Summary of Benefits and Coverage: What this Plan Covers & What You Pay for Covered Service Coverage Period: 1/1/2024- 12/31/2024 State of Wisconsin and WPE Local: High Deductible Health Plan Group Health Cooperative of Eau Claire Greater Wisconsin Group Type: Individual & Family Plan Type: HMO



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, [Contact ETF at https://etf.wi.gov/contact-us or 1-877-533-5020. 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 1-877-533-5020 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall <u>deductible</u> ?	\$1,600 Individual/\$3,200 Family Combined medical and <u>prescription</u> <u>drug deductible</u>	If you have other family members on the policy, the overall family <u>deductible</u> must be met before the <u>plan</u> begins to pay. <u>Deductible</u> exceptions include office visit <u>copays</u> and for federally required <u>preventive services</u> . The <u>deductible</u> starts over with each plan year beginning on January 1 st .
Are there services covered before you meet your <u>deductible</u> ?	Yes. <u>Preventive care</u> and primary care services are covered before 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 services</u> without <u>cost-sharing</u> and before you meet your <u>deductible</u> . See a list of covered <u>preventive</u> <u>services</u> at <u>https://www.healthcare.gov/coverage/preventive-care-benefits/</u>
Are there other deductibles 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> ?	Combined medical and <u>prescription</u> <u>drug out-of-pocket limit of</u> \$2,500 Individual/ \$5,000 Family	Families must meet full family <u>out-of-pocket limit</u> before your <u>plan</u> pays. The <u>out-of-pocket limit</u> is the most you could pay during a coverage period (usually one year) for your share of the cost of covered services. This limit helps you plan for health care expenses. The federal <u>maximum out-of-pocket</u> is \$9,450 individual/\$18,900 family. This applies to all essential health benefits, including some services not included in the <u>out-of-pocket limit.</u> (i.e. certain level 3 & 4 <u>prescription drugs</u> and adult hearing aids covered under this <u>plan</u>).
What is not included in the <u>out-of-pocket limit</u> ?	Premiums 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 <u>https://group-</u> health.com/members/find-a-doctor or call 1-888-203-7770 for a list of network providers.	This <u>plan</u> uses a <u>provider network</u> . You will pay less if you use a <u>provider</u> 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 provider for the difference between the <u>provider's</u> charge and what your <u>plan</u> pays (<u>balance</u> <u>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 <u>provider</u> before you get services

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Do you need a referral to	No	You can see the <u>specialist</u> you choose without a <u>referral</u> . However, it is recommended you get a
see a <u>specialist</u> ?		<u>referral</u> to an orthopedist or neurosurgeon for low back pain

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.

	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	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	\$15 <u>copay</u> /visit after <u>deductible</u>	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.	
	<u>Specialist</u> visit	\$25 <u>copay</u> /visit after <u>deductible</u>	Not covered without <u>prior</u> authorization	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.	
	Preventive care/screening/ immunization	No Charge	Not covered	All preventive care services that have received an A or B grade <u>by the United</u> <u>States Preventive Services Task Force</u> are covered without cost sharing. Ask your in- network <u>provider</u> if the services needed are preventive. Then check what your <u>plan</u> will pay for. Full coverage is <u>required by federal</u> <u>law</u>	
If you have a test	Diagnostic test (x-ray, blood work)	10% <u>coinsurance</u> after deductible	Not covered	Full coverage if <u>required by federal law</u> .	
	Imaging (CT/PET scans, MRIs)	10% <u>coinsurance</u> after deductible	Not covered	Prior <u>authorization required</u> or benefits not payable.	

