



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, www.HealthReformPlanSBC.com or by calling 1-800-334-9778. 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 1-800-334-9778 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	For each <u>Plan Year</u> , Memorial Hermann In- <u>Network</u> : Individual \$750 / Family \$1,875. In- <u>Network</u> : Individual \$2,000 / Family \$5,000.	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. Memorial Hermann In- <u>network</u> office visits, generic <u>prescription drugs</u> & <u>preventive care</u> are covered before you meet your <u>deductible</u> .	This <u>plan</u> covers some items and services even if you haven't yet met the <u>deductible</u> amount. But a <u>copayment</u> or <u>coinsurance</u> may apply. For example, this <u>plan</u> covers certain <u>preventive services</u> without <u>cost sharing</u> and before you meet your <u>deductible</u> . See a list of covered <u>preventive services</u> at https://www.healthcare.gov/coverage/preventive-care-benefits/
Are there other deductibles for specific services?	Yes. \$50 per covered individual for in- <u>network</u> brand <u>prescription drug coverage</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?	Memorial Hermann In- <u>Network</u> : Individual \$5,500 / Family \$11,000. In- <u>Network</u> : Individual \$5,500 / Family \$11,000.	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> , 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 out-of-pocket limit?	<u>Premiums</u> , <u>balance-billing</u> charges & health care this <u>plan</u> 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 network provider?	Yes. See https://www.aetna.com/dsepublic/#/memorialhermann or call 1-800-334-9778 for a list of Memorial Hermann In- <u>Network providers</u> .	You pay the least if you use a <u>provider</u> in Memorial Hermann In- <u>Network Provider</u> . You pay more if you use a <u>provider</u> in In- <u>Network Provider</u> . You will pay the most if you use an <u>out-of-network provider</u> , and you might receive a bill from a <u>provider</u> for the difference between the <u>provider's</u> 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.
Do you need a referral to see a specialist?	No.	You can see the <u>specialist</u> you choose without a <u>referral</u> .



All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Memorial Hermann In-Network Provider (You will pay the least)	In-Network Provider (You will pay more)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	\$25 <u>copay/visit</u> , <u>deductible</u> (DED) doesn't apply, except 10% <u>coinsurance</u> for office surgery	30% <u>coinsurance</u>	Not covered	None
	<u>Specialist</u> visit	\$40 <u>copay/visit</u> , DED doesn't apply, except 10% <u>coinsurance</u> for office surgery	30% <u>coinsurance</u>	Not covered	None
	<u>Preventive care /screening /immunization</u>	No charge	No charge	Not covered	You may have to pay for services that aren't preventive. Ask your <u>provider</u> if the services needed are preventive. Then check what your <u>plan</u> will pay for.
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	10% <u>coinsurance</u> for laboratory; \$100 <u>copay/visit</u> for x-ray	30% <u>coinsurance</u>	Not covered	None
	Imaging (CT/PET scans, MRIs)	\$100 <u>copay/visit</u>	30% <u>coinsurance</u>	Not covered	None
If you need drugs to treat your illness or condition	Generic drugs	<u>Copay/prescription</u> (RX), DED doesn't apply: \$10 (retail), \$25 (mail order)	<u>Copay/RX</u> , DED doesn't apply: \$10 (retail), \$25 (mail order)	Not covered	Covers 30 day supply (retail), 31-90 day supply (mail order). Includes contraceptive

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Memorial Hermann In-Network Provider (You will pay the least)	In-Network Provider (You will pay more)	Out-of-Network Provider (You will pay the most)	
<p><u>Prescription drug coverage is administered by Caremark</u></p> <p>More information about <u>prescription drug coverage</u> is available at www.caremark.com</p>	Preferred brand drugs	30% <u>coinsurance</u> with minimum (MIN) & maximum (MAX)/RX, after specific DED: \$35 MIN & \$75 MAX (retail), \$90 MIN & \$190 MAX (mail order)	30% <u>coinsurance</u> with MIN & MAX/RX, after specific DED: \$35 MIN & \$75 MAX (retail), \$90 MIN & \$190 MAX (mail order)	Not covered	drugs & devices obtainable from a pharmacy. No charge for preferred generic FDA-approved women's contraceptives in- <u>network</u> .
	Non-preferred brand drugs	50% <u>coinsurance</u> with MIN & MAX/RX, after specific DED: \$50 MIN & \$125 MAX (retail), \$125 MIN & \$315 MAX (mail order); DED doesn't apply to non-preferred generic drugs	50% <u>coinsurance</u> with MIN & MAX/RX, after specific DED: \$50 MIN & \$125 MAX (retail), \$125 MIN & \$315 MAX (mail order); DED doesn't apply to non-preferred generic drugs	Not covered	

