

## Pare Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services Coverage Period: 01/01/2025 – 12/31/2025 Coverage for: Single/Family | Plan Type: EPO

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, <u>www.mvphealthcare.com</u>. 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.healthcare.gov/sbc-glossary/</u> or call <u>1-888-687-6277</u> to request a copy.

| Important Questions                                                     | Answers                                                                                                           | Why This Matters:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| What is the overall<br><u>deductible</u> ?                              | In-Network -\$850 individual /\$1,700<br>family                                                                   | Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay.<br>If you have other family members on the plan, each family member must meet their own individual deductible until<br>the total amount of deductible expenses paid by all family members meets the overall family deductible.                                                                                                                                                                 |
| Are there services covered before you meet your deductible?             | Yes. Preventive care services are<br>covered before you meet your<br>deductible.                                  | This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.                                                                                                                                              |
| Are there other<br>deductibles for specific<br>services?                | Rx Brand -\$200 individual /\$400 family                                                                          | You must pay all of the costs for these services up to the specific deductible amount before this plan begins to pay for these services.                                                                                                                                                                                                                                                                                                                                                                           |
| What is the <u>out-of-pocket</u><br><u>limit</u> for this <u>plan</u> ? | In-Network -\$7,000 individual /\$14,000<br>family                                                                | The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.                                                                                                                                                                                                                                                                       |
| What is not included in the <u>out-of-pocket limit</u> ?                | Copayments for certain services,<br>premiums, balance-billing charges, and<br>healthcare 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<br>a <u>network provider</u> ?             | Yes. See www.mvphealthcare.com or call 1-888-687-6277 for a list of network providers.                            | You pay the least if you use a provider in the Preferred Provider tier. You pay more if you use a provider in the In-<br>Network tier. You will pay the most if you use an Out-of-Network provider, and you might receive a bill from a<br>provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your<br>network provider might use an out-of-network provider for some services (such as lab work). Check with your<br>provider before 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 <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.

| Common<br>Medical Event                                | Services You<br>May Need                         | Preferred Network Provider<br>(You will pay the least)                                                                                                                                                                                                     | In-Network<br>Provider<br>(You will pay more)                                                                                                                                                                                                                                             | Out-of-Network<br>Provider<br>(You will pay<br>the most) | Limitations, Exceptions, & Other<br>Important Information                                                                                                            |  |
|--------------------------------------------------------|--------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|                                                        | Primary care visit to treat an injury or illness | \$15 copay/office visit Deductible does not apply                                                                                                                                                                                                          | \$15 copay/office visit<br>Deductible does not apply                                                                                                                                                                                                                                      | Not covered                                              | First 3 Combined PCP/MH/SA Visits<br>Covered in Full                                                                                                                 |  |
| If you visit a health<br>care <u>provider's</u> office | <u>Specialist</u> visit                          | \$50 copay/visit Deductible<br>applies                                                                                                                                                                                                                     | \$50 copay/visit Deductible<br>applies                                                                                                                                                                                                                                                    | Not covered                                              | None                                                                                                                                                                 |  |
| or clinic                                              | Preventive<br>care/screening/<br>immunization    | No charge                                                                                                                                                                                                                                                  | No charge                                                                                                                                                                                                                                                                                 | Not covered                                              | You may have to pay for services that aren't<br>preventive. Ask your provider if the services<br>you need are preventive. Then check what<br>your plan will pay for. |  |
| If you have a test                                     | <u>Diagnostic test</u><br>(x-ray, blood work)    | Lab Office - \$15/visit Deductible<br>does not apply;<br>Lab Facility - No charge;<br>Radiology Office - PCP: \$15/visit<br>Deductible does not apply &<br>Spec: \$50/visit Deductible<br>applies;<br>Radiology Facility - \$0/visit<br>Deductible applies | Lab Office - \$15/visit<br>Deductible does not apply;<br>Lab Facility - \$50/visit<br>Deductible does not apply;<br>Radiology Office - PCP:<br>\$15/visit Deductible does not<br>apply & Spec: \$50/visit<br>Deductible applies;<br>Radiology Facility - \$50/visit<br>Deductible applies | Not covered                                              | Lab Office - None;<br>Lab Facility - None;<br>Radiology Office - None;<br>Radiology Facility - None                                                                  |  |
|                                                        | Imaging (CT/PET<br>scans, MRIs)                  | Office - \$100 copay/procedure<br>Deductible applies;<br>Facility - \$0 copay/procedure<br>Deductible applies                                                                                                                                              | Office - \$100 copay/procedure<br>Deductible applies;<br>Facility - \$100<br>copay/procedure Deductible<br>applies                                                                                                                                                                        | Not covered                                              | None                                                                                                                                                                 |  |