Common Medical Event	Services You May Need	What Yo Network Provider (You will pay the least)	ou Will Pay Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at navitus.com and etf.benefits.navitus.com	Level 1: Preferred <u>generic</u> <u>drugs and certain lower cost</u> <u>preferred brand name drugs</u>	100% until <u>deductible</u> is met. After <u>deductible</u> \$5/prescription to <u>out-of-</u> <u>pocket limit</u> . (2 <u>copays</u> apply to certain 90-day supply <u>mail orders</u>)	Prescriptions may be filled at an <u>out-of-network</u> pharmacy in emergency situations only. At the <u>out-of- network</u> pharmacy, during the emergency situation, you should pay for the prescription in full and submit a reimbursement form to Navitus.	In-network covers most up to a 30-day supply (90-day for certain prescriptions) retail and <u>mail</u> order. Out-of-pocket-limit of \$600 for an individual and \$1,200 for a family.
	Level 2: Preferred <u>brand drugs</u> and certain higher cost preferred generic drugs	100% until <u>deductible</u> is met. After <u>deductible</u> 20% <u>coinsurance</u> (\$50 max) pe prescription to <u>out-of-</u> <u>pocket limit</u> . (2 <u>copays</u> apply to certain 90-day supply <u>mail order</u>)		In-network covers most up to a 30-day supply (90-day for certain prescriptions) retail and <u>mail</u> order. Out-of-pocket-limit of \$600 for an individual and \$1,200 for a family.
	Level 3: <u>Non-preferred</u> brand name and <u>certain high cost</u> <u>generic drugs</u>	100% until <u>deductible</u> is met. After <u>deductible</u> 40% <u>coinsurance</u> (\$150 max) per prescription. Member must pay the cost difference between the <u>non-preferred</u> brand drug and the <u>preferred generic</u> <u>equivalent drug if not</u> <u>medically necessary.</u>	Prescriptions may be filled at an <u>out-of-network</u> pharmacy in emergency situations only. At the <u>out-of- network</u> pharmacy, during the emergency situation, you should pay for the	Federal maximum <u>out-of-pocket-limit</u> of \$9,450 for an individual and \$18,900 for a family applies for some Level 3 drugs.
	Level 4: <u>Specialty drugs</u> at <u>preferred</u> specialty pharmacy provider	100% until <u>deductible</u> is met. After <u>deductible</u> \$50 <u>copay</u> per prescription for <u>preferred drugs</u> to specialty <u>out-of-pocket</u> <u>limit</u> .	Prescriptions may be filled at an <u>out-of-network</u> pharmacy in emergency situations only. At the <u>out-of- network</u> pharmacy, during the emergency situation,	Federal maximum <u>out-of-pocket-limit</u> of \$9,450 for an individual and \$18,900 for a family applies for some Level 4 drugs.

	Level 4: <u>Specialty drugs</u> at participating pharmacy provider	max) per prescription for non-preferred drugs. No <u>out-of-pocket limit</u> . 100% until <u>deductible</u> is met. After <u>deductible</u> 40%	at an <u>out-of-network</u> pharmacy in emergency situations only. At the <u>out-of-</u> <u>network</u> pharmacy, during the emergency situation, you should pay for the prescription in full and submit a reimbursement form to <u>Navitus</u> .	Federal maximum <u>out-of-pocket-limit</u> of \$9,450 for an individual and \$18,900 for a family applies for some Level 4 drugs.
Common Medical Event	Services You May Need	What ` Network Provider (You will pay the least	You Will Pay Out-of-Network Provide t) (You will pay the most)	
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	10% <u>coinsurance</u> after deductible.		None
surgery	Physician/surgeon fees	 \$15 <u>copay</u> for primary doctor office visit after <u>deductible</u> \$25 <u>copay</u> for <u>specialist</u> office visit. after <u>deductible</u> 	Not covered	Additional services provided (e.g. costs of surgery, equipment, etc.) are subject to applicable <u>deductible</u> and <u>coinsurance</u> . <u>Prior</u> <u>approval</u> required for low back surgeries and MRI, CT, and PET scans.
If you need immediate	Emergency room care	\$75 <u>copay</u> after <u>deductible</u> then 10% <u>coinsurance</u>	\$75 <u>copay</u> , after <u>deductible</u> then 10% <u>coinsurance</u>	Copay is waived if admitted.
medical attention	Emergency medical transportation	10% <u>coinsurance</u> after <u>deductible</u>	10% <u>coinsurance</u> after <u>deductible</u>	None
	Urgent care	\$25 <u>copay</u> /visit after deductible	\$25 <u>copay</u> /visit after deductible	None
If you have a hospital	Facility fee (e.g., hospital room)	10% <u>coinsurance</u> after deductible		Prior approval recommended
stay	Physician/surgeon fees	10% coinsurance after	Not covered	Prior approval required for low back surgeries

