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 deductible?	\$ O	See the Common Medical Events chart below for your costs for services this plan covers.	
Are there services covered before you meet your <u>deductible?</u>	Not Applicable	This <u>Plan</u> does not have a <u>deductible</u> .	
Are there other <u>deductibles</u> for specific services?	Yes. \$300 for any non-emergency hospital admission to a non-PPL hospital or other non-PPL service obtained without required <u>precertification</u> \$50 /individual for dental (except <u>preventive</u>). 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- pocket limit for this plan?\$240 / family* for in-PPL physician visits an \$1,600 / family* in combined non-PPL hospital and physician office visits per year. 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. *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- preferred drugs, <u>balance-billing</u> charges, 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> . 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 use a preferred <u>provider</u> ?	Yes. See <u>www.umwafunds.org</u> or call 1-800-291-1425 for the Participating <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 (You will pay the least)	Non-PPL Provider (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 or clinic	Preventive care/screening/ 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 treat your illness or condition	Generic drugs and Preferred brand drugs	 \$5 <u>copay</u> for up to a 30- day supply* \$0 <u>copay</u> for up to a 90- day supply for mail order* *Plus any difference in cost if a brand name drug is prescribed when a generic is available. 	\$10 for up to a 30-day supply*	Maintenance Choice Program – if a 90-day supply is obtained at a CVS Retail pharmacy \$0 <u>copay</u> for up to a 90 day supply. If the prescribing physician obtains a <u>medical</u> <u>necessity</u> authorization there will be no additional payment for the use of the brand drug	
Condition More information about prescription drug coverage is available at www.umwafunds.org.	Non-Preferred drugs	 \$5 copay for up to a 30- day supply.* \$0 copay for up to a 90- day supply for mail order.* *Plus a surcharge for Non-Preferred drugs: Initial prescription – no surcharge First refill - \$7.50 surcharge Second and subsequent refills - \$15 surcharge 	\$10 <u>copay</u> for up to a 30- day supply.* *Plus a surcharge for Non- Preferred drugs: Initial prescription – no surcharge First refill - \$7.50 surcharge Second and subsequent refills - \$15 surcharge	If the prescribing physician obtains a <u>medical</u> <u>necessity</u> authorization, there will be no additional payment for the use of the Non- 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) \$0 <u>copay</u> for up to a 30- day supply at a CVS Specialty Pharmacy	(You will pay the most) If <u>Specialty drugs</u> that are not on the Specialty Drug	Pre-authorization is required for Specialty drugs.	
	<u>Specialty drugs</u> not on the <u>Specialty Drug</u> List	\$0 for up to a 30-day supply at a CVS Specialty Pharmacy \$10 for up to a 30-day supply at any in- <u>network</u> , non-CVS Specialty pharmacy	List are obtained at a non- network Specialty pharmacy, a \$10 per 30- day supply <u>copay</u> applies.	All drugs on the <u>Specialty Drug</u> List must be obtained from a CVS Specialty Pharmacy. If a Non-Preferred <u>Specialty drug</u> within the classes on the <u>Specialty Drug</u> List is selected, the prescriber will be asked to consider a Preferred drug to be used before the Non- Preferred drug will be covered.	
If you have outpatient	Facility fee (e.g., ambulatory 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 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 stay	Facility fee (e.g., hospital room)	No charge	The <u>plan</u> pays 90% of Participating <u>Provider</u> rate. The Beneficiary is responsible for the remaining balance of charges up to the \$1,600 annual <u>out-of-pocket</u> <u>maximum</u> . There are no such charges for hospitalizations resulting from a medical emergency.	Inpatient services must be provided by an accredited facility. Private rooms are not covered unless patient's condition requires isolation or no semi-private room is available. <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 \$12 <u>copay</u> per visit during emergency hospitalizations	None	

