

### **BAXTER CREDIT UNION**

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

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, please call to 1.888.758.1616 (toll free) or 787.281.2800. 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.mcs.com.pr or www.healthcare.gov/sbc-glossary, or call to 1-888-758-1616 or 787-281-2800 to request a copy.

| Important Questions   | Answers   | Why This Matters:   |
|---|---|---|
| What is the overall<br><u>deductible</u> ?                                | \$0   | See the Common Medical Events chart below for your costs for services this plan covers.   |
| Are there services<br>covered before you meet<br>your <u>deductible</u> ? | Yes, emergency services.  | This <u>plan</u> covers some items and services even if you haven't yet met the <u>deductible</u> amount.<br>But a <u>copayment</u> or <u>coinsurance</u> may apply. For example, this <u>plan</u> covers certain <u>preventive</u><br><u>services</u> without cost sharing and before you meet your deductible. See a list of covered<br>preventive services at <u>https://www.healthcare.gov/coverage/preventive-care-benefits/</u> .   |
| Are there other<br>deductibles<br>for specific<br>services?               | Yes. Major Medical Coverage:<br>\$100 - Individual deductible /<br>\$300 - Family deductible.   | You have to meet <u>deductibles</u> for specific services before this plan begins to pay for these services.  |
| What is the <u>out-of-pocket</u><br><u>limit</u> for this <u>plan</u> ?   | Not Applicable  | This plan does not have an out-of-pocket limit on your expenses.  |
| What is not included in the <u>out-of-pocket limit</u> ?                  | Not Applicable  | This plan does not have an out-of-pocket limit on your expenses.  |
| Will you pay less if you<br>use a <u>network provider</u> ?               | Yes. See <u>www.mcs.com.pr</u> or call<br>1-888-758-1616 (toll free) or 787-<br>281-2800 (metro area) for a list of<br><u>network providers</u> . | This <u>plan</u> uses a <u>provider network</u> . You will pay less if you use a provider in the <u>plan's network</u> .<br>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</u> <u>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.   |

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 9 Other                            |
|---|--|---|--|---|
| Common Medical Event  | Services You May Need  | Network Provider<br>(You will pay the least)  | Out-of-Network Provider<br>(You will pay the most)   | Limitations, Exceptions, & Other<br>Important Information |
|   | Primary care visit to treat an<br>injury or illness  | \$9 copay - visit to<br>generalist  | You pay 100% of the<br>costs at the time of<br>receiving the services.<br>MCS will reimburse the   |   |
| If you visit a health care  | <u>Specialist</u> visit  | \$15 copay - visit to<br>specialist   |  |   |
| provider's office or clinic   | <u>Sub-especialist</u> visit   | \$15 copay - visit to sub-<br>specialist  |  |   |
|   | Preventive care/screening/<br>immunization   | No charge   | contracted rate base with<br>a participating provider<br>less any copayment or   |   |
| If you have a test  | <u>Diagnostic test</u> (x-ray, blood<br>work)  | 25% coinsurance   | co-insurance applicable<br>for the service received.   |   |
| n you nave a test   | Imaging (CT/PET scans,<br>MRIs)  | 25% coinsurance   |  | Requires preauthorization through Clinical Affairs.       |
|   | Generic drugs  | Point of Service: \$5<br>copay / 90-Day Supply:<br>\$10 copay /<br>Mail Order: \$10 copay   |  |   |
| If you need drugs to<br>treat your illness or<br>condition<br>More information about<br>prescription drug | need drugs to<br>pur illness or<br>onmin. \$10, ma<br>copay / 90-D<br>20% min. \$2<br>\$80 copay /<br>20% min. \$2<br>\$80 copay /<br>\$80 copay | Point of Service: 20%<br>min. \$10, max. \$40<br>copay / 90-Day Supply:<br>20% min. \$20, max.<br>\$80 copay / Mail Order:<br>20% min. \$20, max.<br>\$80 copay | You pay 100% of the<br>costs at the time of<br>receiving the services.<br>MCS will reimburse the<br>contracted rate base with<br>a participating provider<br>less any copayment or |   |
| <u>coverage</u> is available at <u>http://www.mcs.com.pr/</u>   | Non-preferred brand drugs  | Point of Service: 20%<br>min. \$10, max. \$40<br>copay / 90-Day Supply:<br>20% min. \$20, max.<br>\$80 copay / Mail Order:<br>20% min. \$20, max.<br>\$80 copay | for the service received.  |   |

\* For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>www.mcs.com.pr</u>.