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Memorial Hermann In-Network Provider (You will pay the least)	In-Network Provider (You will pay more)	Out-of-Network Provider (You will pay the most)	
	<u>Specialty drugs</u>	\$0 <u>copay/RX</u> (30% co-share if not enrolled in PrudentRx for program eligible drugs) <u>Specialty drugs</u> not eligible for PrudentRx: <u>Formulary</u> : \$150 <u>copay/RX</u> <u>Non-Formulary</u> : \$200 <u>copay/RX</u>	\$0 <u>copay/RX</u> (30% co-share if not enrolled in PrudentRx for program eligible drugs) <u>Specialty drugs</u> not eligible for PrudentRx: <u>Formulary</u> : \$150 <u>copay/RX</u> <u>Non-Formulary</u> : \$200 <u>copay/RX</u>	Not covered	If you choose to purchase a brand name drug when a generic is available, you will be responsible for paying the brand name drug cost share plus the difference in cost between the brand and generic. <u>Specialty drugs</u> are available through retail or mail-order with a maximum 30-day supply. Some <u>specialty drugs</u> may be eligible for the PrudentRx program which can allow you to obtain your prescription at no cost. Please call 1-800-578-4403 to verify your eligibility. Please see your pharmacy SPD for a complete program overview.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Not covered	None
	Physician/surgeon fees	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Not covered	None
If you need immediate medical attention	<u>Emergency room care</u>	\$300 <u>copay/visit</u>	\$300 <u>copay/visit</u>	\$300 <u>copay/visit</u>	Out-of- <u>network</u> emergency use paid the same as in- <u>network</u> .
	<u>Emergency medical transportation</u>	25% <u>coinsurance</u>	25% <u>coinsurance</u>	25% <u>coinsurance</u>	Out-of- <u>network</u> emergency use paid the same as in- <u>network</u> . Non-emergency transport: not covered, except if pre-authorized.
	<u>Urgent care</u>	\$25 <u>copay/visit</u> , DED doesn't apply	\$50 <u>copay/visit</u> , DED doesn't apply	Not covered	None
If you have a hospital stay	Facility fee (e.g., hospital room)	10% <u>coinsurance</u>	30% <u>coinsurance</u> after \$1,000 <u>copay/stay</u>	Not covered	None
	Physician/surgeon fees	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Not covered	None

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Memorial Hermann In-Network Provider (You will pay the least)	In-Network Provider (You will pay more)	Out-of-Network Provider (You will pay the most)	
If you need mental health, behavioral health, or substance abuse services	Outpatient services	Office: \$25 <u>copay/visit</u> , DED doesn't apply; other outpatient services: 10% <u>coinsurance</u>	Office: \$25 <u>copay/visit</u> , DED doesn't apply; other outpatient services: 10% <u>coinsurance</u>	Not covered	None
	Inpatient services	10% <u>coinsurance</u>	10% <u>coinsurance</u> after \$1,000 <u>copay/stay</u>	Not covered	None
If you are pregnant	Office visits	No charge; except \$40 <u>copay</u> for initial visit to confirm pregnancy, DED doesn't apply	No charge; except for 30% <u>coinsurance</u> initial visit to confirm pregnancy	Not covered	<u>Cost sharing</u> does not apply for <u>preventive services</u> . Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound).
	Childbirth/delivery professional services	\$500 <u>copay/pregnancy</u> , DED doesn't apply	30% <u>coinsurance</u>	Not covered	
	Childbirth/delivery facility services	No charge	30% <u>coinsurance</u> after \$1,000 <u>copay/stay</u>	Not covered	
If you need help recovering or have other special health needs	<u>Home health care</u>	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Not covered	60 visits/ <u>plan</u> year.
	<u>Rehabilitation services</u>	\$15 <u>copay/visit</u> , DED doesn't apply	30% <u>coinsurance</u>	Not covered	75 visits/ <u>plan</u> year for Physical, Occupational & Speech Therapy combined, including outpatient hospital services.
	<u>Habilitation services</u>	DED doesn't apply: \$25 <u>copay/visit</u> , except \$15 <u>copay/visit</u> for Autism	30% <u>coinsurance</u>	Not covered	
	<u>Skilled nursing care</u>	10% <u>coinsurance</u>	30% <u>coinsurance</u> after \$1,000 <u>copay/stay</u>	Not covered	120 visits/ <u>plan</u> year.

