

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 premiums) 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 1-800-795-1023 or visit us at www.medcost.com. 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 1-800-795-1023 to request a copy.

| Important Questions | Answers | | | Why This Matters: |
|---|--|--------------------------------------|--------------------------------------|--|
| | Tier 1 | Tier 2 | Tier 3 | |
| What is the overall deductible? | \$850 / person \$1,700 / family | \$1,250 / person \$2,500 / family | \$3,500 / person \$7,000 / family | Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, each family member must meet their own individual deductible until 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: Most In-Network office visits, preventive care, and prescription drugs. | | | This plan covers some items and services even if you haven't yet met the deductible amount. But a co-payment or co-insurance 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 deductibles for specific services? | No. | | | You don't have to meet deductibles for specific services. |
| What is the out-of-pocket limit for this plan? | \$3,300 / person \$6,600 / family | \$4,500 / person \$9,000 / family | \$8,000 / person \$16,000 /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. There is a separate out-of-pocket limit for prescription drugs; refer to page 3 for details. |
| What is not included in the out-of-pocket limit? | Premiums, balance billing, health care this plan doesn't cover, and penalties for failure to meet certain plan requirements. | | | Even though you pay these expenses, they don't count toward the out-of-pocket limit. Prescription drug co-pays are not included in the overall out-of-pocket limit, however, there is a separate out-of-pocket limit for prescription drugs. See the prescription drug section for details. |
| Will you pay less if you use a network provider? | Yes. See www.medcost.com or call 1-800-795-1023 for a list of network providers | | | This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services. |
| Do you need a referral to see a specialist? | No | | | You can see the specialist you choose without a referral. |



All **co-payment** and **co-insurance** costs shown in this chart are as noted, *either before or 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 |
|---|--|---|---|---|---|
| | | Tier 1 (You will pay the least) | Tier 2 (You will pay more) | Tier 3 (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 | \$10 <u>co-pay</u> | \$10 <u>co-pay</u> | 50% <u>co-insurance</u> | <u>Deductible</u> does not apply to <u>co-pay</u> . <u>Co-insurance</u> applies after <u>deductible</u> . |
| | Specialist visit | \$15 <u>co-pay</u> | \$50 <u>co-pay</u> | 50% <u>co-insurance</u> | <u>Deductible</u> does not apply to <u>co-pay</u> . <u>Co-insurance</u> applies after <u>deductible</u> . |
| | Preventive care/screening/Immunization | No charge | No charge | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. 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 | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . |
| | Imaging (CT/PET scans, MRIs) | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . <u>Precertification</u> required* |
| Common Medical Event | Services You May Need | What You Will Pay | | | Limitations, Exceptions, & Other Important Information |
| | | ECU Pharmacy (30-day supply) | ECU Pharmacy (90-day supply) | Retail Pharmacy (30-day supply) | |
| This plan includes a separate out-of-pocket limit for prescription drugs. \$2,500 / person \$5,000 / family | | | | | |
| If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.medimpact.com . | Generic | \$10 <u>co-pay</u> (or cost of the drug, whichever is less) up to \$300, then 15% <u>co-insurance</u> | \$25 <u>co-pay</u> up to \$300, then 15% <u>co-insurance</u> | \$25 <u>co-pay</u> up to \$300, then 25% <u>co-insurance</u> | <u>Deductible</u> does not apply to <u>co-pay</u> or <u>co-insurance</u> . FDA approved contraceptives, certain smoking cessation products, and over-the-counter <u>preventive</u> medications (with prescription) are covered at 100%. |
| | Preferred brand | \$25 <u>co-pay</u> up to \$300, then 15% <u>co-insurance</u> | \$62.50 <u>co-pay</u> up to \$300, then 15% <u>co-insurance</u> | \$50 <u>co-pay</u> up to \$300, then 25% <u>co-insurance</u> | |
| | Non-preferred brand | \$50 <u>co-pay</u> up to \$300, then 15% <u>co-insurance</u> | \$125 <u>co-pay</u> up to \$300, then 15% <u>co-insurance</u> | \$100 <u>co-pay</u> up to \$300, then 25% <u>co-insurance</u> | |
| | Specialty | <u>ECU Employee Pharmacy</u> | | <u>MedImpact Direct Pharmacy</u> | <u>Deductible</u> does not apply to <u>co-pay</u> or <u>co-insurance</u> . Each amount covers a 30-day supply. Certain <u>drugs</u> must be purchased and dispensed through MedImpact Direct Specialty. Contact 1-877-391-1103 for more information. |
| | - Generic | Prescribers must contact MedImpact at 1-877-391-1103. | | \$25 <u>co-pay</u> up to \$300, then 25% <u>co-insurance</u> | |
| | - Preferred Brand | | | \$100 <u>co-pay</u> up to \$300, then 25% <u>co-insurance</u> | |
| | - Non-Preferred Brand | | | \$300 <u>co-pay</u> up to \$300, then 25% <u>co-insurance</u> | |

