Coverage Period: 01/01/2025-12/31/2025

Coverage for: Individual/Family | Plan Type: EP1

ORACLE

EPO Plan

The Summary of Benefits and Coverage (SBC) document will help you choose a health <u>plan</u>. The SBC shows you how you and the <u>plan</u> would share the cost for covered health care services. NOTE: Information about the cost of this <u>plan</u> (called the <u>premium</u>) 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.oraclebenefits.com or call 1-888-404-2494. For general definitions of common terms, such as <u>allowed amount</u>, <u>balance billing</u>, <u>coinsurance</u>, <u>copayment</u>, <u>deductible</u>, <u>provider</u>, or other <u>underlined</u> terms see the Glossary. You can view the Glossary at https://www.cms.gov/CCIIO/Resources/Forms-Reports-and-Other-Resources/Downloads/UG-Glossary-508-MM.pdf or call 1-866-672-2511 to request a copy.

Important Questions	Answers	Why This Matters:		
What is the overall <u>deductible</u> ?	<u>Network</u> : \$200.00 Individual / \$600.00 Family Non- <u>Network</u> : Not Covered per calendar year.	 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. This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance 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-carebenefits/ 		
Are there services covered before you meet your <u>deductible?</u>	Yes. <u>Preventive Care</u> and primary care services with <u>copay</u> are covered before you meet your <u>deductible</u> .			
Are there other <u>deductibles</u> for specific services?	No, there are no other <u>deductibles</u> .	You don't have to meet <u>deductibles</u> for specific services, but see the chart starting on page 2 for other costs for services this <u>plan</u> covers.		
What is the <u>out-of-</u> <u>pocket limit</u> for this <u>plan</u> ?	<u>Network provider</u> : \$2,000.00 Individual / \$4,000.00 Family per calendar year Non- <u>network providers</u> : Not Covered	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 <u>out-of-pocket</u> <u>limit</u> ?	<u>Premiums, 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-</u> <u>pocket</u> .		

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Important Questions	Answers	Why This Matters:
Will you pay less if you use a <u>network</u> <u>provider</u> ?	Yes. See www.myuhc.com or call 1-866-672- 2511 for a list of <u>network 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 <u>plan's 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 <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 <u>referral</u> to see a <u>specialist</u> ?	No	You can see the <u>specialist</u> you choose without a <u>referral</u> .

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.

Common		What You Will Pay		Limitations, Exceptions, & Other	
Medical Event	Services You May Need	<u>Network Provider</u> (You will pay the least)	Non-Network Provider (You will pay the most)	Important Information	
	Primary care visit to treat an injury or illness	\$20.00 <u>copay</u> /visit	Not covered	None	
If you visit a health	<u>Specialist</u> visit	\$30.00 <u>copay</u> /visit	Not covered	None	
care <u>provider's</u> office or clinic	<u>Preventive</u> <u>care/screening</u> / immunization	No charge	Not covered	You may have to pay for services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services needed are <u>preventive</u> . Then check what your <u>plan</u> will pay for.	
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	0% <u>coinsurance</u>	Not covered	None	
	Imaging (CT/PET scans, MRIs)	0% coinsurance	Not covered	None	