| Common<br>Medical Event                                                                                                                  | Services You<br>May Need                             | Preferred Network Provider<br>(You will pay the least)                                                              | In-Network<br>Provider<br>(You will pay more)                                                                       | Out-of-Network<br>Provider<br>(You will pay<br>the most) | Limitations, Exceptions, & Other<br>Important Information    |  |
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| If you need drugs to<br>treat your illness or<br>condition<br>More information<br>about prescription<br>drug coverage is<br>available at | Tier 1<br>(Generic drugs)                            | Retail \$10/prescription<br>Deductible does not apply;<br>Mail order \$25/prescription<br>Deductible does not apply | Retail \$10/prescription<br>Deductible does not apply;<br>Mail order \$25/prescription<br>Deductible does not apply | Not covered                                              | 30 day retail/90 day mail order                              |  |
|                                                                                                                                          | Tier 2<br>(Preferred brand<br>drugs)                 | Retail \$35/prescription<br>Deductible applies;<br>Mail order \$87.50/prescription<br>Deductible applies            | Retail \$35/prescription<br>Deductible applies;<br>Mail order \$87.50/prescription<br>Deductible applies            | Not covered                                              | 30 day retail/90 day mail order                              |  |
|                                                                                                                                          | Tier 3<br>(Non-preferred<br>brand drugs)             | Retail \$70/prescription<br>Deductible applies;<br>Mail order \$175/prescription<br>Deductible applies              | Retail \$70/prescription<br>Deductible applies;<br>Mail order \$175/prescription<br>Deductible applies              | Not covered                                              | 30 day retail/90 day mail order                              |  |
|                                                                                                                                          | Tier 4<br><u>Specialty drugs</u>                     | Retail \$70/prescription<br>Deductible applies;<br>Mail order \$175/prescription<br>Deductible applies              | Retail \$70/prescription<br>Deductible applies;<br>Mail order \$175/prescription<br>Deductible applies              | Not covered                                              | 30 day supply retail available through<br>Specialty Pharmacy |  |
| If you have<br>outpatient surgery                                                                                                        | Facility fee<br>(e.g., ambulatory<br>surgery center) | \$0 copay/day Deductible applies                                                                                    | \$200 copay/day Deductible<br>applies                                                                               | Not covered                                              | None                                                         |  |
|                                                                                                                                          | Physician/surgeon<br>fees                            | \$100 copay Deductible applies                                                                                      | \$100 copay Deductible applies                                                                                      | Not covered                                              | None                                                         |  |

|                                                                                    |                                       | V                                                        | Vhat You Will Pay                                           |                                                          |                                                           |
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| Common<br>Medical Event                                                            | Services You<br>May Need              | Preferred Network Provider<br>(You will pay the least)   | In-Network<br>Provider<br>(You will pay more)               | Out-of-Network<br>Provider<br>(You will pay<br>the most) | Limitations, Exceptions, & Other Important<br>Information |
| If you need<br>immediate medical<br>attention                                      | Emergency room<br>care                | \$300 copay/visit Deductible does not apply              | \$300 copay/visit<br>Deductible does not<br>apply           | \$300 copay/visit<br>Deductible does not<br>apply        | None                                                      |
|                                                                                    | Emergency medical<br>transportation   | \$300 copay/trip Deductible does not apply               | \$300 copay/trip<br>Deductible does not<br>apply            | \$300 copay/trip<br>Deductible does not<br>apply         | None                                                      |
|                                                                                    | Urgent care                           | \$50 copay/visit Deductible does not apply               | \$50 copay/visit<br>Deductible does not<br>apply            | \$50 copay/visit<br>Deductible does not<br>apply         | None                                                      |
| If you have a hospital<br>stay                                                     | Facility fee (e.g.,<br>hospital room) | \$500 copay/continuous<br>confinement Deductible applies | \$500 copay/continuous<br>confinement Deductible<br>applies | Not covered                                              | Per continuous confinement                                |
|                                                                                    | Physician/surgeon<br>fees             | \$100 copay Deductible applies                           | \$100 copay Deductible<br>applies                           | Not covered                                              | None                                                      |
| If you need mental<br>health, behavioral<br>health, or substance<br>abuse services | Outpatient services                   | \$15 copay/visit Deductible does<br>not apply            | \$15 copay/visit<br>Deductible does not<br>apply            | Not covered                                              | First 3 Combined PCP/MH/SA Visits Covered in Full         |
|                                                                                    | Inpatient services                    | \$500 copay/stay Deductible<br>applies                   | \$500 copay/stay<br>Deductible applies                      | Not covered                                              | Including residential treatment                           |

