Noramtec Consultants Americas MEC Employee Benefit Plan/Option: NCA7A Coverage Period: 1/1/2017-12/31/2017 Summary of Benefits and Coverage: What this Plan Covers & What it Costs Coverage for: Employee, Spouse, Family Plan Type: PPO



This is only a summary. If you want more detail about your coverage and costs, you can get the complete terms in the policy or plan document at <u>www.talltreehealth.com</u> or by calling 1-877-453-4201

Important Questions	Answers	Why this Matters:
What is the overall <u>deductible</u> ?	No.	This plan does not have a deductible. Plan covers preventive services only.
Are there other <u>deductibles</u> for specific services?	No.	No
Is there an <u>out–of–</u> <u>pocket limit</u> on my expenses?	No.	Preventive services only and care must be rendered by a network provider.
What is not included in the <u>out-of-pocket</u> <u>limit</u> ?	The plan has no out-of-pocket limit.	Plan covers preventive services only at 100%. All other expenses are not covered.
Is there an overall annual limit on what the plan pays?	No.	Plan covers preventive services only at 100%. All other expenses are not covered.
Does this plan use a <u>network</u> of <u>providers</u> ?	Yes. See www.talltreehealth.com for a link to PHCS Specific Services network of participating providers.	You must use an in-network health care provider for preventive care benefits.
Do I need a referral to see a <u>specialist</u> ?	Specialty Care is not covered.	Specialty Care is not covered.
Are there services this plan doesn't cover?	Yes.	Any service not listed on the Schedule of Benefits is not covered. Specific preventive care only.

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- <u>Coinsurance</u> is *your* share of the costs of a covered service, calculated as a percent of the <u>allowed amount</u> for the service. For example, if the plan's <u>allowed amount</u> for an overnight hospital stay is \$1,000, your <u>coinsurance</u> payment of 20% would be \$200. This may change if you haven't met your <u>deductible</u>.
- The amount the plan pays for covered services is based on the <u>allowed amount</u>. If an out-of-network <u>provider</u> charges more than the <u>allowed amount</u>, you may have to pay the difference. For example, if an out-of-network hospital charges \$1,500 for an overnight stay and the <u>allowed amount</u> is \$1,000, you may have to pay the \$500 difference. (This is called <u>balance billing</u>.)
- This plan may encourage you to use participating **providers** by charging you lower **<u>deductibles</u>**, **<u>copayments</u>** and <u>**coinsurance**</u> amounts.

Common Medical Event	Services You May Need	Your Cost If You Use an In-network Provider	Your Cost If You Use an Out-of-network Provider	Limitations & Exceptions
	Primary care visit to treat an injury or illness	No Benefit	No Benefit	Based on plan provisions
If you visit a health	Specialist visit	No Benefit	No Benefit	Based on plan provisions
care <u>provider's</u> office or clinic	Other practitioner office visit	No Benefit	No Benefit	Based on plan provisions
or chine	Preventive care/screening/immunization	Plan pays 100%	No Benefit	Based on plan provisions
If your house a toot	Diagnostic test (x-ray, blood work)	No Benefit	No Benefit	Based on plan provisions
If you have a test	Imaging (CT/PET scans, MRIs)	No Benefit	No Benefit	Based on plan provisions
If you need drugs to treat your illness or	Generic drugs	Plan pays 100%	No Benefit	Plan is limited to generic medications identified by CMS preventive services.
condition	Preferred brand drugs	No Benefit	No Benefit	Based on plan provisions
More information about <u>prescription</u>	Non-preferred brand drugs	No Benefit	No Benefit	Based on plan provisions
drug coverage is available at www.mycatamaranrx.c om.	Specialty drugs	No Benefit	No Benefit	Based on plan provisions
If you have	Facility fee (e.g., ambulatory surgery center)	No Benefit	No Benefit	Based on plan provisions
outpatient surgery	Physician/surgeon fees	No Benefit	No Benefit	Based on plan provisions
If you need	Emergency room services	No Benefit	No Benefit	Based on plan provisions

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OMB Control Numbers 1545-2229, 1210-0147, and 0938-1146 Released on April 23, 2013 (corrected)

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Common Medical Event	Services You May Need	Your Cost If You Use an In-network Provider	Your Cost If You Use an Out-of-network Provider	Limitations & Exceptions
immediate medical	Emergency medical transportation	No Benefit	No Benefit	Based on plan provisions
attention	Urgent care	No Benefit	No Benefit	Based on plan provisions
If you have a	Facility fee (e.g., hospital room)	No Benefit	No Benefit	Based on plan provisions
hospital stay	Physician/surgeon fee	No Benefit	No Benefit	Based on plan provisions
If you have mental	Mental/Behavioral health outpatient services	No Benefit	No Benefit	Based on plan provisions
health, behavioral	Mental/Behavioral health inpatient services	No Benefit	No Benefit	Based on plan provisions
health, or substance	Substance use disorder outpatient services	No Benefit	No Benefit	Based on plan provisions
abuse needs	Substance use disorder inpatient services	No Benefit	No Benefit	Based on plan provisions
If you are present	Prenatal and postnatal care	No Benefit	No Benefit	Based on plan provisions
If you are pregnant	Delivery and all inpatient services	No Benefit	No Benefit	Based on plan provisions
If you need help	Home health care	No Benefit	No Benefit	Based on plan provisions
	Rehabilitation services	No Benefit	No Benefit	Based on plan provisions
recovering or have	Habilitation services	No Benefit	No Benefit	Based on plan provisions
other special health	Skilled nursing care	No Benefit	No Benefit	Based on plan provisions
needs	Durable medical equipment	No Benefit	No Benefit	Based on plan provisions
	Hospice service	No Benefit	No Benefit	Based on plan provisions
If your child needs dental or eye care	Eye exam	Plan covers 100%	No Benefit	Based on plan provisions
	Glasses	No Benefit	No Benefit	Based on plan provisions
	Dental check-up	No Benefit	No Benefit	Based on plan provisions