| Common Medical Event | Services You May Need | What You Will Pay | | | Limitations, Exceptions, & Other Important Information |
|---|--|--|--|--|--|
| | | Tier 1 (You will pay the least) | Tier 2 (You will pay more) | Tier 3 (You will pay the most) | |
| If you have outpatient surgery | Facility fee (e.g., ambulatory surgery center) | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . Charges for other services may apply, such as for anesthesia. |
| | Physician/surgeon fees | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . |
| If you need immediate medical attention | <u>Emergency room care</u> | \$200 <u>co-pay</u> , then 15% <u>co-insurance</u> | \$200 <u>co-pay</u> , then 15% <u>co-insurance</u> | \$200 <u>co-pay</u> , then 15% <u>co-insurance</u> | <u>Deductible</u> does not apply to <u>co-pay</u> . <u>Co-insurance</u> applies after the Tier 1 <u>deductible</u> . <u>Co-pay</u> is waived if admitted to the hospital. |
| | <u>Emergency medical transportation</u> | 25% <u>co-insurance</u> | 25% <u>co-insurance</u> | 25% <u>co-insurance</u> | <u>Co-insurance</u> applies after the Tier 2 <u>deductible</u> . |
| | <u>Urgent care</u> | \$40 <u>co-pay</u> | \$50 <u>co-pay</u> | 50% <u>co-insurance</u> | <u>Deductible</u> does not apply to <u>co-pay</u> . <u>Co-insurance</u> applies after <u>deductible</u> . |
| If you have a hospital stay | Facility fee (e.g., hospital room) | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . Charges for other services may apply, such as for anesthesia or diagnostic tests. <u>Precertification</u> required.* |
| | Physician/surgeon fees | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . |
| If you need mental health, behavioral health, or substance abuse services | Outpatient services - Facility | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 50% <u>co-insurance</u> | <u>Deductible</u> does not apply to <u>co-pay</u> . <u>Co-insurance</u> applies after <u>deductible</u> . |
| | - Physician | \$10 <u>co-pay</u> | \$10 <u>co-pay</u> | | |
| | Inpatient services | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . * <u>Precertification</u> required. |
| If you are pregnant | Office visits | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . The appropriate <u>Primary Care</u> or <u>Specialist</u> benefit will be applied to the initial visit to confirm pregnancy. There is no charge for <u>In-Network</u> prenatal office visits when billed independently by the physician.* |
| | Childbirth/delivery professional services | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . Professional services are generally included in the global fee charged by the physician for pregnancy and delivery. |
| | Childbirth/delivery facility | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . |

| Common Medical Event | Services You May Need | What You Will Pay | | | Limitations, Exceptions, & Other Important Information |
|--|----------------------------------|------------------------------------|-------------------------------|-----------------------------------|--|
| | | Tier 1 (You will pay the least) | Tier 1 (You will pay more) | Tier 1 (You will pay the most) | |
| If you need help recovering or have other special health needs | <u>Home health care</u> | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . Limited to 60 visits per benefit year. |
| | <u>Rehabilitation service</u> | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . Includes cardiac therapy, chemotherapy, and radiation. |
| | <u>Habilitation services</u> | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . Physical therapy, occupational therapy, and speech therapy is limited to 60 visits each per benefit year. Pulmonary therapy limited to 36 visits per benefit year. |
| | <u>Skilled nursing care</u> | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 25% <u>co-insurance</u> | <u>Co-insurance</u> for Tier 1 applies after Tier 1 <u>deductible</u> . <u>Co-insurance</u> for Tier 2 and Tier 3 applies after Tier 2 <u>deductible</u> . <u>Precertification</u> required.* |
| | <u>Durable medical equipment</u> | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 50% <u>co-insurance</u> | <u>Co-insurance</u> applies after <u>deductible</u> . Predetermination required for purchases and rentals over \$2,500. |
| | <u>Hospice services</u> | 15% <u>co-insurance</u> | 25% <u>co-insurance</u> | 25% <u>co-insurance</u> | <u>Co-insurance</u> for Tier 1 applies after Tier 1 <u>deductible</u> . <u>Co-insurance</u> for Tier 2 and Tier 3 applies after Tier 2 <u>deductible</u> . |
| If your child needs dental or eye care | Children's eye exam | Not covered | Not covered | Not covered | No coverage. |
| | Children's glasses | Not covered | Not covered | Not covered | No coverage. |
| | Children's dental check-up | Not covered | Not covered | Not covered | No coverage. |