|  | What You Will Pay                              |  | Limitationa Exceptiona 8 Other   |   |
|--|--|--|--|---|
| Common Medical Event                       | Services You May Need                          | Network Provider<br>(You will pay the least)   | Out-of-Network Provider<br>(You will pay the most)   | Limitations, Exceptions, & Other<br>Important Information   |
|  | Over-the-Counter Drugs<br>(OTC)                | \$1 copay  |  |   |
|  | Specialty drugs                                | 20% coinsurance  |  | Covered through the Specialty Drug<br>Program.  |
| If you have outpatient surgery             | Facility fee (e.g., ambulatory surgery center) | \$50 copay - outpatient facility   |  | 25% for endoscopic procedures in outpatient facility.   |
|  | Physician/surgeon fees                         | No charge.   |  |   |
|  | Emergency room care                            | \$0 copay - accident<br>\$40 copay - sickness  | -  |   |
| If you need immediate<br>medical attention | Emergency medical<br>transportation            | Ground ambulance in<br>PR: MCS will reimburse<br>up to a maximum of \$75<br>per trip.<br>Air Ambulance in PR:<br>20% coinsurance<br>applies to the rates<br>established by MCS<br>with the facility<br>contracted for these<br>services. | You pay 100% of the<br>costs at the time of<br>receiving the services.<br>MCS will reimburse the<br>contracted rate base with<br>a participating provider<br>less any copayment or<br>co-insurance applicable<br>for the service received. | <b>Ground ambulance in PR</b> - maximum of 4<br>trips per year policy for reimbursement.<br><b>Air ambulance in PR</b> - maximum of one trip<br>per policy year. Subject to evaluation by<br>MCS. |
|  | <u>Urgent care</u>                             | \$25 copay   |  |   |
| If you have a hospital                     | Facility fee (e.g., hospital room)             | \$60 copay -<br>hospitalization  |  |   |
| stay                                       | Physician/surgeon fees                         | No charge.   |  |   |
| If you need mental<br>health, behavioral   | Outpatient services                            | \$15 copay - psychology<br>visit<br>\$15 copay - psychiatrist<br>visit   | You pay 100% of the<br>costs at the time of<br>receiving the services.<br>MCS will reimburse the   |   |
| health, or substance<br>abuse services     | Inpatient services                             | \$60 copay -<br>hospitalization and<br>partial hospitalization   | contracted rate base with<br>a participating provider<br>less any copayment or<br>co-insurance applicable<br>for the service received.   |   |

\* For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>www.mcs.com.pr</u>.

|  | What You Will Pay                            |   | Limitations Examplians & Other                     |  |
|--|--|---|--|--|
| Common Medical Event                       | Services You May Need                        | Network Provider<br>(You will pay the least)  | Out-of-Network Provider<br>(You will pay the most) | Limitations, Exceptions, & Other<br>Important Information  |
|  | Office visits                                | \$15 copay for specialist   |  | Includes dependent daughters.  |
| lf you are pregnant                        | Childbirth/delivery<br>professional services | No charge.  |  | Includes dependent daughters.  |
|  | Childbirth/delivery facility<br>services     | \$60 copay -<br>hospitalization   |  | Includes dependent daughters.  |
|  | Home health care                             | No charge   | You pay 100% of the                                | Maximum of 60 days per policy year.<br>Coordinated through Clinical Affairs.   |
| lf you need help                           | Rehabilitation services                      | No charge   | costs at the time of receiving the services.       | Covered under Home Health Care.<br>Coordinated through Clinical Affairs.   |
| recovering or have<br>other special health | Habilitation services                        | No charge   | MCS will reimburse the contracted rate base with   | Covered under Home Health Care.<br>Coordinated through Clinical Affairs.   |
| needs                                      | Skilled nursing care                         | No charge   | a participating provider<br>less any copayment or  | Coordinated through Clinical Affairs.  |
|  | Durable medical equipment                    | 20% coinsurance   | co-insurance applicable                            | Requires prior authorization.  |
|  | Hospice services                             | 20% coinsurance   | for the service received.                          | Covered through Major Medical.<br>Coordinated through Clinical Affairs.  |
|  | Children's eye exam                          | \$0 copay   | -  | One per policy year.   |
|  | Children's glasses                           | \$125 Maximum Benefit<br>each policy year   |  | Covered through contracted facilities or reimbursement.  |
|  |  | 0% coinsurance -<br>Diagnostic & Preventive   |  |  |
|  |  | 30% coinsurance -<br>Space Maintainers  |  | Covered only if the insured has dental coverage. Maximum of \$1,000 per policy year per insured. This maximum does not |
| If your child needs<br>dental or eye care  | Children's dental check-up                   | 30% coinsurance -<br>Restorative, Oral<br>Surgery, Endodontic<br>and Periodontic    |  | apply to minors under 19 years of age.   |
|  |  | 50% coinsurance -<br>Crowns and Prosthesis  |  |  |
|  |  | Orthodontics - covered<br>by 50% reimbursement<br>up to the established<br>maximum. |  | Orthodontics - maximum of \$1,000 per lifetime per insured person.   |

\* For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>www.mcs.com.pr</u>.

