

Summary of Benefits and Coverage: What this Plan Covers & What You Pay for Covered Services PPO - Flex

Coverage Period: 01/01/2025 — 12/31/2025

Coverage for: Individual + Family | Plan Type: PPO



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, www.harvardpilgrim.org/public/eoc?pdid=PD0000101186. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms, see the Glossary at www.healthcare.gov/sbc-glossary or call 1-888-333-4742 to request a copy.

Important Questions	Answers	Why this matters
What is the overall deductible?	In-Network: \$1,500 member / \$3,000 family Out-of-Network: \$3,000 member / \$6,000 family Benefits are administered on a Plan Year basis.	Generally you must pay all the costs 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 <u>deductible</u> ?	Yes. Prescription drugs, and the following In-Network services: preventive care , Non-Hospital Based imaging, and services from Flex Providers are covered before you meet your deductible .	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 <u>cost-sharing</u> 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 deductibles for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services
What is the out-of-pocket limit for this plan?	In-Network: \$8,550 member / \$17,100 family Out-of-Network: \$16,300 member / \$32,600 family	The <u>out-of-pocket limit</u> is the most you could pay in a year of covered services. If you have other family members in this <u>plan</u> , they have to meet their own <u>out-of-pocket limit</u> until the overall family <u>out-of-pocket limit</u> has been met.

Important Questions	Answers	Why this matters
What is not included in the out-of-pocket limit?	Pediatric Dental Care, premiums, balance-billed charges, penalties for failure to obtain preauthorization for services 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 network provider?	Yes. See https://www.harvardpilgrim.org/public/find-a-provider or call 1-888-333-4742 for a list of preferred providers.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance-billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	No	You can see the specialist you choose without a referral .



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

		What You Will		
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
If you visit a health care provider's office or	Primary care visit to treat an injury or illness	Level 1: \$40 copay/ visit	20% coinsurance	None
clinic	Specialist visit	Level 1: \$40 copay/visit Level 2: \$40 copay/visit	20% coinsurance	None
	Preventive care/screening/immunization	No charge; <u>deductible</u> does not apply	20% coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.

		What You Will	Limitations, Exceptions, & Other Important Information	
Common Medical Event	Services You May Need	Network Provider (You will pay the least) Out-of-Network Provider (You will pay the most)		
If you have a test	Diagnostic test (x-ray, blood work)	X-rays: \$75 copay/visit Laboratory: Flex Providers: No charge; deductible does not apply Other Plan Providers: \$35 copay/visit	X-rays: 20% coinsurance Laboratory: 20% coinsurance	None
	Imaging (CT/PET scans, MRIs)	Non-Hospital Based: \$300 copay/ procedure; deductible does not apply Hospital Based: \$200 copay/ procedure	20% coinsurance	Out-of-Network <pre>preauthorization required.</pre> \$500 penalty if not obtained
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.harvardpilgrim.org, 2022Value5T.	Generic drugs	30-Day Retail Tier 1: \$5 copay/ prescription; deductible does not apply 90-Day Mail Tier 1: \$10 copay/ prescription; deductible does not apply 30-Day Retail Tier 2: \$35 copay/ prescription; deductible does not apply 90-Day Mail Tier 2: \$70 copay/ prescription; deductible does not apply		Value formulary - covers a limited list; not all drugs are covered
	Preferred brand drugs	30-Day Retail Tier 3: \$65 copay/ prescription; deductible does not apply 90-Day Mail Tier 3: \$130 copay/ prescription; deductible does not apply		Some generic drugs are in this tier
	Non-preferred brand drugs	30-Day Retail Tier 4: \$100 copay/ prescription; deductible does not apply 90-Day Mail Tier 4: \$300 copay/ prescription; deductible does not apply		Same as above
	Specialty drugs	30-Day Retail Tier 4: \$100 copay/ prescription; deductible does not apply 90-Day Mail Tier 4: \$300 copay/ prescription; deductible does not apply 30-Day Retail Tier 5: \$160 copay/ prescription; deductible does not apply		Some drugs must be obtained through a Specialty Pharmacy

