Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services Coverage Period: 01/01/2024 – 12/31/2024 UMWA Health & Retirement Funds:1993 Plan Individual Employer Program of Benefits (Crimson Oak Grove) Coverage for:Individual and Family I 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, call 1-800-291-1425 or go to www.umwafunds.org. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms see the Glossary. You can view the Glossary at https://www.healthcare.gov/sbc-glossary/ or call 1-800-291-1425 to request a copy.

| Important Questions   | Answers   | Why This Matters:  |  |
|---|---|--|--|
| What is the overall<br>deductible?  | \$ O  | See the Common Medical Events chart below for your costs for services this plan covers.  |  |
| Are there services<br>covered before you<br>meet your <u>deductible?</u>  | Not Applicable  | This <u>Plan</u> does not have a <u>deductible</u> .   |  |
| Are there other<br><u>deductibles</u> for specific<br>services?   | Yes. \$300 for any non-emergency hospital<br>admission to a non-PPL hospital or other<br>non-PPL service obtained without required<br><u>precertification</u><br>\$50 /individual for dental (except <u>preventive</u> ).<br>There are no other specific <u>deductibles</u> . | You must pay all of the costs for these services up to the specific <u>deductible</u> amount before this <u>plan</u> begins to pay for these services.   |  |
| What is the out-of-<br>pocket limit for this<br>plan?\$240 / family* for in-PPL physician visits an<br>\$1,600 / family* in combined non-PPL<br>hospital and physician office visits per year.<br>No out-of-pocket limit for prescription drugs |   | 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> , the overall family <u>out-of-pocket limit</u> must be met.<br>*Family includes individuals without other family members on the plan.   |  |
| What is not included in the <u>out-of-pocket limit</u> ?  | The extra cost of brand name or non-<br>preferred drugs, <u>balance-billing</u> charges,<br>dental <u>premiums</u> , and uncovered health.  | Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .<br>The \$300 <u>deductible</u> for services without required <u>precertification</u> is not applied to the <u>out-of-pocket limit</u> .   |  |
| Will you pay less if you<br>use a preferred<br><u>provider</u> ?  | Yes. See <u>www.umwafunds.org</u><br>or call 1-800-291-1425 for the Participating<br><u>Provider List (PPL).</u>  | This <u>plan</u> uses a PPL. You will pay less if you use a <u>provider</u> on the PPL. You will pay the most if you use a non-PPL <u>provider</u> , and you might receive a bill from a <u>provider</u> for the difference between the <u>provider</u> 's charge and what your <u>plan</u> pays ( <u>balance billing</u> ). Be aware your <u>PPL provider</u> might use a non-PPL provider for some services (such as lab work). Check with your <u>provider</u> before you get services. |  |
| Do you need a <u>referral</u> to see a <u>specialist</u> ?  | No  | You can see the <u>specialist</u> you choose without a <u>referral</u> .   |  |

(DT - OMB control number: 1545-0047/Expiration Date: 12/31/2019)(DOL - OMB control number: 1210-0147/Expiration date: 5/31/2022) **1 of 7** (HHS - OMB control number: 0938-1146/Expiration date: 10/31/2022)

