

## Cigna Consumer-Directed Health Plan-15/Health Savings Account

Summary of Benefits and Coverage: What this Plan Covers & What You Pay for Covered Services

Coverage Period: 01/01/2024 – 12/31/2024 Coverage for: All tiers | 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, visit www.cpg.org/mtdocs or call (800) 480-9967. 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.cpg.org/uniform-glossary or call (800) 480-9967 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	Network: \$1,600 Individual / \$3,200 Family Out-of-Network: \$3,200 Individual / \$6,400 Family	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> , the overall family <u>deductible</u> must be met before the <u>plan</u> begins to pay. The network and out-of-network <u>deductibles</u> accumulate separately.
Are there services covered before you meet your deductible?	Yes, for example, network preventive care and certain telehealth services.	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</u> <u>services</u> without <u>cost sharing</u> and before you meet your <u>deductible</u> . See a list of preventive services at healthcare.gov/coverage/preventive-care-benefits.**
Are there other deductibles for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	Network: \$2,400 Individual / \$4,800 Family Out-of-Network: \$4,800 Individual / \$9,600 Family	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. The network and out-of-network <u>out-of-pocket limits</u> accumulate separately.
What is not included in the out-of-pocket limit?	Contributions, (premiums), balance-billing charges, penalties, and healthcare this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a <u>network provider</u> ?	Yes. See <a href="https://www.mycigna.com">www.mycigna.com</a> or call (800) 244-6224 for a list of <a href="https://www.mycigna.com">network</a> providers.	This <u>plan</u> uses a provider <u>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 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.
Do you need a <u>referral</u> to see a <u>specialist</u> ?	No.	You can see the specialist you choose without a referral.

<sup>\*</sup> For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>www.cpg.org</u>.

<sup>\*\*</sup>See Page 5 for important information about telehealth services.

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.

	What You Will Pay			Limitations, Exceptions, & Other
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information*
	Primary care visit to treat an injury or illness	15% coinsurance	40% coinsurance plus any balance billing	None.
If you visit a health care	Specialist visit	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	None.
provider's office or clinic	Preventive care/screening/ immunization	No charge.	40% <u>coinsurance</u> plus any <u>balance billing</u>	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. See a list of preventive services at healthcare.gov/coverage/preventive-care-benefits.
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	15% coinsurance  Office Visits/Physician Services: Deductible does not apply	40% <u>coinsurance</u> plus any <u>balance billing</u>	None.
	Imaging (CT/PET scans, MRIs)	15% coinsurance  Office Visits/Physician Services: Deductible does not apply	40% <u>coinsurance</u> plus any <u>balance billing</u>	None.
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	15% coinsurance	40% coinsurance plus any balance billing	None.
surgery	Physician/surgeon fees	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	None.
	Emergency room care	15% coinsurance	15% coinsurance	None.
If you need immediate medical attention	Emergency medical transportation	15% coinsurance	15% coinsurance	None.
	<u>Urgent care</u>	15% coinsurance	15% <u>coinsurance</u> plus any <u>balance billing</u>	None.

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		What You Will Pay		Limitations Foundings 0 Other
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information*
If you have a hospital	Facility fee (e.g., hospital room)	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	Prior authorization is required.
stay	Physician/surgeon fees	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	r nor authorization is required.
If you need mental	Outpatient services	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	None.
health, behavioral health, or substance abuse services	Inpatient services	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	Prior authorization is required.
	Office visits	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	None.
If you are pregnant	Childbirth/delivery professional services	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	Well-newborn care is covered. Newborn must be enrolled in the plan within 30 days
	Childbirth/delivery facility services	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	of birth.
	Home health care	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	Limited to 210 visits per plan year. Prior authorization is required.
	Rehabilitation services	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	Benefits include speech/hearing, physical, and occupational therapy. Limited to 60
If you need help recovering or have other special health needs	Habilitation services	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	visits per plan year, combined facility and office, per each of the three therapies.
	Skilled nursing care	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	Limited to 60 days per plan year, combined with acute rehabilitation. Prior authorization is required.
	Durable medical equipment	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	None.
	Hospice services	15% coinsurance	40% <u>coinsurance</u> plus any <u>balance billing</u>	Prior authorization is required.
If your child poods	Children's eye exam	Not covered.	Not covered.	Vision benefits are available through
If your child needs dental or eye care	Children's glasses	Not covered.	Not covered.	EyeMed Vision Care
	Children's dental check-up	Not covered.	Not covered.	

<sup>\*</sup> For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>www.cpg.org</u>.
\*\* See Page 5 for important information about telehealth services.