Common Medical Event	Services You May Need	What Yo Network Provider (You will Pay the Least)	ou Will Pay Out-of-Network Provider (You Will Pay the Most)	Limitations, Exceptions, & Other Important Information
If you need mental health, behavioral	Outpatient services	\$15 <u>copay</u> /visit after <u>deductible</u>	Not covered	Additional services (e.g. labs, etc.) during the visit are subject to applicable deductible and coinsurance.
health, or substance abuse services	Inpatient services	10% <u>coinsurance</u> after deductible	Not covered	None
	Office visits	\$15 <u>copay</u> /visit after <u>deductible</u>	Not covered	10% <u>coinsurance</u> apply if in-network prenatal and/or postnatal care billed as a package. Full coverage if required by federal law.
lf you are pregnant	Childbirth/delivery professional services	10% <u>coinsurance</u> after deductible	Not covered	None
	Childbirth/delivery facility services	10% <u>coinsurance</u> after deductible	Not covered	None
If you need help	Home health care	10% <u>coinsurance</u> after deductible	Not covered	Limited to 50 visits per year. Plan may approve 50 more per year.
If you need help recovering or have other special health needs	Rehabilitation services	\$15 <u>copay</u> /visit after <u>deductible</u>	Not covered	Physical, speech and occupational therapy limited to 50 visits per year, combined <u>rehabilitation</u> and <u>habilitation services</u> . Plan may approve 50 more per therapy, per participant, per year.
	Habilitation services	\$15 <u>copay</u> /visit after <u>deductible</u>	Not covered	Physical, speech and occupational therapy limited to 50 visits per year, combined <u>rehabilitation</u> and <u>habilitation services</u> . Plan may approve 50 more per therapy, per participant, per year.
	Skilled nursing care	10% <u>coinsurance</u> after deductible	Not covered	Facility coverage is limited to 120 days per benefit period.
	Durable medical equipment	20% <u>coinsurance</u> after <u>deductible</u>	Not covered	Hearing aids (adults) plan maximum payment \$1,000 per ear every 3 years. Children's hearing aids have no plan maximum payment.
	Hospice services	10% <u>coinsurance</u> after <u>deductible</u>	Not covered	None

Common Medical Event	Services You May Need	What Yo Network Provider (You will pay the least)	ou Will Pay Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information		
If your child needs dental or eye care	Children's eye exam	\$25 <u>copay</u> after deductible	Not covered	Limited to one per individual per year. Contact lens fitting not covered. Full coverage if required by federal law.		
	Children's glasses	Not covered	Not covered	Excluded service.		
	Children's dental check-up	Not covered	Not covered	Excluded service.		
Excluded Services & Other Covered Services:						
Services Your Plan Generation	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 	 Infertility treatment 	Non-emer	gency care when traveling o	utside US		
Dental care (Adult)	Long-term care	Private-du	ity nursing	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	 Chiropractic care 	 Hearing aids 	s •Ro	outine eye care (Adult)		

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 and the Wisconsin Office of the Commissioner of Insurance at (800) 236-8517 or www.oci.wi.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. 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 and the Wisconsin Office of the Commissioner of Insurance at (800) 236-8517 or www.oci.wi.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. The second coverage options may be available to you, too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace. The second coverage options may be available to you, too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the 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: Group Health Cooperative of Eau Claire Greater Wisconsin Health Plan at 1-888-203-7770 or TTY 711 or ETF at 1-877-533-5020 or <u>www.etf.wi.gov</u>

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:

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-888-203-7770, TTY 1-800-947-3529 /711.