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Memorial Hermann In-Network Provider (You will pay the least)	In-Network Provider (You will pay more)	Out-of-Network Provider (You will pay the most)	
	<u>Durable medical equipment</u>	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Not covered	Limited to 1 <u>durable medical equipment</u> for same/similar purpose. Excludes repairs for misuse/abuse.
	<u>Hospice services</u>	10% <u>coinsurance</u>	30% <u>coinsurance</u> after \$1,000 <u>copay/stay</u> for inpatient; 30% <u>coinsurance</u> for outpatient	Not covered	None
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	Not covered	Not covered.
	Children's glasses	Not covered	Not covered	Not covered	Not covered.
	Children's dental check-up	Not covered	Not covered	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 & Child)
- Glasses (Child)
- Long-term care
- Non-emergency care when traveling outside the U.S.
- Private-duty nursing
- Routine eye care (Adult & Child)
- Routine foot care

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

- Acupuncture - 20 visits/plan year for disease, injury & chronic pain.
- Bariatric surgery
- Chiropractic care - 10 visits/plan year.
- Hearing aids - 1 hearing aid per ear/36 months.
- Infertility treatment - Limited to the diagnosis & treatment of underlying medical condition. Artificial insemination & ovulation induction & advanced reproductive technology: \$15,000 maximum/lifetime combined.
- Weight loss programs - Except for required preventive services.

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:

- For more information on your rights to continue coverage, contact the plan at 1-800-334-9778.
- If your group health coverage is subject to ERISA, you may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <http://www.dol.gov/ebsa/healthreform>
- For non-federal governmental group health plans, you may also contact the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.cciio.cms.gov.
- If your coverage is a church plan, 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 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 on how 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:

- If your group health coverage is subject to ERISA, you may contact Aetna directly by calling the toll-free number on your Medical ID Card, or by calling our general number at 1-800-334-9778. You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <http://www.dol.gov/ebsa/healthreform>
- For non-federal governmental group health plans, you may also contact the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.cciio.cms.gov.
- Additionally, a consumer assistance program can help you file your appeal. Contact information is at: <http://www.aetna.com/individuals-families-health-insurance/rights-resources/complaints-grievances-appeals/index.html>.

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 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.

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

About these Coverage Examples:



This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost-sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby
(9 months of in-network pre-natal care and a hospital delivery)

- The plan's overall deductible \$750
- Specialist copayment \$40
- Hospital (facility) coinsurance 10%
- Other coinsurance 10%

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
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In this example, Peg would pay:

<u>Cost Sharing</u>	
<u>Deductibles*</u>	\$800
<u>Copayments</u>	\$700
<u>Coinsurance</u>	\$40
<i>What isn't covered</i>	
Limits or exclusions	\$60
The total Peg would pay is	\$1,600

Managing Joe's Type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

- The plan's overall deductible \$750
- Specialist copayment \$40
- Hospital (facility) coinsurance 10%
- Other coinsurance 10%

This EXAMPLE event includes services like:

- Primary care provider office visits (*including disease education*)
- Diagnostic tests (*blood work*)
- Prescription drugs
- Diabetic supplies (*glucose meter*)

Total Example Cost	\$5,600
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In this example, Joe would pay:

<u>Cost Sharing</u>	
<u>Deductibles*</u>	\$200
<u>Copayments</u>	\$1,100
<u>Coinsurance</u>	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$20
The total Joe would pay is	\$1,320

Mia's Simple Fracture
(in-network emergency room visit and follow up care)

- The plan's overall deductible \$750
- Specialist copayment \$40
- Hospital (facility) coinsurance 10%
- Other coinsurance 10%

This EXAMPLE event includes services like:

- Emergency room care (*including medical supplies*)
- Diagnostic test (*x-ray*)
- Durable medical equipment (*crutches*)
- Rehabilitation services (*physical therapy*)

Total Example Cost	\$2,800
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In this example, Mia would pay:

<u>Cost Sharing</u>	
<u>Deductibles*</u>	\$800
<u>Copayments</u>	\$400
<u>Coinsurance</u>	\$50
<i>What isn't covered</i>	
Limits or exclusions	\$0
The total Mia would pay is	\$1,250

*Note: This plan has other deductibles for specific services included in this coverage example. See "Are there other deductibles for specific services?" row above.

