> | Prior authorization may be required. | |
| | Hospice services | Sanford Preferred or Affiliated: 30% coinsurance after deductible | 50% <u>coinsurance</u> after <u>deductible</u> | None | |
| If your child needs dental or eye care | Children's eye exam | No charge | 50% <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: 30% coinsurance after deductible | 50% <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 month when the member turns 19. | |
| | Children's dental check-up | No charge | 50% <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 Covere | d Services: | |
|--|---|--|
| Services Your <u>Plan</u> Generally Does | NOT Cover (Check your policy or <u>plan</u> document fo | r more information and a list of any other <u>excluded services</u> .) |
| Abortion | Dental care (Adult) | Non-emergency care when traveling outside the U.S. |
| Acupuncture | Infertility treatment | Routine eye care (Adult) |
| Cosmetic surgery | Long-term care | Weight loss programs |
| Other Covered Services (Limitation | ns 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 |

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 <u>Grievance</u> 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 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: 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, kwijijgo holne' 1-800-752-5863 (*toll-free*).

------To see examples of how this <u>plan</u> 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) | | Managing Joe's type 2 Diabetes (a year of routine in-network care of a well- controlled condition) | | Mia's Simple Fracture (in-network emergency room visit and follow up care) | |
|--|----------|---|------------------------------|---|------------------------------|
| The plan's overall <u>deductible</u> \$3,200 <u>Specialist coinsurance</u> 20% Hospital (facility) <u>coinsurance</u> 30% Other <u>coinsurance</u> 30% | | The <u>plan's</u> overall <u>deductible</u> <u>Specialist</u> <u>coinsurance</u> Hospital (facility) <u>coinsurance</u> Other <u>coinsurance</u> | \$3,200 20% 30% 30% | The <u>plan's</u> overall <u>deductible</u> <u>Specialist</u> <u>coinsurance</u> Hospital (facility) <u>coinsurance</u> Other <u>coinsurance</u> | \$3,200 20% 30% 30% |
| This EXAMPLE event includes servic Specialist office visits (prenatal care) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services Diagnostic tests (ultrasounds and blood Specialist visit (anesthesia) | 8 | This EXAMPLE event includes service Primary care physician office visits (includisease education) <u>Diagnostic tests</u> (blood work) Prescription drugs Durable medical equipment (glucose medical equipment) | ding | This EXAMPLE event includes servi Emergency room care (including media supplies) Diagnostic test (x-ray) Durable medical equipment (crutches) Rehabilitation services (physical therap | cal |
| Total Example Cost | \$12,700 | Total Example Cost | \$5,600 | Total Example Cost | \$2,800 |
| In this example, Peg would pay: | | In this example, Joe would pay: | | In this example, Mia would pay: | |
| Cost Sharing | | Cost Sharing | | Cost Sharing | |
| Deductibles | \$3,200 | Deductibles | \$3,200 | Deductibles | \$2,800 |
| <u>Copayments</u> | \$0 | <u>Copayments</u> | \$0 | <u>Copayments</u> | \$0 |
| <u>Coinsurance</u> | \$1,600 | Coinsurance | \$600 | <u>Coinsurance</u> | \$0 |
| What isn't covered | | What isn't covered | | What isn't covered | 1 |
| Limits or exclusions | \$60 | Limits or exclusions | \$20 | Limits or exclusions | \$0 |
| The total Peg would pay is | \$4,860 | The total Joe would pay is | \$3,820 | The total Mia would pay is | \$2,800 |

The <u>plan</u> would be responsible for the other costs of these EXAMPLE covered services.

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) |

Amharic - ማስታወሻ: የሚና7ሩት ቋንቋ ኣማርኛ ከሆነ የትርንም እርዳታ ድርጅቶችማስታወሻ: የሚና7ሩት ቋንቋ ኣማርኛ ከሆነ የትርንም እርዳታ ድርጅቶች፣ በነጻ ሊያግዝዎት ተዘጋጀተዋል፡ ወደ ሚከተለው ቁጥር ይደውሉ (800) 752-5863 (መስማት ስተሳናቸው: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- နမ္)ကတိ၊ ကညီ ကျိာ်အယိ, နမၤန့) ကျိာ်အတာမၤစၢၤလ၊ တလၢစ်ဘူဉ်လၢစ်စ္၊ နီတမံးဘဉ်သံ့နှဉ်လီ၊. 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, ໂດຍບໍ່ເສັງຄ່າ, 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: ถ้าคุณพูดภาษาไทยคุณสามารถใช้บริการช่วยเหลือ ทางภาษาได้ฟรี 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).