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Common		What You Will Pay		Limitations, Exceptions, & Other	
Medical Event	Services You May Need	<u>Network Provider</u> (You will pay the least)	Non-Network Provider (You will pay the most)	Important Information	
If you need drugs to treat your illness or	Generic Drugs (Tier 1)	Retail: \$5.00 <u>copay</u> Mail Order: \$10.00 <u>copay</u>	Not covered	Certain preventive medications (including certain contraceptives) are covered at No Charge.	
	Preferred brand drugs (Tier 2)	Retail: 20% <u>coinsurance;</u> <u>deductible</u> does not apply Mail Order: 20% <u>coinsurance; deductible</u> does not apply	Not covered	Retail: \$30.00 min, \$60.00 max Mail Order: \$60.00 min, \$120.00 max Certain preventive medications (including certain contraceptives) are covered at No Charge.	
condition More information about <u>prescription</u> <u>drug coverage</u> is available at	Non-preferred brand drugs (Tier 3)	Retail: 20% <u>coinsurance;</u> <u>deductible</u> does not apply Mail Order: 20% <u>coinsurance; deductible</u> does not apply	Not covered	Retail: \$50.00 min, \$100.00 max Mail Order: \$100.00 min, \$200.00 max Certain preventive medications (including certain contraceptives) are covered at No Charge.	
www.myuhc.com	<u>Specialty drugs</u>	Specialty copays and co- insurance based on mail order tiers	Not covered	Specialty drugs must be filled through mail order by a designated OptumRx Specialty Pharmacy, Optum Specialty Pharmacy or another designated Specialty Pharmacy in the OptumRx Specialty Network, and can only be filled in 31-day supplies	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	\$100.00 <u>copay</u> /visit	Not covered	None	
	Physician/surgeon fees	0% coinsurance	Not covered	None	
If you need	Emergency room care	\$150.00 <u>copay</u> /visit	\$150.00 <u>copay</u> /visit	None	
immediate medical attention	Emergency medical transportation	No charge	No charge	None	
	Urgent care	\$20.00 <u>copay</u> /visit	Not covered	None	
If you have a	Facility fee (e.g., hospital room)	\$250.00 <u>copay</u> /visit,	Not covered	None	
hospital stay	Physician/surgeon fees	0% <u>coinsurance</u>	Not covered	None	

Common		What You Will Pay		Limitations, Exceptions, & Other	
Medical Event	Services You May Need	<u>Network Provider</u> (You will pay the least)	Non-Network Provider (You will pay the most)	Important Information	
If you need mental health, behavioral health, or substance abuse services	Outpatient services	\$20.00 <u>copay</u> /visit	Not covered	EAP: You are limited to 10 counseling sessions per issue. Neurobiological and Autism Spectrum Disorders 80% after plan <u>deductible</u> and non-network 80% after plan <u>deductible</u> .	
	Inpatient services	0% coinsurance	Not covered	None	
	Office visits	\$20.00 <u>copay</u> /initial visit only	Not covered	Cost sharing does not apply for preventive services. Depending on the	
10	Childbirth/delivery professional services	0% coinsurance	Not covered	type of service, a <u>copay</u> , <u>coinsurance</u> , or <u>deductible</u> may apply. Maternity care	
If you are pregnant	Childbirth/delivery facility services	\$250.00 <u>copay</u> /visit	Not covered	may include tests and services described elsewhere in the SBC. (i.e., ultrasound). Routine Pre-natal care covered at no charge.	
	Home health care	0% <u>coinsurance</u>	Not covered	100 visits per calendar year	
If you need help recovering or have	Rehabilitation services	\$30.00 <u>copay</u> /visit	Not covered	Pulmonary and Cardiac Rehabilitation therapy is unlimited. Occupational, Speech and Physical Therapy is limited to 60 combined visits per calendar year.	
other special health	Habilitation services	Not covered	Not covered	Not Covered	
needs	Skilled nursing care	\$250.00 <u>copay</u> /visit	Not covered	100 days per calendar year	
	<u>Durable medical</u> equipment	0% coinsurance	Not covered	None	
	Hospice services	0% <u>coinsurance</u>	Not covered	Limited to Lifetime max of 6 months.	
	Children's eye exam	Not covered	Not covered	Children's eye exam is not covered.	
If your child needs	Children's glasses	Not covered	Not covered	Children's glasses are not covered.	
dental or eye care	Children's dental check- up	Not covered	Not covered	Children's dental check-up is not covered.	