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 <u>excluded services</u> .) | | |
|--|--|--|
| <ul style="list-style-type: none">AcupunctureCosmetic surgeryDental care (Adult) | <ul style="list-style-type: none">Long-term careNon-emergency care when traveling outside the U.S.Routine eye care (Adult) | <ul style="list-style-type: none">Weight loss programs |
| Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your <u>plan</u> document.) | | |
| <ul style="list-style-type: none">Bariatric surgeryChiropractic careHearing aids | <ul style="list-style-type: none">Infertility treatmentPrivate duty nursing | <ul style="list-style-type: none">Routine foot 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: U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa/healthreform or Department of Health and Human Services, Center for Consumer Information and Insurance Oversight at 1-877-267-2323, ext. 61565 or www.cciio.cms.gov. For more information on how to continue coverage under this Plan, you may contact the Plan at 252-847-654. 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: U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa/healthreform or the Claims Administrator, MedCost Benefit Services at 1-800-795-1023 or at www.medcost.com. Additionally, a consumer assistance program can help you file your appeal: contact Health Insurance Smart NC at 1-855-408-1212 or at <http://www.ncdoi.com/Smart/>.

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:

Spanish (Español): Para obtener asistencia en Español, llame al 1-800-795-1023

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-795-1023

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-800-795-1023

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwijigo holne' 1-800-795-1023

————— *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 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)

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 plan’s overall deductible \$850
- Specialist co-pay \$15
- Hospital (facility) coinsurance 15%
- Other: co-insurance 15%

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 |
|--------------------|----------|

In this example, Peg would pay:

| Cost Sharing | |
|----------------------------|---------|
| <u>Deductibles</u> | \$850 |
| <u>Copayments</u> | \$10 |
| <u>Co-insurance</u> | \$1,500 |
| What isn’t covered | |
| Limits or exclusions | \$0 |
| The total Peg would pay is | \$2,360 |

- The plan’s overall deductible \$850
- Specialist co-pay \$15
- Hospital (facility) co-insurance 15%
- Other: co-insurance 15%

This EXAMPLE event includes services like:
Primary care physician office visits (*including disease education*)
Diagnostic tests (*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> | \$850 |
| <u>Copayments</u> | \$400 |
| <u>Co-insurance</u> | \$10 |
| What isn’t covered | |
| Limits or exclusions | \$0 |
| The total Joe would pay is | \$1,260 |

- The plan’s overall deductible \$850
- Specialist co-pay \$15
- Hospital (facility) co-insurance 15%
- Other: ER co-pay and co-insurance \$200/15%

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 |
|--------------------|---------|

In this example, Mia would pay:

| Cost Sharing | |
|----------------------------|---------|
| <u>Deductibles</u> | \$850 |
| <u>Copayments</u> | \$200 |
| <u>Co-insurance</u> | \$200 |
| What isn’t covered | |
| Limits or exclusions | \$0 |
| The total Mia would pay is | \$1,250 |

English: ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-800-795-1023.

Español (Spanish): ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-800-795-1023.

繁體中文 (Chinese): 注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 1-800-795-1023.

Tiếng Việt (Vietnamese): CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-800-795-1023.

한국어 (Korean): 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-800-795-1023 번으로 전화해 주십시오.

Français (French): ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-800-795-1023.

العربية (Arabic): ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-800-795-1023-1

Hmoob (Hmong): LUS CEEV: Yog tias koj hais lus Hmoob, cov kev pab txog lus, muaj kev pab dawb rau koj. Hu rau 1-800-795-1023.

Русский (Russian): ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-800-795-1023.

Tagalog (Tagalog – Filipino): PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-800-795-1023.

ગુજરાતી (Gujarati): સુચના: જો તમે ગુજરાતી બોલતા હો, તો નિ:શુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો (800) 795-1023.

ខ្មែរ (Mon-Khmer Cambodian): ប្រយ័ត្ន៖ បើសិនជាអ្នកនិយាយ ភាសាខ្មែរ, សេវាជំនួយផ្នែកភាសា ដោយមិនគិតថ្លៃ គឺអាចមានសំរាប់បំរើអ្នក។ ចូរ ទូរស័ព្ទ (800) 795-1023 ។

Deutsch (German): ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-800-795-1023.

हिंदी (Hindi): ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। (800) 795-1023 पर कॉल करें।

ພາສາລາວ (Lao): ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັຽຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທ 1-800-795-1023.

日本語 (Japanese): 注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。1-800-795-1023 まで、お電話にてご連絡ください。