|                                                                         |                                                      | V                                                                                                     | /hat You Will Pay                                                                                           |                                                          |                                                                                                                                                                                                          |
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| Common<br>Medical Event                                                 | Services You<br>May Need                             | Preferred Network Provider<br>(You will pay the least)                                                | In-Network<br>Provider<br>(You will pay more)                                                               | Out-of-Network<br>Provider<br>(You will pay<br>the most) | Limitations, Exceptions, & Other Important<br>Information                                                                                                                                                |
| If you are pregnant                                                     | Office visits                                        | No charge                                                                                             | No charge                                                                                                   | Not covered                                              | Cost sharing does not apply to certain preventive<br>services. Depending on the type of services, a<br>copay, coinsurance, and/or deductible may apply.<br>Maternity care may include tests and services |
|                                                                         | Childbirth/delivery<br>professional<br>services      | \$100 copay/delivery Deductible applies                                                               | \$100 copay/delivery<br>Deductible applies                                                                  | Not covered                                              | described elsewhere in the SBC (i.e. ultrasound).                                                                                                                                                        |
|                                                                         | Childbirth/delivery facility services                | \$500 copay/stay Deductible<br>applies                                                                | \$500 copay/stay<br>Deductible applies                                                                      | Not covered                                              |                                                                                                                                                                                                          |
| If you need help<br>recovering or have<br>other special health<br>needs | Home health care                                     | \$50 copay/visit Deductible<br>applies                                                                | \$50 copay/visit<br>Deductible applies                                                                      | Not covered                                              | 60 visits per year                                                                                                                                                                                       |
|                                                                         | Rehabilitation<br>services/<br>Habilitation services | OP ReHab: \$50 copay/visit<br>Deductible applies<br>IP ReHab: \$500 copay/visit<br>Deductible applies | OP ReHab: \$50<br>copay/visit Deductible<br>applies<br>IP ReHab: \$500<br>copay/visit Deductible<br>applies | OP ReHab: Not<br>covered<br>IP ReHab: Not<br>covered     | OP ReHab: 54 visits per condition/year combined<br>therapies<br>IP ReHab: 60 days per Plan Year Combined<br>Therapies                                                                                    |
|                                                                         | Skilled nursing care                                 | \$500 copay/stay Deductible<br>applies                                                                | \$500 copay/stay<br>Deductible applies                                                                      | Not covered                                              | 200 days per plan year                                                                                                                                                                                   |
|                                                                         | Durable medical<br>equipment                         | 50% coinsurance Deductible applies                                                                    | 50% coinsurance<br>Deductible applies                                                                       | Not covered                                              | Standard equipment covered                                                                                                                                                                               |
|                                                                         | Hospice services                                     | \$500 copay/stay Deductible applies                                                                   | \$500 copay/stay<br>Deductible applies                                                                      | Not covered                                              | 210 days per plan year, 5 visits for family bereavement counseling                                                                                                                                       |

|                                           |                            | What You Will Pay                                      |                                                  |                                                          |                                                                    |  |
|-------------------------------------------|----------------------------|--------------------------------------------------------|--------------------------------------------------|----------------------------------------------------------|--------------------------------------------------------------------|--|
| Common<br>Medical Event                   | Services You<br>May Need   | Preferred Network Provider<br>(You will pay the least) | In-Network<br>Provider<br>(You will pay more)    | Out-of-Network<br>Provider<br>(You will pay<br>the most) | Limitations, Exceptions, & Other Important<br>Information          |  |
| If your child needs<br>dental or eye care | Children's eye exam        | \$50 copay/exam Deductible applies                     | \$50 copay/exam<br>Deductible applies            | Not covered                                              | One exam per 12-month period                                       |  |
|                                           | Children's glasses         | 50% coinsurance Deductible applies                     | 50% coinsurance<br>Deductible applies            | Not covered                                              | One pair prescribed standard lenses and frames per 12 month period |  |
|                                           | Children's dental check-up | \$25 copay/visit Deductible does not apply             | \$25 copay/visit<br>Deductible does not<br>apply | \$25 copay/visit<br>Deductible does not<br>apply         | One dental exam and cleaning per six month period                  |  |