Excluded Services & Other Covered Services:

Services Your <u>Plan</u> Generally Does NOT Cover (Check your policy or <u>plan</u> document for more information and a list of any other <u>excluded</u> <u>services</u> .)				
Cosmetic surgeryDental care (Adult)Habilitation services	Long-term careRoutine 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 Bariatric surgery Chiropractic care – 20 per calendar year 	Hearing aids - 1 per ear every 3 yearsInfertility treatment	 Non-emergency care when traveling outside the U.S. Private-duty nursing 		

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: Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or

https://www.dol.gov/agencies/ebsa/about-ebsa/ask-a-question/ask-ebsa. Other coverage options may be available to you too, including buying individual insurance coverage through the <u>Health Insurance Marketplace</u>. For more information about the <u>Marketplace</u>, visit <u>www.HealthCare.gov/</u> or call 1-800-318-2596.

Your <u>Grievance</u> and <u>Appeals Rights</u>: 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: 1-866-672-2511 or visit www.myuhc.com or the Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa/healthreform.

Does this plan provide Minimum Essential Coverage? Yes

<u>Minimum Essential Coverage</u> generally includes <u>plans</u>, <u>health insurance</u> available through the <u>Marketplace</u> or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of <u>Minimum Essential Coverage</u>, you may not be eligible for the <u>premium</u> 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 1-866-672-2511. Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-866-672-2511. Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-866-672-2511. Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-866-672-2511.

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—To see examples of how this <u>plan</u> 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 <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- <u>network</u> pre-natal care and a hospital delivery)		Managing Joe's type 2 Diabetes (a year of routine in- <u>network</u> care of a well- controlled condition)		Mia's Simple Fracture (in- <u>network</u> emergency room visit and follow up care)	
■ The <u>plan's</u> overall <u>deductible</u>	\$200.00	■ The <u>plan's</u> overall <u>deductible</u>	\$200.00	■ The <u>plan's</u> overall <u>deductible</u>	\$200.00
Specialist copayment	\$20.00	Specialist copayment	\$30.00	Specialist copayment	\$30.00
Hospital (facility) <u>copayment</u>	\$250.00	Hospital (facility) <u>copayment</u>	\$250.00	Hospital (facility) <u>copayment</u>	\$250.00
■ Other <u>coinsurance</u>	0%	■ Other <u>coinsurance</u>	0%	Other <u>coinsurance</u>	0%
This EXAMPLE event includes services like: Specialist office visits (pre-natal care) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services Diagnostic tests (ultrasounds and blood work) Specialist visit (anesthesia)		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)		This EXAMPLE event includes services like: <u>Emergency room care</u> (including medical supplies) <u>Diagnostic test</u> (x-ray) <u>Durable medical equipment</u> (crutches) <u>Rehabilitation services</u> (physical therapy)	
Total Example Cost	\$12,700	Total Example Cost	\$5,600	Total Example Cost	\$2,800
In this example, Peg would	pay:	In this example, Joe would pay:		In this example, Mia would pay:	
<u>Cost Sharing</u>		<u>Cost Sharing</u>		<u>Cost Sharing</u>	
<u>Deductibles</u>	\$200.00	Deductibles	\$100.00	<u>Deductibles</u>	\$200.00
<u>Copayments</u>	\$300.00	<u>Copayments</u>	\$500.00	<u>Copayments</u>	\$400.00
Coinsurance	\$0.00	Coinsurance	\$600.00	Coinsurance	\$0.00
What isn't covered		What isn't covered		What isn't covered	
Limits or exclusions	\$60.00	Limits or exclusions	\$20.00	Limits or exclusions	\$0.00
	\$550.00	The total Joe would pay is	\$1,220.00	The total Mia would pay is	\$600.00

We do not treat members differently because of sex, age, race, color, disability or national origin.

If you think you were treated unfairly because of your sex, age, race, color, disability or national origin, you can send a complaint to the Civil Rights Coordinator.

Online: <u>UHC_Civil_Rights@uhc.com</u> Mail: Civil Rights Coordinator. UnitedHealthcare Civil Rights <u>Grievance</u>. P.O. Box 30608 Salt Lake City, UTAH 84130

You must send the complaint within 60 days of when you found out about it. A decision will be sent to you within 30 days. If you disagree with the decision, you have 15 days to ask us to look at it again.

