Res-Care, Inc. dba BrightSpring Health Services: BrightSpring Health Services Coverage for: Employee & Dependents | Plan Type: MultiPlan \$2800

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 Imagine 360 at 1-800-903-4360. 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 www.cciio.cms.gov or call 1-800-903-4360 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$2,800 person/\$5,600 family for Level I & Level II MultiPlan PPO & Non-PPO	Generally, you must pay all of the costs from <u>providers</u> up to the <u>deductible</u> amount before this <u>plan</u> begins to pay. If you have other family members on the <u>plan</u> , each family member must meet their own individual <u>deductible</u> until the total amount of <u>deductible</u> expenses paid by all family members meets the overall family <u>deductible</u> .
Are there services covered before you meet your deductible?	Yes. Copayments, prescriptions & preventive services do not apply towards the deductible	This <u>plan</u> covers some items and services even if you haven't yet met the <u>deductible</u> amount. But a <u>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 services</u> at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	\$5,600 person/\$11,200 family for Level I & Level II MultiPlan PPO & Non-PPO	The <u>out-of-pocket</u> limit is the most you could pay in a year for covered services. If you have other family members in this <u>plan</u> , they have to meet their own <u>out-of-pocket limits</u> until the overall family <u>out-of-pocket limit</u> has been met.
What is not included in the <u>out-of-pocket limit</u> ?	Premiums; balance-billed charges; charges in excess of Allowable Claims Limits; any noncompliance penalties; and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .
Will you pay less if you use a <u>network provider</u> ?	Yes. See page 2 for an explanation of Level I & Level II <u>Providers</u> . Visit www.multiplan.com/mpipracanc or call 1-888-671-7427 for a list of participating Multiplan <u>providers</u> .	This <u>plan</u> uses a <u>provider network</u> . You will pay less if you use a <u>provider</u> in the plan's <u>network</u> . You will pay the most if you use an <u>out-of-network</u> <u>provider</u> , and you might receive a bill from a <u>provider</u> for the difference between the provider's charge and what your <u>plan</u> pays (<u>balance 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.

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.

Level I <u>Facilities</u> include but are not limited to: Hospitals (Inpatient and Outpatient treatment); Inpatient Facilities (such as Rehabilitation Facilities, Skilled Nursing Facilities and <u>Hospice</u>); Inpatient and Outpatient Facilities of Mental Disorders, Chemical Dependency, Drug and Substance Abuse; Ambulatory Surgery Centers and Dialysis Clinics

Level II Physicians and all other Providers of service not defined as a Level I Provider.

Common	Services You May		What You Will Pay		Limitations, Exceptions, & Other
Medical Event	Need	Level I Facilities	Level II PPO Physicians	Level II Non-PPO Physicians	Important Information
	Primary care visit to treat an injury or illness	N/A	0% <u>cc</u>	copay/visit; vinsurance; tible waived	Family/General Practitioners, Pediatricians, Internists & Obstetrician/ Gynecologists are considered Primary Care Providers (PCP). PCP copay applies to mental/behavioral & substance abuse office visits. There is no charge to Plans
If you visit a health care provider's office or clinic	Specialist visit	N/A	0% <u>cc</u>	copay/visit; oinsurance; tible waived	Telehealth/Telemedicine vendor Virtual Emergent & Urgent Care consultations, for female office sterilization & all FDA approved contraceptive methods. \$25 copay/visit; 0% coinsurance (deductible applies) applies to Plans Telehealth/ Telemedicine vendor Virtual Primary Care consultations. \$25 copay/visit; 0% coinsurance (deductible applies) applies to Plans Telehealth/Telemedicine vendor Virtual Mental Health consultations. 30% PPO & Non-PPO coinsurance; (deductible applies) applies for office allergy testing/ serums/ injections & x-ray/blood work. Non-PPO charges are based on Allowable Claims Limits.