Assistive Technology

Persons using assistive technology may not be able to fully access the following information. For assistance, please call 1-800-334-9778.

Smartphone or Tablet

To view documents from your smartphone or tablet, the free WinZip app is required. It may be available from your App Store.

Non-Discrimination

Aetna complies with applicable Federal civil rights laws and does not unlawfully discriminate, exclude or treat people differently based on their race, color, national origin, sex, age, disability, gender identity or sexual orientation.

We provide free aids/services to people with disabilities and to people who need language assistance.

If you need a qualified interpreter, written information in other formats, translation or other services, call the number on your ID card.

If you believe we have failed to provide these services or otherwise discriminated based on a protected class noted above, you can also file a grievance with the Civil Rights Coordinator by contacting:

Civil Rights Coordinator,
P.O. Box 14462, Lexington, KY 40512 (CA HMO customers: P.O. Box 24030, Fresno, CA 93779),
1-800-648-7817, TTY: 711,
Fax: 859-425-3379 (CA HMO customers: 860-262-7705), CRCoordinator@aetna.com.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or at: U.S. Department of Health and Human Services, 200 Independence Avenue SW., Room 509F, HHH Building, Washington, DC 20201, or at 1-800-368-1019, 800-537-7697 (TDD).

Aetna is the brand name used for products and services provided by one or more of the Aetna group of companies, including Aetna Life Insurance Company and its affiliates (Aetna).

TTY: 711

Language Assistance:

To access language services at no cost to you, call 1-800-334-9778.

- Albanian - Për shërbime përkthimi falas për ju, telefononi 1-800-334-9778.
- Amharic - የቋንቋ አገልግሎቶችን ያለክፍያ ለማግኘት፣ በ 1-800-334-9778 ይደውሉ።
- Arabic - للحصول على الخدمات اللغوية دون أي تكلفة، الرجاء الاتصال على الرقم 1-800-334-9778
- Armenian - Անվճար լեզվակալան ծառայություններից օգտվելու համար զանգահարեք 1-800-334-9778 հեռախոսահամարով:
- Bahasa Indonesia - Untuk bantuan dalam bahasa Indonesia, silakan hubungi 1-800-334-9778 tanpa dikenakan biaya.
- Bantu-Kirundi - Kugira uronke serivisi z'indimi atakiguzi, hamagara 1-800-334-9778.
- Bengali-Bangala - আপনাকে বিনামূল্যে ভাষা পবিকষা পপকে হকয এই নম্বকি পেবযক ান েরন: 1-800-334-9778 |
- Bisayan-Visayan - Ngadto maakses ang mga serbisyo sa pinulongan alang libre, tawagan sa 1-800-334-9778.
- Burmese - သငှ်အေအ်ဖှ်ဖှ် အေေဖှ်ကေးေငြ် မေးရပဲ ဘာသာစကေးေန့ေဆာငှ်မား ရရှိေ်ငှ်န့ 1-800-334-9778 သိုှ ဖှ်န့ေးေခငှ်ဆို်ပါ။
- Catalan - Per accedir a serveis lingüístics sense cap cost per vostè, telefoni al 1-800-334-9778.
- Chamorro - Para un hago' i setbision lengguâhi ni dibâtde para hâgu, âgang 1-800-334-9778.
- Cherokee - ႠႃႆႠ 1-800-334-9778.
- Chinese - 如欲使用免費語言服務，請致電 1-800-334-9778.
- Choctaw - Anumpa tohsholi I toksvli ya peh pilla ho ish I paya hinla, I paya 1-800-334-9778.
- Cushite - Tajaajiloota afaanii garuu bilisaa ati argaachuuf,bilbili 1-800-334-9778.
- Dutch - Voor gratis toegang tot taaldiensten, bell 1-800-334-9778.
- French - Afin d'accéder aux services langagiers sans frais, composez le 1-800-334-9778.
- French Creole - Pou jwenn sèvis lang gratis, rele 1-800-334-9778.
- German - Um auf für Sie kostenlose Sprachdienstleistungen zuzugreifen, rufen Sie 1-800-334-9778 an.
- Greek - Για να επικοινωνήσετε χωρίς χρέωση με το κέντρο υποστήριξης πελατών στη γλώσσα σας, τηλεφωνήστε στον αριθμό 1-800-334-9778.
- Gujarati - તમારેકોઇ જાતના ખર્ચવિના ભાષાની સેવિાઓની પહોોર માટે, કોલ કરો1-800-334-9778.