Excluded Services & Other Covered Services:

Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services.)

- Acupuncture
- All Health Care other than 63 preventive services identified by Centers for Medicare and Medicaid Services (CMS)
- Bariatric Surgery
- Chiropractic Care
- Cosmetic Surgery

- Dental care (Adults)
- Hearing Aids
- Infertility treatment
- Long-term care
- Most coverage provided outside the United States

- Non-Emergency care when traveling outside the U.S.
- Private-duty nursing
- Routine eye care (Adult)
- Routine Foot care
- Weight Loss programs

Other Covered Services (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)

• 63 Preventive Services identified by Centers for Medicare and Medicaid Services (CMS)

Your Rights to Continue Coverage:

If you lose coverage under the plan, then, depending upon the circumstance, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in duration and will require you pay a premium, which may be significantly higher than the premium you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply.

For more information on your rights to continue coverage, contact the plan at 877-453-4201. You may also contact your state insurance department, 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, extension 61565 or www.cciio.cms.gov.

Your Grievance and Appeals Rights:

If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to <u>appeal</u> or file a <u>grievance</u>. For questions about your rights, this notice, or assistance, you can contact:

Tall Tree Administrators P.O. Box 1807 Draper, Utah 84020 1-877-453-4201 Department of Labor Employee Benefits Security Administration 1-866-444-EBSA (3272) www.dol.gov/ebsa/healthreform

Does this Coverage Provide Minimum Essential Coverage?

The Affordable Care Act requires most people to have health care coverage that qualifies as "minimum essential coverage." This plan or policy does provide minimum essential coverage.

Does this Coverage Meet the Minimum Value Standard?

The Affordable Care Act establishes a minimum value standard of benefits of a health plan. The minimum value standard is 60% (actuarial value). This health coverage does not meet the minimum value standard for the benefits it provides.

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

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About these Coverage Examples:

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.



Don't use these examples to estimate your actual costs under this plan. The actual care you receive will be different from these examples, and the cost of that care will also be different.

See the next page for important information about these examples. Having a baby (normal delivery)

- Amount owed to providers: \$7,540
- Plan pays \$0
- Patient pays \$7,540

Sample care costs:

Hospital charges (mother)	\$2,700
Routine obstetric care	\$2,100
Hospital charges (baby)	\$900
Anesthesia	\$900
Laboratory tests	\$500
Prescriptions	\$200
Radiology	\$200
Vaccines, other preventive	\$40
Total	\$7,540

Patient pays:

Deductibles	\$0
Copays	\$0
Coinsurance	\$0
Limits or exclusions	\$7,540
Total	\$7,540

Managing type 2 diabetes (routine maintenance of a well-controlled condition)

- Amount owed to providers: \$5,400
- Plan pays \$0
- Patient pays \$5,400

Sample care costs:

Prescriptions	\$2,900
Medical Equipment and Supplies	\$1,300
Office Visits and Procedures	\$700
Education	\$300
Laboratory tests	\$100
Vaccines, other preventive	\$100
Total	\$5,400

Patient pays:

Deductibles	\$
Copays	\$
Coinsurance	\$
Limits or exclusions	\$5,400
Total	\$5,400

Questions and answers about the Coverage Examples:

What are some of the assumptions behind the Coverage Examples?

- Costs don't include <u>premiums</u>.
- Sample care costs are based on national averages supplied by the U.S.
 Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- The patient's condition was not an excluded condition.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from innetwork **providers**. If the patient had received care from out-of-network **providers**, costs would have been higher.

What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how <u>deductibles</u>, <u>copayments</u>, and <u>coinsurance</u> can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

Does the Coverage Example predict my own care needs?

No. Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

Does the Coverage Example predict my future expenses?

No. Coverage Examples are <u>not</u> cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your <u>providers</u> charge, and the reimbursement your health plan allows.

Can I use Coverage Examples to compare plans?

✓ Yes. When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

Are there other costs I should consider when comparing plans?

 ✓ Yes. An important cost is the premium you pay. Generally, the lower your premium, the more you'll pay in out-ofpocket costs, such as <u>copayments</u>, <u>deductibles</u>, and <u>coinsurance</u>. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.

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