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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   |  | What You Will Pay   |  | Limitations, Exceptions, & Other Important  |  |
|--|--|---|--|---|--|
| Medical Event  | Services You May Need                            | PPL Provider<br>(You will pay the least)  | Non-PPL Provider<br>(You will pay the most)  | Information   |  |
|  | Primary care visit to treat an injury or illness | \$12 <u>copay</u> / visit   | \$20 <u>copay</u> / visit  | None  |  |
| If you visit a health  | Specialist visit                                 | \$12 <u>copay</u> / visit   | \$20 <u>copay</u> / visit  | None  |  |
| care <u>provider's</u> office<br>or clinic   | Preventive care/screening/<br>immunization       | No charge   | \$20 copay / visit   | You may have to pay for services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services needed are <u>preventive</u> . Then check what your <u>plan</u> will pay for.   |  |
| If you have a test   | Diagnostic test (x-ray, blood work)              | No charge   | No charge  | None  |  |
| -  | Imaging (CT/PET scans, MRIs)                     | No charge   | No charge  | None  |  |
| If you need drugs to<br>treat your illness or<br>condition   | Generic drugs and<br>Preferred brand drugs       | <ul> <li>\$5 <u>copay</u> for up to a 30-<br/>day supply*</li> <li>\$0 <u>copay</u> for up to a 90-<br/>day supply for mail<br/>order*</li> <li>*Plus any difference in<br/>cost if a brand name<br/>drug is prescribed when<br/>a generic is available.</li> </ul>   | \$10 for up to a 30-day<br>supply*   | Maintenance Choice Program – if a 90-day<br>supply is obtained at a CVS Retail pharmacy<br>\$0 <u>copay</u> for up to a 90 day supply.<br>If the prescribing physician obtains a <u>medical</u><br><u>necessity</u> authorization there will be no<br>additional payment for the use of the brand<br>drug |  |
| Condition<br>More information about<br>prescription drug<br>coverage is available at<br>www.umwafunds.org. | Non-Preferred drugs                              | <ul> <li>\$5 copay for up to a 30-<br/>day supply.*</li> <li>\$0 copay for up to a 90-<br/>day supply for mail<br/>order.*</li> <li>*Plus a surcharge for<br/>Non-Preferred drugs:<br/>Initial prescription – no<br/>surcharge</li> <li>First refill - \$7.50</li> <li>surcharge</li> <li>Second and subsequent<br/>refills - \$15 surcharge</li> </ul> | \$10 <u>copay</u> for up to a 30-<br>day supply.*<br>*Plus a surcharge for Non-<br>Preferred drugs:<br>Initial prescription – no<br>surcharge<br>First refill - \$7.50<br>surcharge<br>Second and subsequent<br>refills - \$15 surcharge | If the prescribing physician obtains a <u>medical</u><br><u>necessity</u> authorization, there will be no<br>additional payment for the use of the Non-<br>Preferred drug.  |  |

| Common                                  |   | What Yo   | ou Will Pay  | Limitations, Exceptions, & Other Important  |  |
|---|---|---|--|---|--|
| Medical Event                           | Services You May Need   | PPL Provider  | Non-PPL Provider   | Information   |  |
|   | Preferred <u>Specialty drugs</u>                                | (You will pay the least)<br>\$0 <u>copay</u> for up to a 30-<br>day supply at a CVS<br>Specialty Pharmacy   | (You will pay the most)<br>If <u>Specialty drugs</u> that are<br>not on the Specialty Drug   | Pre-authorization is required for Specialty drugs.  |  |
|   | <u>Specialty drugs</u> not on the<br><u>Specialty Drug</u> List | \$0 for up to a 30-day<br>supply at a CVS<br>Specialty Pharmacy<br>\$10 for up to a 30-day<br>supply at any in- <u>network</u> ,<br>non-CVS Specialty<br>pharmacy | List are obtained at a non-<br>network Specialty<br>pharmacy, a \$10 per 30-<br>day supply <u>copay</u> applies.   | All drugs on the <u>Specialty Drug</u> List must be<br>obtained from a CVS Specialty Pharmacy.<br>If a Non-Preferred <u>Specialty drug</u> within the<br>classes on the <u>Specialty Drug</u> List is selected,<br>the prescriber will be asked to consider a<br>Preferred drug to be used before the Non-<br>Preferred drug will be covered. |  |
| If you have outpatient                  | Facility fee (e.g., ambulatory<br>surgery center)               | No charge   | No charge  | Pre-authorization is required for all non-PPL outpatient hospital surgeries.  |  |
| surgery                                 | Physician/surgeon fees  | No charge   | No charge  | None  |  |
|   | Emergency room care   | \$0   | \$0  | You may have to pay a <u>copay</u> for the physician's professional charge.   |  |
| If you need immediate medical attention | Emergency medical<br>transportation                             | No charge   | No charge  | None  |  |
|   | <u>Urgent care</u>  | \$12 <u>copay</u> per visit   | \$12 <u>copay</u> per visit  | <u>Copay</u> only applies to physician's charge for the visit.  |  |
| lf you have a hospital<br>stay          | Facility fee (e.g., hospital room)                              | No charge   | The <u>plan</u> pays 90% of<br>Participating <u>Provider</u> rate.<br>The Beneficiary is<br>responsible for the<br>remaining balance of<br>charges up to the \$1,600<br>annual <u>out-of-pocket</u><br><u>maximum</u> .<br>There are no such charges<br>for hospitalizations<br>resulting from a medical<br>emergency. | Inpatient services must be provided by an accredited facility.<br>Private rooms are not covered unless patient's condition requires isolation or no semi-private room is available.<br><u>Precertification</u> is required for all non-emergency non-PPL hospital stays.  |  |
|   | Physician/surgeon fees  | \$12 <u>copay</u> per visit   | \$20 <u>copay</u> per visit<br>\$12 <u>copay</u> per visit during<br>emergency hospitalizations  | None  |  |