LUS CEEV: Yog tias koj hais lus Hmoob, cov kev pab txog lus, muaj kev pab dawb rau koj. Hu rau 1-888-203-7770, TTY 1-800-947-3529 /711.

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1-888-203-7770, TTY 1-800-947-3529 /711.

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-888-203-7770, TTY 1-800-947-3529 /711.

. 171/ 1-888-203-7770, TTY 1-800-947-3529 ارقم (ملحوظة : إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية هاتف الصم والبكم تتوافر لك بالمجان اتصل برقم

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-888-203-7770, ТТҮ 1-800-947-3529 /711.

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-888-203-7770, TTY 1-800-947-3529 /711.번으로 전화해 주십시오.

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-888-203-7770, TTY 1-800-947-3529 /711.

Wann du [Deitsch (Pennsylvania German / Dutch)] schwetzscht, kannscht du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: 1-888-203-7770, TTY 1-800-947-3529 /711.

່ ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັງຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທຣ 1-888-203-7770, TTY 1-800-947-3529 /711.

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-888-203-7770, TTY 1-800-947-3529 /711.

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-888-203-7770, TTY 1-800-947-3529 /711.

ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-888-203-7770, TTY 1-800-947-3529 /711.पर कॉल करें। KUJDES: Nëse flitni shqip, për ju ka në dispozicion shërbime të asistencës gjuhësore, pa pagesë. Telefononi në 1-888-203-7770, TTY 1-800-947-3529 /711.

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-888-203-7770, TTY 1-800-947-3529 /711.

To see examples of how this <u>plan</u> might cover costs for a sample medical situation, see the next section.

PRA Disclosure Statement: According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is **0938-1146**. The time required to complete this information collection is estimated to average **0.08** hours per response, including the time to review instructions, search existing data resources, gather the data needed, and complete and review the information collection. If you have comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to: CMS, 7500 Security Boulevard, Attn: PRA Reports Clearance Officer, Mail Stop C4-26-05, Baltimore, Maryland



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.

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

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> \$1,600		Managing Joe's Type 2 Diabetes(a year of routine in-network care of a well- controlled condition)The plan's overall deductible\$1,600		Mia's Simple Fracture (in-network emergency room visit and follow up care) The plan's overall deductible \$1,	
This EXAMPLE event includes Specialist office visits (prenatal ca Childbirth/Delivery Professional S Childbirth/Delivery Facility Service Diagnostic tests (ultrasounds and Specialist visit (anesthesia) Total Example Cost	are) Services es	This EXAMPLE event includes servi Primary care physician office visits (includes ase education) Diagnostic tests (blood work) Prescription drugs** Durable medical equipment (glucose n Total Example Cost	luding	This EXAMPLE event includes service Emergency room care (including medical supplies) Diagnostic test (x-ray) Durable medical equipment (crutches) Rehabilitation services (physical therapy Total Example Cost	I
In this example, Peg would pay		In this example, Joe would pay:	40,000	In this example, Mia would pay:	φ2,000
Cost Sharing		Cost Sharing		Cost Sharing	
Deductibles	\$1,600	Deductibles	\$1,600	<u>Deductibles</u>	\$1,60
<u>Copayments</u>	\$30	Copayments	\$200**	<u>Copayments</u>	\$6
Coinsurance	\$1,000	Coinsurance	\$800**	Coinsurance	\$1
What isn't covered		What isn't covered		What isn't covered	

Limits or exclusions

The total Joe would pay is

The total Peg would pay is

Limits or exclusions

**Note: These numbers assume the patient does not participate in the plan's wellness program. If you participate in the plan's wellness program, you may be able to reduce your costs. For more Information about the wellness program please contact: https://www.webmdhealth.com/wellwisconsin/ or 1-800-821-6591

\$0

\$2.600**

Limits or exclusions

The total Mia would pay is

\$0

\$2.630

\$1,600

\$1,600 \$60 \$10

\$0

\$1.670

10% 10%