	Services You May Need	What You Will		
Common Medical Event		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
		90-Day Mail Tier 5: \$480 copay/p does not apply	rescription; deductible	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	Flex Providers: \$150 copay/ visit; deductible does not apply Other Plan Providers: \$200 copay/ visit	20% coinsurance	Out-of-Network preauthorization required. \$500 penalty if not obtained
	Physician/surgeon fees	Flex Providers: No charge; deductible does not apply Other Plan Providers: No charge; deductible does not apply	20% coinsurance	
If you need immediate	Emergency room care	\$300 copay/ visit		None
medical attention	Emergency medical transportation	No charge		None
	Urgent care	Convenience care clinic: \$40 copay/ visit; deductible does not apply Urgent care center: \$40 copay/ visit; deductible does not apply Hospital urgent care center: \$40 copay/ visit; deductible does not apply	Convenience care clinic: 20% coinsurance Urgent care center: 20% coinsurance Hospital urgent care center: 20% coinsurance	None
If you have a hospital stay	Facility fee (e.g., hospital room)	\$250 copay/ admit	20% coinsurance	Out-of-Network preauthorization required.
	Physician/surgeon fee	No charge	20% <u>coinsurance</u>	\$500 penalty if not obtained
If you have mental	Outpatient services	\$40 <u>copay</u> / visit	20% coinsurance	None
health, behavioral health, or substance abuse needs	Inpatient services	\$250 copay/ admit	20% <u>coinsurance</u>	Out-of-Network preauthorization required. \$500 penalty if not obtained

		What You Will		
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
If you are pregnant	Office visits	\$40 copay/ visit	20% <u>coinsurance</u>	Cost sharing does not apply
	Childbirth/delivery professional services	No charge	20% <u>coinsurance</u>	for preventive services.
	Childbirth/delivery facility services	\$250 copay/ admit	20% <u>coinsurance</u>	
If you need help	Home health care	No charge	20% coinsurance	None
recovering or have other special health needs	Rehabilitation services Habilitation services	Physical Therapy: Non-hospital based: \$40 copay/ visit Hospital based: \$75 copay/ visit Occupational Therapy: Non-hospital based: \$40 copay/ visit Hospital based: \$75 copay/ visit Speech Therapy: Non-hospital based: \$40 copay/ visit Hospital based: \$75 copay/ visit Hospital based: \$75 copay/ visit	Physical Therapy: 20% coinsurance Occupational Therapy: 20% coinsurance Speech Therapy: 20% coinsurance	Physical & Occupational Therapy - 60 combined visits/ Plan Year Out-of-Network preauthorization required. \$500 penalty if not obtained
	Skilled nursing care	\$250 copay/ admit	20% coinsurance	- 100 days/ Plan Year
	Durable medical equipment	20% coinsurance	20% coinsurance	- 1 synthetic monofilament wig/ Plan Year Out-of-Network preauthorization required. \$500 penalty if not obtained
	Hospice services	No charge	20% <u>coinsurance</u>	For inpatient see "If you have a hospital stay"

		What You Will			
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	
If your child needs	Children's eye exam	\$40 <u>copay</u> / visit	20% coinsurance	- 1 exam/ Plan Year	
dental or eye care	Children's glasses			Frames & lenses OR contacts every 12 months up to end of month child turns 19	
	Children's dental check-up	No charge; <u>deductible</u> does not apply	20% <u>coinsurance</u> ; <u>deductible</u> does not apply	- 2 exams/ 12 months up to end of month child turns 19	
Excluded Services & Other Covered Services:		•			
Services Your Plan Does	NOT Cover (This isn't a	complete list. Check your policy or pl	an document for other	excluded services.)	
Long-Term (Custodial) Care N		Most Dental Care (Adult) • Routine foot care		care	
Most Cosmetic Surgery		Private-duty nursing • Services that		t are not Medically Necessary	
Other Covered Services (This isn't a complete list. Check your policy or <u>plan</u> document for other covered services and your costs for these services.)					
 Acupuncture Bariatric surgery Chiropractic Care m Ir N 		months/ impaired ear up to age 22 • Weight Loss Programs - 3 mo		are (Adult) - 1 exam/ Plan Year Programs - 3 months of Weight itional OR at Work/ Plan Year	