|        | Common<br>Medical Event  | Services You May Need                     | What You Will PayPPL ProviderNon-PPL Provider(You will pay the least)(You will pay the most) |   | Limitations, Exceptions, & Other Important<br>Information  |
|--------|--|---|--|---|--|
|        |  | Outpatient services                       | \$12 <u>copay</u> per visit  | \$20 <u>copay</u> per visit   | Alcoholism and drug rehabilitation programs must be provided by an accredited facility.  |
|        | If you need mental<br>health, behavioral<br>health, or substance<br>abuse services | Inpatient services                        | No charge  | The <u>plan</u> pays 90% of<br>Participating <u>Provider</u> rate.<br>The Beneficiary is<br>responsible for the<br>remaining balance of<br>charges up to the \$1,600<br>annual <u>out-of-pocket</u><br><u>maximum.</u><br>There are no such charges<br>for hospitalizations<br>resulting from a medical<br>emergency. | Inpatient services must be provided by an accredited facility.<br>Private rooms are not covered unless patient's condition requires isolation or no semi-private room is available.  |
|        |  | Office visits                             | \$12 <u>copay</u> per visit  | \$20 <u>copay</u> per visit   | Cost sharing does not apply for preventive<br>services.<br>Depending on the type of services, a <u>copayment</u><br>may apply. <u>Copayment</u> does not apply when<br>childbirth/delivery is billed as a bundled<br>service.<br>Maternity care may include tests and services<br>described elsewhere in the SBC (i.e.<br>ultrasound). |
|        |  | Childbirth/delivery professional services | No charge  | No charge   | None   |
| lf you | lf you are pregnant  | Childbirth/delivery facility services     | No charge  | The <u>plan</u> pays 90% of<br>Participating <u>Provider</u> rate.<br>The Beneficiary is<br>responsible for the<br>remaining balance of<br>charges up to the \$1,600<br>annual <u>out-of-pocket</u><br><u>maximum</u> .   | None   |

| Common   |                              | What You Will Pay   |   | Limitations, Exceptions, & Other Important   |  |
|--|------------------------------|---|---|--|--|
| Medical Event  | Services You May Need        | PPL Provider<br>(You will pay the least)  | Non-PPL Provider<br>(You will pay the most) | Information  |  |
|  | Home health care             | No charge   | No charge                                   | Must be medically justified with skilled care.<br>Limited to 60 days per year.   |  |
|  | Rehabilitation services      | No charge   | No charge                                   | Must be medically justified with skilled care.   |  |
|  | Habilitation services        | No charge   | No charge                                   | Must be medically justified with skilled care.   |  |
| If you need help<br>recovering or have<br>other special health | Skilled nursing care         | No charge   | No charge                                   | Must be medically justified with skilled care.<br>Limited to 100 days per benefit period.  |  |
| needs  | Durable medical equipment    | No charge   | Not covered                                 | Most equipment must be purchased through a DME network provider. Some equipment requires Pre-authorization.  |  |
|  | Hospice services             | Not covered   | Not covered                                 | None   |  |
|  | Non-emergency transportation | No charge   | No charge                                   | Pre-authorization required.  |  |
|  | Eye exam                     | \$ 46.77  | Not Applicable                              | Covered once every 24 months.  |  |
|  | Glasses                      | <ul> <li>\$23.39 per lens single</li> <li>vision</li> <li>\$35.09 per lens bifocal</li> <li>\$46.77 per lens trifocal</li> <li>\$58.47 per lens lenticular</li> <li>\$35.09 per contact lens</li> <li>\$33.13 frames</li> </ul> | Not Applicable                              | Covered once every 24 months.<br>Lenses will not be covered unless the new<br>prescription differs from the most recent one<br>by an axis change of 20 degrees or .50 diopter<br>sphere or cylinder change and the lens must<br>improve visual acuity by at least one line on<br>the standard chart.   |  |
| If you need dental or<br>eye care                              | Dental care                  | \$50 <u>deductible</u> /individual<br>\$0 <u>deductible</u> /individual<br>for <u>preventive services</u>   | Not Applicable                              | The dental benefit year is October 1 through<br>September 30.<br>Covered benefits are limited to the Schedule of<br>Benefits in the <u>plan</u> document. Patient is<br>responsible for amounts in excess of amount<br>paid by <u>plan</u> .<br>There is a \$2 per family per month <u>premium</u> .<br>Annual maximum dental benefit is \$1,754.50 /<br>individual (except for children age 18 or under)<br>Maximum orthodontic benefit per individual is<br>\$974.37 annually, \$2,923.09 lifetime.<br>Orthodontic benefits apply to dependents<br>under age 26 only.<br><u>Pre-authorization</u> is required for orthodontia or<br>if a course of treatment is expected to involve<br>dentist's charges of \$150 or more. |  |