If you need help with your complaint, please call the toll-free number listed within this Summary of Benefits and Coverage (SBC), TTY 711, Monday through Friday, 8 a.m. to 8 p.m.

You can also file a complaint with the U.S. Dept. of Health and Human Services. Online: <u>https://ocrportal.hhs.gov/ocr/portal/lobby.jsf</u> Complaint forms are available at <u>http://www.hhs.gov/civil-rights/filing-a-complaint/complaint-process/index.html</u>. Phone: Toll-free 1-800-368-1019, 800-537-7697 (TDD) Mail: U.S. Dept. of Health and Human Services. 200 Independence Avenue, SW Room 509F, HHH Building Washington, D.C. 20201

We provide free services to help you communicate with us. Such as, letters in other languages or large print. Or, you can ask for an interpreter. To ask for help, please call the number contained within this Summary of Benefits and Coverage (SBC), TTY 711, Monday through Friday, 8 a.m. to 8 p.m.

ATENCIÓN: Si habla **español (Spanish)**, hay servicios de asistencia de idiomas, sin cargo, a su disposición. Llame al número gratuito que aparece en este Resumen de Beneficios y Cobertura (Summary of Benefits and Coverage, SBC).

請注意:如果您說中文 (Chinese),我們免費為您提供語言協助服務。請撥打本福利和承保摘要 (Summary of Benefits and Coverage, SBC) 內所列的免付 費電話號碼。

XIN LƯU Ý: Nếu quý vị nói tiếng **Việt (Vietnamese)**, quý vị sẽ được cung cấp dịch vụ trợ giúp về ngôn ngữ miễn phí. Vui lòng gọi số điện thoại miễn phí ghi trong bản Tóm lược về quyền lợi và đài thọ bảo hiểm (Summary of Benefits and Coverage, SBC) này.

알림: 한국어 **(Korean)** 를 사용하시는 경우 언어 지원 서비스를 무료로 이용하실 수 있습니다. 본 혜택 및 보장 요약서 (Summary of Benefits and Coverage, SBC) 에 기재된 무료전화번호로 전화하십시오.

PAUNAWA: Kung nagsasalita ka ng **Tagalog (Tagalog)**, may makukuha kang mga libreng serbisyo ng tulong sa wika. Pakitawagan ang toll-free na numerong nakalista sa Buod na ito ng Mga Benepisyo at Saklaw (Summary of Benefits and Coverage o SBC).

ВНИМАНИЕ: бесплатные услуги перевода доступны для людей, чей родной язык является **русском (Russian)**. Позвоните по бесплатному номеру телефона, указанному в данном «Обзоре льгот и покрытия» (Summary of Benefits and Coverage, SBC).

تنبيه: إذا كنت تتحدث ا**لعربية (Arabic)،** فإن خدمات المساعدة اللغوية المجانية متاحة لك. يُرجى الاتصال برقم الهاتف المجاني المدرج بداخل مخلص المزايا والتغطية (Summary of) Benefits and Coverage، SBC) هذا.

ATANSYON: Si w pale **Kreyòl ayisyen (Haitian Creole)**, ou kapab benefisye sèvis ki gratis pou ede w nan lang pa w. Tanpri rele nimewo gratis ki nan Rezime avantaj ak pwoteksyon sa a (Summary of Benefits and Coverage, SBC).

ATTENTION : Si vous parlez **français (French)**, des services d'aide linguistique vous sont proposés gratuitement. Veuillez appeler le numéro sans frais figurant dans ce Sommaire des prestations et de la couverture (Summary of Benefits and Coverage, SBC).

UWAGA: Jeżeli mówisz po **polsku (Polish)**, udostępniliśmy darmowe usługi tłumacza. Prosimy zadzwonić pod bezpłatny numer podany w niniejszym Zestawieniu świadczeń i refundacji (Summary of Benefits and Coverage, SBC).