| Some General Exclusions:<br>Services not medically necessary<br>Charges the person is not legally obligated to pay<br>Injuries arising as a result of intent to commit an<br>Illegal act.<br>Hearing aids | <ul> <li>Services provided and/or covered under state or<br/>federal law, for which the insured is not legally<br/>obligated to pay, such as services rendered by the<br/>Automobile Accident Compensation Administrator •<br/>(Spanish acronym ACAA) and the State Insurance<br/>Fund.</li> <li>Expenses or services for new medical procedures<br/>considered experimental or investigative, until<br/>MCS determines their inclusion.</li> </ul> | Payments made by person covered under this<br>policy to a participating provider without being<br>obliged by this contract to do so.<br>Drugs or medicine obtained without a doctor's<br>prescription or not approved by the Food and Drug<br>Administration (FDA). |
|---|---|---|
|---|---|---|

| Acupuncture (through MCS Alivi | a)  • Chiropractic care                  | <ul> <li>Routine eye care (adults)</li> </ul> |
|--------------------------------|--|---|
| Bariatric surgery              | <ul> <li>Dental care (adults)</li> </ul> | <ul> <li>Routine foot care</li> </ul>         |

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 the Puerto Rico's Office of Commissioner of Insurances, contact <u>www.ocs.gobierno.pr</u> or call to 787.304.8686; for the Department of Health & Human Services' Center for Consumer Information & Insurance Oversight (CCIIO) contact <u>www.cciio.cms.gov</u> or call to 1.877.267.2323 x. 61565; for the Department of Labor's Employee Benefits Security Administration (EBSA) contact <u>www.dol.gov/ebsa/contactEBSA/consumerassistance.html</u> or call to 1.866.444.EBSA (3272). Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance <u>Marketplace</u>. For more information about the <u>Marketplace</u>, visit <u>www.HealthCare.gov</u> or call 1-800-318-2596.

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 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: MCS Life Insurance Company at <u>http://www.mcs.com.pr</u> or calling to the number specified in the back of your health plan card, or 1.888.758.1616 toll free (TTY/TDD users 1.866.627.8182); Puerto Rico's Office of Commissioner of Insurances, contact <u>www.ocs.gobierno.pr</u> or call to 787.304.8686; or to Department of Labor's Employee Benefits Security Administration (EBSA) contacting <u>www.dol.gov/ebsa/healthreform</u> or call to 1.866.444.EBSA (3272).

### Does this plan provide Minimum Essential Coverage? Yes

If you don't have <u>Minimum Essential Coverage</u> for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

### Does this plan meet the Minimum Value Standards? Yes

If your <u>plan</u> doesn't meet the <u>Minimum Value Standards</u>, you may be eligible for a <u>premium tax credit</u> to help you pay for a <u>plan</u> through the <u>Marketplace</u>.

#### Language Access Services:

Spanish (Español): Para obtener asistencia en español, llame al 1.888.758.1616 (TTY: 1.866.627.8182). Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1.888.758.1616 (TTY: 1.866.627.8182). Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1.888.758.1616 (TTY: 1.866.627.8182). Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1.888.758.1616 (TTY: 1.866.627.8182).

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

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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.

\$0 \$15

\$60

25%

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

\$0

\$15 \$60

25%

| The <u>plan's</u> overall <u>deductible</u> |
|---|
| Specialist [cost sharing]                   |
| Hospital (facility) [cost sharing]          |
| Other [cost sharing]                        |

This EXAMPLE event includes services like: <u>Specialist</u> office visits (prenatal care) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services <u>Diagnostic tests</u> (ultrasounds and blood work) <u>Specialist</u> visit (anesthesia)

| Total Example Cost              | \$12,352 |  |
|---------------------------------|----------|--|
| In this example, Peg would pay: |          |  |
| Cost Sharing                    |          |  |
| Deductibles                     | \$0      |  |
| <u>Copayments</u>               | \$358    |  |
| Coinsurance                     | \$262    |  |
| What isn't covered              |          |  |
| Limits or exclusions            | \$0      |  |
| The total Peg would pay is      | \$620    |  |

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

| The plan's overall deductible      |
|------------------------------------|
| Specialist [cost sharing]          |
| Hospital (facility) [cost sharing] |
| Other [cost sharing]               |

This EXAMPLE event includes services like: <u>Primary care physician</u> office visits (including disease education) <u>Diagnostic tests</u> (blood work) <u>Prescription drugs</u> <u>Durable medical equipment</u> (glucose meter)

| Total Example Cost              | \$6,519 |  |
|---------------------------------|---------|--|
| In this example, Joe would pay: |         |  |
| Cost Sharing                    |         |  |
| Deductibles                     | \$0     |  |
| Copayments                      | \$405   |  |
| Coinsurance                     | \$465   |  |
| What isn't covered              |         |  |
| Limits or exclusions            | \$0     |  |
| The total Joe would pay is      | \$870   |  |

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

| The plan's overall deductible      | \$0  |
|------------------------------------|------|
| Specialist [cost sharing]          | \$15 |
| Hospital (facility) [cost sharing] | \$60 |
| Other [cost sharing]               | 25%  |

# 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 | \$1,573 |
|--------------------|---------|
|--------------------|---------|

| In this example, Mia would pay: |       |
|---------------------------------|-------|
| Cost Sharing                    |       |
| <u>Deductibles</u>              | \$0   |
| Copayments                      | \$348 |
| <u>Coinsurance</u>              | \$17  |
| What isn't covered              |       |
| Limits or exclusions            | \$0   |
| The total Mia would pay is      | \$365 |

The plan would be responsible for the other costs of these EXAMPLE covered services.