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: the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov. 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 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:

HPHC Member Appeals-Member Services Department Harvard Pilgrim Health Care, Inc. 1 Wellness Way Canton, MA 02021-1166

Telephone: 1-888-333-4742

Fax: 1-617-509-3085

Department of Labor's Employee Benefits Security Administration 1-866-444-3272 www.dol.gov/ebsa/healthreform Health Care for All 30 Winter Street, Suite 1004 Boston, MA 02108 1-800-272-4232 http://www.hcfama.org/helpline

Massachusetts Division of Insurance 1000 Washington Street, Suite 810 Boston, MA 02118–6200 1-617-521-7794

Does this plan provide Minimum Essential Coverage? Yes

<u>Minimum Essential Coverage</u> generally includes <u>plans</u>, <u>health insurance</u> available through the <u>Marketplace</u> or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of <u>Minimum Essential Coverage</u>, you may not be eligible for the <u>premium tax credit</u>.

Does this Coverage Meet the Minimum Value Standard? Not Applicable

If your <u>plan</u> doesn't meet the <u>Minimum Value Standards</u>, you may be eligible for a <u>premium tax credit</u> to help you pay for a <u>plan</u> through the <u>Marketplace</u>.

Language Access Services:

Para obtener asistencia en Español, llame al 1-888-333-4742.

如果需要中文的帮助, 请拨打这个号码 1-888-333-4742.

De assistência em Português, por favor ligue 1-888-333-4742.

To see examples of how this plan might cover costs for a sample medical situation, see the next page.

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>deductible</u>, <u>copayment</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 <u>plan's</u> overall deductible	\$1,500	■ The <u>plan's</u> overall deductible	\$1,500	■ The <u>plan's</u> overall deductible	\$1,500
■ Specialist copayment	\$40	■ Specialist copayment	\$40	■ Specialist copayment	\$40
Hospital (facility)copayment	\$250	Hospital (facility) <u>copayment</u>	\$250	Hospital (facility) <u>copayment</u>	\$250
■ Other <u>copayment</u>	\$0	■ Other <u>copayment</u>	\$0	■ Other <u>copayment</u>	\$75
This EXAMPLE event includes services like:		This EXAMPLE event includes services like:		This EXAMPLE event includes services like:	
Specialist office visits (prenatal care)		Primary care physician office visits (including		Emergency room care (including medical supplies)	
Childbirth/Delivery Professional Se		disease education)		Diagnostic test (x-ray)	
Childbirth/Delivery Facility Services		Diagnostic tests (blood work) Durable medical equipment (crutches)			tches)
Diagnostic tests (ultrasounds and blo	od work)	Prescription drugs		Rehabilitation services (physical th	herapy)
Specialist visit (anesthesia)		Durable medical equipment	(glucose meter)		
Total Example Cost	\$12,700	Total Example Cost	\$5,600	Total Example Cost	\$2,800
In this example, Peg would pa	ay:	In this example, Joe would pay:		In this example, Mia would pay:	
Cost Sharing		Cost Sharing		Cost Sharing	
<u>Deductibles</u>	\$1,500	<u>Deductibles</u>	\$1,000	<u>Deductibles</u>	\$1,500
Copayments	\$400	Copayments	\$1,600	Copayments	\$400
Coinsurance	\$0	Coinsurance	\$0	Coinsurance	\$50
What isn't covered		What isn't covered		What isn't covered	
Limits or exclusions	\$0	Limits or exclusions	\$0	Limits or exclusions	\$0
The total Peg would pay is	\$1,900	The total Joe would pay is	\$2,600	The total Mia would pay is	\$1,950

The plan would be responsible for the other costs of these EXAMPLE covered services.