ATENÇÃO: Se você fala **português (Portuguese)**, contate o serviço de assistência de idiomas gratuito. Ligue para o número gratuito listado neste Resumo de Benefícios e Cobertura (Summary of Benefits and Coverage - SBC).

ATTENZIONE: in caso la lingua parlata sia l'**italiano (Italian)**, sono disponibili servizi di assistenza linguistica gratuiti. Chiamate il numero verde indicato all'interno di questo Sommario dei Benefit e della Copertura (Summary of Benefits and Coverage, SBC).

ACHTUNG: Falls Sie **Deutsch (German)** sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Bitte rufen Sie die in dieser Zusammenfassung der Leistungen und Kostenübernahmen (Summary of Benefits and Coverage, SBC) angegebene gebührenfreie Rufnummer an.

注意事項:**日本語 (Japanese)**を話される場合、無料の言語支援サービスをご利用いただけます。 本「保障および給付の概要」 (Summary of Benefits and Coverage, SBC) に記載されているフリー ダイヤルにてお電話ください。 توجه: اگر زبان شما **فارسی (Farsi)** است، خدمات امداد زبانی به طور رایگان در اختیار شما می باشد. لطفاً با شمار ه تلفن رایگان ذکر شده در این خلاصه مزایا و پوشش (Summary of Benefits and Coverage، SBC) تماس بگیرید.

ध्यान दें: यदि आप **हिंदी (Hindi)** बोलते है, आपको भाषा सहायता सेबाएं, नि:शुल्क उपलब्ध हैं। लाभ और कवरेज (Summary of Benefits and Coverage, SBC) के इस सारांश के भीतर सुचीबदध टोल फ्री नंबर पर कॉल करें।

CEEB TOOM: Yog koj hais Lus **Hmoob (Hmong)**, muaj kev pab txhais lus pub dawb rau koj. Thov hu rau tus xov tooj hu dawb teev muaj nyob ntawm Tsab Ntawv Nthuav Qhia Cov Txiaj Ntsim Zoo thiab Kev Kam Them Nqi (Summary of Benefits and Coverage, SBC) no.

ប៊ំណាប់អារម្មណ៍: បើសិនអ្នកនិយាយ**កាសាខ្មែរ (Khmer)** សេវាជំនួយកាសាដោយឥតគិតថ្លៃ គឺមានសំរាប់អ្នក។ សូមទូរស័ព្ទទៅលេខឥតចេញថ្លៃ ដែលមានកត់នៅក្នុង សេចក្តីសង្ខេបអត្ថប្រយោជន៍ និងការ៉ាបង់រង (Summary of Benefits and Coverage, SBC) នេះ។

PAKDAAR: Nu saritaem ti **Ilocano (Ilocano)**, ti serbisyo para ti baddang ti lengguahe nga awanan bayadna, ket sidadaan para kenyam. Maidawat nga awagan ti awan bayad na nu tawagan nga numero nga nakalista iti uneg na daytoy nga Dagup dagiti Benipisyo ken Pannakasakup (Summary of Benefits and Coverage, SBC).

DÍÍ BAA'ÁKONÍNÍZIN: **Diné (Navajo)** bizaad bee yániłti'go, saad bee áka'anída'awo'ígíí, t'áá jíík'eh, bee ná'ahóót'i'. T'áá sh**qq**dí Naaltsoos Bee 'Aa'áhayání dóó Bee 'Ak'é'asti' Bee Baa Hane'í (Summary of Benefits and Coverage, SBC) biyi' t'áá jíík'ehgo béésh bee hane'í biká'ígíí bee hodíilnih.

OGOW: Haddii aad ku hadasho **Soomaali (Somali)**, adeegyada taageerada luqadda, oo bilaash ah, ayaad heli kartaa. Fadlan wac lambarka bilaashka ah ee ku yaalla Soo-koobitaanka Dheefaha iyo Caymiska (Summary of Benefits and Coverage, SBC).