Common	Services You May	What You Will Pay			Limitations, Exceptions, & Other
Medical Event	Need	Level I Facilities	Level II PPO Physicians	Level II Non-PPO Physicians	Important Information
	Preventive care/screening/immunization		No Charge		See your plan document for additional benefit information & limitations. Level I & Non-PPO charges are based on Allowable Claims Limits. You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.
	Diagnostic test (x-ray, blood work)	30	% coinsurance; deducti	ble applies	Level I & Non-PPO charges are based on Allowable Claims Limits.
If you have a test	Imaging (CT/PET scans, MRIs)	30	% <u>coinsurance; deduct</u> i	i <u>ble</u> applies	UR notification required for MRI/MRA and PET scans or 25% benefit reduction non-compliance penalty applies. Level I & Non-PPO charges are based on Allowable Claims Limits.
If you need drugs to treat your illness or	Generic drugs	<u>C</u>	opays: Retail \$10 (30-d Mail Order \$25 (90-day		Covers a 30-day supply for Retail/90-day supply for Mail Order/30-day supply for
condition More information about	Preferred brand drugs		<mark>opays</mark> : Retail \$50 (30-d Mail Order \$125 (90-da		Specialty. See your plan document for information about drugs that require prior
prescription drug coverage is available at www.express-scripts.com	Non-preferred brand drugs Specialty drugs	Copays: Retail \$100 (30-day supply) Mail Order \$250 (90-day supply) Retail copays apply		authorization and drugs that are excluded. Coverage for specialty medications may be available through ArchimedesRX.	
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	30% coinsurance; deductible applies		UR notification required or 25% benefit reduction non-compliance penalty applies.	
surgery	Physician/surgeon fees	N/A	30% coinsurance	ce; deductible applies	Level I & Non-PPO charges are based on Allowable Claims Limits.
If you need immediate medical attention	Emergency room care	Facility: \$250	Facility: \$250 copay/visit; 0% coinsurance; deductible waived Physicians: No Charge		ER copay waived if admitted inpatient. UR notification required if admitted inpatient or 25% benefit reduction non-compliance penalty applies. Level I & Non-PPO charges are based on Allowable Claims Limits.

Common	Services You May		What You Will P	Limitations, Exceptions, & Other		
Medical Event	Need	Level I Facilities	Level II PPO Physicians	Level II Non-PPO Physicians	Important Information	
	Emergency medical transportation	30	% coinsurance; deduct	<u>ible</u> applies	Contact UR for coordination of care. Level I & Non-PPO charges are based on Allowable Claims Limits.	
	<u>Urgent care</u>	\$50 <u>copa</u>	<u>/</u> /visit; 0% <u>coinsurance;</u>	deductible waived	Level I & Non-PPO charges are based on Allowable Claims Limits.	
If you have a hospital	Facility fee (e.g., hospital room)	30% <u>coinsurance;</u> <u>deductible</u> applies		N/A	UR notification required or 25% benefit reduction non-compliance penalty applies.	
stay	Physician/surgeon fees	N/A	30% <u>coinsuran</u>	ce; deductible applies	Level I & Non-PPO charges are based on Allowable Claims Limits.	
If you need mental	Outpatient services	30	% <u>coinsurance;</u> <u>deduct</u>	<u>ible</u> applies	See 'If you visit a health care provider's office or clinic' for the office visit benefit. UR notification required for Inpatient	
health, behavioral health, or substance abuse services	Inpatient services	30	% <u>coinsurance;</u> <u>deduct</u>	<u>ible</u> applies	admissions and day treatment or 25% benefit reduction non-compliance penalty applies. Level I & Non-PPO charges are based on Allowable Claims Limits.	
	Office visits	N/A	30% coinsuran	ce; deductible applies		
If you are pregnant	Childbirth/delivery professional services	N/A	30% coinsuran	ce; deductible applies	Office visit copayment applies to the initial visit only. Contact UR for coordination of care. Level I & Non-PPO charges are	
	Childbirth/delivery facility services	20% <u>coinsurance;</u> <u>deductible</u> applies		N/A	based on Allowable Claims Limits.	
	Home health care	30	% coinsurance; deduct	i <u>ble</u> applies	Services are limited per calendar year to 120 visits for Home Health, 90 visits	
If you need help Rehabilitation services 30% coinsurance; deductible applies		<u>ible</u> applies	combined for Physical/Speech/ Occupational Therapy, 120 combined days for Skilled Nursing/Rehabilitation Facilities			
recovering or have other special health needs	Habilitation services	30% coinsurance; deductible applies		& 60 visits for Private Duty Nursing. \$50 copay/visit (0% coinsurance; deductible		
	Skilled nursing care	30	% coinsurance; deduct	<u>ible</u> applies	waived) applies to Level I & Level II PPO & Non-PPO Cardiac/Pulmonary Rehab & Physical/Occupational/Speech Therapy.	