Language Assistance Services

Español (Spanish) ATENCIÓN: Si usted habla español, servicios de asistencia lingüística, de forma gratuita, están a su disposición. Llame al 1-877-907-4742 (TTY: 711).

Português (Portuguese) ATENÇÃO: Se você fala português, encontram-se disponíveis serviços linguísticos gratuitos. Ligue para 1-877-907-4742 (TTY: 711).

Kreyòl Ayisyen (French Creole) ATANSYON: Si nou palé Kreyòl Ayisyen, gen asistans pou sèvis ki disponib nan lang nou pou gratis. Rele 1-877-907-4742 (TTY: 711).

繁體中文 (Traditional 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 1-877-907-4742(TTY:711)。

Tiếng Việt (Vietnamese) CHÚ Ý: Nếu quí vị nói Tiếng Việt, dịch vụ thông dịch của chúng tôi sẵn sàng phục vụ quí vị miễn phí. Gọi số 1-877-907-4742 (TTY: 711).

Русский (Russian) ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-877-907-4742 (телетайп: 711).

(Arabic) العربية

إنتهاه: إذا أنت تتكلم اللغة العربية ، خَدَمات المُساعَدة اللغَوية مُتَوفرة لك مَجانا. " اِتصل على 4742-907-1877

(TTY: 711)

ខ្មែរ (Cambodian) ្រសុំជូនដំណីង៖ បើអ្នកនិយាយភាសាខ្មែរ, យើងមានសេវាកម្មបកប្រែ ជូនលោកអ្នកដោយឥតគិតថ្លៃ។។ ចូរ ទូរស័ព្ទ 1-877-907-4742 (TTY: 711)។

Français (French) ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-877-907-4742 (ATS: 711).

Italiano (Italian) ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-877-907-4742 (TTY: 711).



Harvard Pilgrim Health Care includes Harvard Pilgrim Health Care, Harvard Pilgrim Health Care of New England and HPHC Insurance Company.

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한국어 (Korean) '알림': 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-877-907-4742 (TTY: 711) 번으로 전화해 주십시오.

Ελληνικά (Greek) ΠΡΟΣΟΧΗ: Αν μιλάτε ελληνικά, υπάρχουν στη διάθεσή σας δωρεάν υπηρεσίες γλωσσικής υποστήριξης. Καλέστε 1-877-907-4742 (TTY: 711).

Polski (Polish) UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-877-907-4742 (TTY: 711).

हिंदी (Hindi) ध्यान दीजिए: अगर आप हिंदी बोलते हैं तो आपके लिये भाषाकी सहायता मुफ्तमें उपलब्ध हैं. जानकारी के लिये फोन करें. 1-877-907-4742 (TTY: 711)

ગુજરાતી (Gujarati) ધ્યાન આપો : જો તમે ગુજરાતી બોલતા હ્યે તો આપને માટે ભાષાકીય સહ્ય તદ્દન મફત ઉપલબ્ધ છે. વિશેષ માહિતી માટે ફોન કરો. 1-877-907-4742 (TTY: 711)

ພາສາລາວ (Lao) ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັງຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທຣ 1-877-907-4742 (TTY: 711).

ATTENTION: If you speak a language other than English, language assistance services, free of charge, are available to you. Call 1-877-907-4742 (TTY: 711).



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General Notice About Nondiscrimination and Accessibility Requirements

Harvard Pilgrim Health Care and its affiliates as noted below ("HPHC") comply with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity). HPHC does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity).

HPHC:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and written information in other formats (large print, audio, other formats)
- Provides free language services to people whose primary language is not English, such as qualified interpreters.

If you need these services, contact our Civil Rights Compliance Officer.

If you believe that HPHC 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: Civil Rights Compliance Officer, 1 Wellness Way, Canton, MA 02021-1166, (866) 750-2074, TTY service: 711, Fax: (617) 509-3085, Email: civil_rights@point32health.org. You can file a grievance in person or by mail, fax or email. If you need help filing a grievance, the Civil Rights Compliance Officer 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 (TTY)

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



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