| Excluded Services & Other Covered Services:<br>Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.) |  |  |  |  |  |  |
|---|--|--|--|--|--|--|
| <ul> <li>Acupuncture</li> <li>Chiropractic care</li> <li>Cosmetic surgery</li> </ul>  | <ul> <li>Infertility treatment except artificial insemination</li> <li>Long-term care</li> </ul>                                     | <ul> <li>Private-duty nursing unless necessary to preserve life<br/>and ICU is unavailable</li> <li>Routine foot care</li> <li>Weight loss programs</li> </ul> |  |  |  |  |
| Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)  |  |  |  |  |  |  |
| <ul><li>Bariatric surgery</li><li>Dental care</li><li>Hearing aids</li></ul>  | <ul> <li>Infertility treatment (artificial insemination only)</li> <li>Non-emergency care when traveling outside the U.S.</li> </ul> | Routine eye 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: 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 <u>Health Insurance Marketplace</u>. For more information about the <u>Marketplace</u>, visit <u>www.HealthCare.gov</u> 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: The UMWA Funds at 800-291-1425 or 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 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:

**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 21244-1850.



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 a<br>hospital delivery)   |                           | Managing Joe's type 2 Diabetes<br>(a year of routine in-network care of a well-<br>controlled condition)  |                           | <b>Mia's Simple Fracture</b><br>(in-network emergency room visit and follow<br>up care)  |                           |
|---|---------------------------|---|---------------------------|--|---------------------------|
| <ul> <li>The <u>plan's</u> overall <u>deductible</u></li> <li><u>Specialist copayment</u></li> <li>Hospital (facility) <u>copayment</u></li> <li>Other <u>copayment</u></li> </ul>  | \$0<br>\$12<br>\$0<br>\$5 | <ul> <li>The <u>plan's</u> overall <u>deductible</u></li> <li><u>Specialist</u> <u>copayment</u></li> <li>Hospital (facility) <u>copayment</u></li> <li>Other <u>copayment</u></li> </ul>   | \$0<br>\$12<br>\$0<br>\$5 | <ul> <li>The <u>plan's</u> overall <u>deductible</u></li> <li><u>Specialist</u> <u>copayment</u></li> <li>Hospital (facility) <u>copayment</u></li> <li>Other <u>copayment</u></li> </ul>  | \$0<br>\$12<br>\$0<br>\$5 |
| This EXAMPLE event includes servi<br><u>Specialist</u> office visits ( <i>prenatal care</i> )<br>Childbirth/Delivery Professional Service<br>Childbirth/Delivery Facility Services<br><u>Diagnostic</u> tests ( <i>ultrasounds and bloot</i><br><u>Specialist</u> visit ( <i>anesthesia</i> )<br>Total Example Cost | es                        | This EXAMPLE event includes service<br><u>Primary care physician</u> office visits (includes a constant)<br><u>Diagnostic</u> tests (blood work)<br><u>Prescription drugs</u><br><u>Durable medical equipment</u> (glucose medical equipment)<br>Total Example Cost | luding                    | This EXAMPLE event includes set<br><u>Emergency room care</u> (including me<br>supplies)<br><u>Diagnostic</u> test (x-ray)<br><u>Durable medical equipment</u> (crutche<br><u>Rehabilitation services</u> (physical the<br><u>Total Example Cost</u> | edical<br>es)             |
|   | <b>ΦΙΖ,/UU</b>            | · · · ·   | φ3,000                    | · · ·  | <b>ΨΖ,000</b>             |
| In this example, Peg would pay:   |                           | In this example, Joe would pay:   |                           | In this example, Mia would pay:  |                           |
| Cost Sharing  | \$0                       | Cost Sharing Deductibles  | \$0                       | Cost Sharing Deductibles   | \$0                       |
| Copayments  | \$10                      | Copayments  | \$200                     | Copayments   | \$30                      |
| Coinsurance   | \$0                       | Coinsurance   | \$200                     | Coinsurance  | \$0                       |
| What isn't covered  |                           | What isn't covered  |                           | What isn't covered   |                           |
| Limits or exclusions  | \$60                      | Limits or exclusions  | \$20                      | Limits or exclusions   | \$0                       |
|   | ψυυ                       |   | Ψ20                       |  | ΨΟ                        |

\$220

The total Mia would pay is

The total Joe would pay is

\$70

\$30