## **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)
- Long-Term Care
- Non-Emergency care when traveling outside the U.S
- Private-Duty Nursing
- Routine Eye Care (Adult)
- Routine Foot Care

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

• Acupuncture

Hearing Aids

- Bariatric Surgery
- Chiropractic Care

Weight Loss Programs

Infertility Treatment

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:

MVP Health Care P.O. Box 2207 Schenectady, NY 12301 Toll Free: 1-888-687-6277 www.mvphealthcare.com members@mvphealthcare.com

You can also contact the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or cciio.cms.gov. Church plans are not covered by the Federal COBRA continuation coverage rules. If the coverage is insured, individuals should contact their State insurance regulator regarding their possible rights to continuation coverage under State law. 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: MVP Health Care

Attn: Member Appeals P.O.Box 2207 Schenectady, NY 12301 Toll Free:1-888-687-6277 www.mvphealthcare.com members@mvphealthcare.com You can also contact the Department of I

You can also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-3272 or dol.gov/ebsa/healthreform, or the NYS Department of Insurance at 1-800-342-3736 or dfs.ny.gov. Additionally, a consumer assistance program can help you file your appeal. Contact the Community Health Advocates at 1-888-614-5400 or communityhealthadvocates.org.

## 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? <sup>Yes.</sup> 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>.

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



The total Peg would pay is

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.

| <b>Peg is Having a Baby</b><br>(9 months of in-network pre-natal care and<br>delivery)                                                                                                                                                                        | a hospital | Managing Joe's type 2 Diabet<br>(a year of routine in-network care of a well-o<br>condition)                                                                                                                     | <b>Mia's Simple Fracture</b><br>(in-network emergency room visit and follow up<br>care) |                                                                                                                                                                                                                                                    |                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|
| The plan's overall deductible\$850SpecialistCopay\$50Hospital (facility)Copay\$500OtherCopay\$100                                                                                                                                                             |            | <ul> <li>The <u>plan's</u> overall <u>deductible</u></li> <li><u>Specialist</u> Copay</li> <li>Hospital (facility) Copay</li> <li>Other Copay</li> </ul>                                                         | \$850<br>\$50<br>\$500<br>\$15                                                          | <ul> <li>The <u>plan's</u> overall <u>deductible</u></li> <li><u>Specialist</u> Copay</li> <li>Hospital (facility) Copay</li> <li>Other Copay</li> </ul>                                                                                           | \$850<br>\$50<br>\$500<br>\$300 |
| This EXAMPLE event includes services like<br>Specialist office visits (prenatal care)<br>Childbirth/Delivery Professional Services<br>Childbirth/Delivery Facility Services<br>Diagnostic tests (ultrasounds and blood work)<br>Specialist visit (anesthesia) |            | This EXAMPLE event includes services like<br>Primary care physician office visits (including e<br>education)<br>Diagnostic tests (blood work)<br>Prescription drugs<br>Durable medical equipment (glucose meter) | •                                                                                       | <b>This EXAMPLE event includes services like:</b><br>Emergency room care <i>(including medical supplies)</i><br>Diagnostic test <i>(x-ray)</i><br>Durable medical equipment <i>(crutches)</i><br>Rehabilitation services <i>(physical therapy)</i> |                                 |
| 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                                                                                                                                                                                        |                                                                                         | Cost Sharing                                                                                                                                                                                                                                       |                                 |
| Deductibles \$850                                                                                                                                                                                                                                             |            | Deductibles                                                                                                                                                                                                      | \$400                                                                                   | Deductibles                                                                                                                                                                                                                                        | \$850                           |
| Copayments \$700                                                                                                                                                                                                                                              |            | Copayments                                                                                                                                                                                                       | \$600                                                                                   | Copayments                                                                                                                                                                                                                                         | \$700                           |
| Coinsurance \$0                                                                                                                                                                                                                                               |            | Coinsurance                                                                                                                                                                                                      | \$0                                                                                     | Coinsurance                                                                                                                                                                                                                                        |                                 |
| What isn't covered                                                                                                                                                                                                                                            |            | What isn't covered                                                                                                                                                                                               |                                                                                         | What isn't covered                                                                                                                                                                                                                                 |                                 |
| Limits or exclusions \$70                                                                                                                                                                                                                                     |            | Limits or exclusions                                                                                                                                                                                             | \$200                                                                                   | Limits or exclusions                                                                                                                                                                                                                               | \$10                            |

\$1,200

The total Mia would pay is

The total Joe would pay is

\$1,620

\$1,560