Common Medical Event	Services You May Need	What You Retail	ı Will Pay Home Delivery	Limitations, Exceptions, & Other Important Information*	
If you need drugs to	Generic drugs	15% (after	deductible)	You may get up to a 30-day supply when using a retail pharmacy, and up to a 90-day	
treat your illness or condition	Preferred brand drugs	25% (after deductible)		supply when using home delivery. Your prescription deductible and out-of-pocket	
More information about prescription drug	Non-preferred brand drugs	50% (after	deductible)	limit is combined with your medical deductible and out-of-pocket limit.	
coverage is available at www.express-scripts.com	Specialty drugs	50% (after	deductible)	No charge for contraceptives.	

### **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)	<ul> <li>Long-term care</li> </ul>	
<ul> <li>Non-emergency care when traveling outside the U.S.</li> </ul>	Routine eye care (Adult)	<ul> <li>Routine foot care (unless related to diabetes or certain other conditions)</li> </ul>	
Weight loss programs			

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

Acupuncture (limit 20 visits per year)
 Hearing aids (limit \$3,000 every three years)
 Bariatric surgery (if Medically Necessary)
 Chiropractic care (limit 20 visits per year)
 Private duty nursing (only through home healthcare

benefit)

¹ The prescription drug plan maintains a retail refill limit policy. The retail refill limit requires that you use home delivery if you are prescribed a maintenance medication. In some circumstances, you may not be required to use home delivery. See the plan document at <a href="https://www.cpg.org">www.cpg.org</a>.

<sup>\*</sup> For more information about limitations and exceptions, see the plan or policy document at www.cpg.org.

<sup>\*\*</sup> See Page 5 for important information about telehealth services.

**Telehealth Services:** The Medical Trust will waive all <u>copays</u>, <u>deductibles</u>, and <u>coinsurance</u> for all telehealth services received through its third-party administrators' telehealth platforms. The Medical Trust will also allow claims for virtual visits with <u>network</u> and <u>out-of-network providers</u> who do not use a telehealth platform offered by Cigna, but standard <u>deductibles</u>, <u>copays</u>, and <u>coinsurance</u> will apply.

Your Rights to Continue Coverage: The Plan's Extension of Benefits program is similar, but not identical, to the healthcare continuation coverage provided under Federal law (known as COBRA) for non-church plans. Because the Plan is a church plan as described under Section 3(33) of ERISA, the Plan is exempt from COBRA requirements<sup>2</sup>. Nonetheless, subscribers and/or their enrolled dependents will have the opportunity to continue benefits for a limited time in certain instances when coverage through the health plan would otherwise cease. Individuals who elect to continue coverage must pay for the coverage. Call (800) 480-9967 for more information.

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 on how 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 Cigna or Express Scripts, as appropriate.

## 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 (800) 480-9967.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa (800) 480-9967.

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码(800) 480-9967.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' (800) 480-9967.

To see examples of how this <u>plan</u> might cover costs for a sample medical situation, see the next section.

<sup>&</sup>lt;sup>2</sup> Under Section 4980B(d) of the Code and Treasury Regulation Section 54.4980 B-2, Q. and A. No. 4.

<sup>\*</sup> For more information about limitations and exceptions, see the plan or policy document at www.cpg.org.

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## **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 <u>deductible</u>	\$1,600
■ Specialist [cost sharing]	15%
■ Hospital (facility) [cost sharing]	15%
■ Other [cost sharing]	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>	\$1,600
Copayments	\$0
Coinsurance	\$800
What isn't covered	
Limits or exclusions	\$60
The total Peg would pay is	\$2,460

# **Managing Joe's Type 2 Diabetes**

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

■ The plan's overall deductible	\$1,600
■ Specialist [cost sharing]	15%
■ Hospital (facility) [cost sharing]	15%
Other [cost sharing]	15%

### This EXAMPLE event includes services like:

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

Diagnostic tests (blood work)

Prescription drugs

<u>Durable medical equipment</u> (glucose meter)

Total Example Cost	\$5,600	
In this example, Joe would pay:		
Cost Sharing		
<u>Deductibles</u>	\$1,600	
Copayments	\$0	
Coinsurance	\$800	
What isn't covered		
Limits or exclusions	\$20	
The total Joe would pay is	\$2,420	

# **Mia's Simple Fracture**

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

■ The <u>plan's</u> overall <u>deductible</u>	\$1,600
■ Specialist [cost sharing]	15%
■ Hospital (facility) [cost sharing]	15%
■ Other [cost sharing]	15%

### 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	
<u>Deductibles</u>	\$1,600
Copayments	\$0
Coinsurance	\$200
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$1,800