	Common 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 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 health, behavioral health, or substance abuse services	Inpatient services	No charge	The <u>plan</u> pays 90% of Participating <u>Provider</u> rate. The Beneficiary is responsible for the remaining balance of charges up to the \$1,600 annual <u>out-of-pocket</u> <u>maximum.</u> There are no such charges for hospitalizations resulting from a medical emergency.	Inpatient services must be provided by an accredited facility. 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 services. Depending on the type of services, a <u>copayment</u> may apply. <u>Copayment</u> does not apply when childbirth/delivery is billed as a bundled service. Maternity care may include tests and services described elsewhere in the SBC (i.e. 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 Participating <u>Provider</u> rate. The Beneficiary is responsible for the remaining balance of charges up to the \$1,600 annual <u>out-of-pocket</u> <u>maximum</u> .	None

Common		What You Will Pay		Limitations, Exceptions, & Other Important	
Medical Event	Services You May Need	PPL Provider (You will pay the least)	Non-PPL Provider (You will pay the most)	Information	
	Home health care	No charge	No charge	Must be medically justified with skilled care. 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 recovering or have other special health	Skilled nursing care	No charge	No charge	Must be medically justified with skilled care. 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	 \$23.39 per lens single vision \$35.09 per lens bifocal \$46.77 per lens trifocal \$58.47 per lens lenticular \$35.09 per contact lens \$33.13 frames 	Not Applicable	Covered once every 24 months. Lenses will not be covered unless the new prescription differs from the most recent one by an axis change of 20 degrees or .50 diopter sphere or cylinder change and the lens must improve visual acuity by at least one line on the standard chart.	
If you need dental or eye care	Dental care	\$50 <u>deductible</u> /individual \$0 <u>deductible</u> /individual for <u>preventive services</u>	Not Applicable	The dental benefit year is October 1 through September 30. Covered benefits are limited to the Schedule of Benefits in the <u>plan</u> document. Patient is responsible for amounts in excess of amount paid by <u>plan</u> . There is a \$2 per family per month <u>premium</u> . Annual maximum dental benefit is \$1,754.50 / individual (except for children age 18 or under) Maximum orthodontic benefit per individual is \$974.37 annually, \$2,923.09 lifetime. Orthodontic benefits apply to dependents under age 26 only. <u>Pre-authorization</u> is required for orthodontia or if a course of treatment is expected to involve dentist's charges of \$150 or more.	

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.)						
 Acupuncture Chiropractic care Cosmetic surgery 	 Infertility treatment except artificial insemination Long-term care 	 Private-duty nursing unless necessary to preserve life and ICU is unavailable Routine foot care Weight loss programs 				
Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)						
Bariatric surgeryDental careHearing aids	 Infertility treatment (artificial insemination only) Non-emergency care when traveling outside the U.S. 	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:

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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.

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 <u>deductible</u> <u>Specialist copayment</u> Hospital (facility) <u>copayment</u> Other <u>copayment</u> 	\$0 \$12 \$0 \$5	 The <u>plan's</u> overall <u>deductible</u> <u>Specialist</u> <u>copayment</u> Hospital (facility) <u>copayment</u> Other <u>copayment</u> 	\$0 \$12 \$0 \$5	 The <u>plan's</u> overall <u>deductible</u> <u>Specialist</u> <u>copayment</u> Hospital (facility) <u>copayment</u> Other <u>copayment</u> 	\$0 \$12 \$0 \$5
This EXAMPLE event includes servi <u>Specialist</u> office visits (<i>prenatal care</i>) Childbirth/Delivery Professional Service Childbirth/Delivery Facility Services <u>Diagnostic</u> tests (<i>ultrasounds and bloot</i> <u>Specialist</u> visit (<i>anesthesia</i>) Total Example Cost	es	This EXAMPLE event includes service <u>Primary care physician</u> office visits (includes a constant) <u>Diagnostic</u> tests (blood work) <u>Prescription drugs</u> <u>Durable medical equipment</u> (glucose medical equipment) Total Example Cost	luding	This EXAMPLE event includes set <u>Emergency room care</u> (including me supplies) <u>Diagnostic</u> test (x-ray) <u>Durable medical equipment</u> (crutche <u>Rehabilitation services</u> (physical the <u>Total Example Cost</u>	edical es)
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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
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\$220

The total Mia would pay is

The total Joe would pay is

\$70

\$30