Common	Services You May		What You Will P	Limitations, Exceptions, & Other	
Medical Event	Need	Level I Facilities	Level II PPO Physicians	Level II Non-PPO Physicians	Important Information
	Durable medical equipment	30	% <u>coinsurance;</u> deducti	<u>ble</u> applies	Treatment of developmental delays may not be covered. See your plan document for additional information. UR notification
	Hospice services	30	30% coinsurance; deductible applies		required for inpatient admission Skilled Nursing/Rehabilitation Facility, Inpatient/ Homebound Hospice, Home Health, All DME rentals and any purchase that exceeds \$1,500 or 25% benefit reduction non-compliance penalty applies. Level I & Non-PPO charges are based on Allowable Claims Limits.
If your child needs	Children's eye exam		No Charge		Benefit applies to routine vision screenings for children. Non-PPO charges are based on Allowable Claims Limits.
dental or eye care	Children's glasses		Not Covered		Not Covered
	Children's dental check-up		Not Covered		Not Covered

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)
- Infertility Treatment

- Long Term Care
- Non-emergency care when traveling outside the U.S.
- Routine eye care (Adult)
- 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.)

Acupuncture

Chiropractic Care

Bariatric Surgery

Hearing Aids

• Private Duty Nursing (Outpatient **only**)

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call 1-800-318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: 800-903-4360 or the Department of Labor, 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:

Español: Para obtener asistencia en Español, llame al 800-903-4360.

Tagalog: Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 800-903-4360.

中文: 如果需要中文的帮助, 请拨打这个号码 800-903-4360.

Dine: Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 800-903-4360.

To see examples of how this plan 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 21244-1850.

About these Coverage Examples:



This is not a cost estimator. Treatments shown are just examples of how this <u>plan</u> might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your <u>providers</u> charge, and many other factors. Focus on the <u>cost sharing</u> amounts (<u>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)

- The <u>plan's</u> overall MultiPlan <u>deductible</u> \$2800
- Specialist copay
 Hospital (facility) coinsurance
 Other coinsurance
 30%
 30%

This EXAMPLE event includes services like:

Specialist office visits (prenatal care)
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests (ultrasounds and blood work)
Specialist visit (anesthesia)

Total Example Cost	\$12,700
Total Example 003t	Ψ12,100

In this example, Peg would pay:

Cost Sharing				
<u>Deductibles</u>	\$2800			
Copayments	\$30			
Coinsurance	\$2,800			
What isn't covered				
Limits or exclusions	\$60			
The total Peg would pay is	\$5,690			

Managing Joe's type 2 Diabetes

(a year of routine in-network care of a well-controlled condition)

- The <u>plan's</u> overall MultiPlan <u>deductible</u> \$2800
- Specialist copay
 Hospital (facility) coinsurance
 Other coinsurance
 30%
 30%

This EXAMPLE event includes services like:

<u>Primary care physician</u> office visits (*including disease education*)

<u>Diagnostic tests</u> (blood work)

Prescription drugs

Durable medical equipment (glucose meter)

Total Example Cost \$5,600

In this example, Joe would pay:

Cost Sharing			
<u>Deductibles</u>	\$900		
Copayments	\$340		
Coinsurance	\$440		
What isn't covered			
Limits or exclusions	\$20		
The total Joe would pay is	\$1,700		

Mia's Simple Fracture

(in-network emergency room visit and follow up care)

- The <u>plan's</u> overall MultiPlan <u>deductible</u> \$2800
- Specialist copay \$50 ■ Hospital (facility) coinsurance 30% ■ Other coinsurance 30%

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

<u>Durable medical equipment</u> (crutches)

Rehabilitation services (physical therapy)

Total Example Cost	\$2,800
--------------------	---------

In this example, Mia would pay:

Cost Sharing				
\$1310				
\$550				
\$0				
\$0				
\$1,860				