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

Coverage Period: 01/01/2026-12/31/2026 Coverage for: Single/Family| Plan Type: POS

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, stlukeshealthplan.org or call 833-840-3600. 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.healthcare.gov/glossary or call 1-800-318-2596 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	Indian Health Care <u>Provider</u> (IHCP) or at non IHCP with <u>referral</u> from IHCP: \$0 For In-Network <u>Providers</u> : \$7,500 Individual/ \$15,000 Family For Out-of-Network <u>Providers</u> : \$20,300 Individual/ \$40,600 Family	Generally, you must pay all of the costs from <u>provider</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> , each family member must meet their own individual <u>deductible</u> until the total amount of <u>deductible</u> expenses paid by all family members meets the overall family <u>deductible</u> .
Are there services covered before you meet your deductible?	Yes. Preventive care and children's vision exams are covered before you meet your deductible. Deductible does not apply unless otherwise stated for outlined benefits.	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>care</u> without cost sharing and before you meet your <u>deductible</u> .
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> ?	For In-Network Providers: \$8,000 Individual/\$16,000 Family For Out-of-Network Providers: \$101,500 Individual/\$203,000 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> , they have to meet their own <u>out-of-pocket limit</u> until the overall family <u>out-of-pocket limit</u> has been met.
What is not included in the <u>out-of-pocket limit</u> ?	Premiums, balance-billing charges, and health care this plan doesn't	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .

 $^{^{\}star}$ For more information about limitations and exceptions, see the $\underline{\text{plan}}$ or policy document at stlukeshealthplan.org

Important Questions	Answers	Why This Matters:
	cover.	
Will you pay less if you use a <u>network provider</u> ?	Yes. See stlukeshealthplan.org or call 1-833-840-3600 for a list of network providers.	This <u>plan</u> uses a provider <u>network</u> . You will pay less if you use a <u>provider</u> in the <u>plan</u> 's <u>network</u> . You will pay the most if you use an out-of- <u>network</u> provider, and you might receive a bill from a <u>provider</u> for the difference between the <u>provider</u> 's charge and what your <u>plan</u> pays (<u>balance-billing</u>). Be aware, your <u>network</u> provider might use an out-of- <u>network</u> provider 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			
Common Medical Event	Services You May Need	Indian Health Care Provider (IHCP) (You will pay the least)	Non ICHP In-Network Provider (You will pay more)	Non IHCP Out-of- Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you visit a health care <u>provider's</u> office or clinic	Primary care visit to treat an injury or illness	\$0 <u>copay</u>	0% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	Covers office visit only. All other services performed during the visit are paid at the applicable benefits level, including but not limited to diagnostic imaging and labs.
	<u>Specialist</u> visit	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	OB/GYN visits receive primary care benefits.
	Preventive care/screening/ immunization	\$0 <u>copay</u>	\$0 <u>copay</u>	60% <u>coinsurance</u> after <u>deductible</u>	Visit <u>healthcare.gov</u> for a full list of preventive services.
If you have a test	Diagnostic test (x-ray, blood work)	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	None
	Imaging (CT/PET scans, MRIs)	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	None

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Common Medical Event	Services You May Need	Indian Health Care Provider (IHCP) (You will pay the least)	Non ICHP In-Network Provider (You will pay more)	Non IHCP Out-of- Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you need drugs to treat your illness or condition More information about	Generic drugs	\$0 <u>copay</u>	Preferred generic: 50% coinsurance after deductible Non-preferred generic: 50% coinsurance after deductible	60% coinsurance after	Pre-Authorization required
prescription drug coverage is available	Preferred brand drugs	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	<u>deductible</u>	for certain medications.
at stlukeshealthplan.org	Non-preferred brand drugs	\$0 <u>copay</u>	50% <u>coinsurance</u> after deductible		
	Specialty drugs	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>		
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	\$0 <u>copay</u>	50% coinsurance after deductible	60% coinsurance after deductible	None
	Physician/surgeon fees	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	None
If you need immediate medical attention	Emergency room care	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	50% <u>coinsurance</u> after <u>deductible</u>	Covers ER visit only. All other services performed during the visit are paid at the applicable benefits level, including but not limited to diagnostic imaging and labs.
	Emergency medical transportation	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	50% <u>coinsurance</u> after <u>deductible</u>	None
	Urgent care	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	Covers office visit only. All other services performed during the visit are paid at the applicable benefits level, including but not limited to diagnostic

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			What You Will Pay		
Common Medical Event	Services You May Need	Indian Health Care Provider (IHCP) (You will pay the least)	Non ICHP In-Network Provider (You will pay more)	Non IHCP Out-of- Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
					imaging and labs.
If you have a hospital	Facility fee (e.g., hospital room)	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	Pre-Authorization required
stay	Physician/surgeon fees	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	Pre-Authorization required
If you need mental health, behavioral health, or substance abuse services	Outpatient services	\$0 <u>copay</u>	Office Visit: 0% coinsurance after deductible Outpatient Facility: 50% coinsurance after deductible	60% <u>coinsurance</u> after <u>deductible</u>	For mental health office visits, coverage applies to office visit only. All other services performed during the visit are paid at the applicable benefits level, including but not limited to diagnostic imaging and labs.
	Inpatient services	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	Pre-Authorization required
If you are pregnant	Office visits	\$0 <u>copay</u>	0% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	Covers office visit only. All other services performed during the visit are paid at the applicable benefits level, including but not limited to diagnostic imaging and labs.
	Childbirth/delivery professional services	\$0 <u>copay</u>	0% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	Pre-Authorization may be required.
	Childbirth/delivery facility services	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	Pre-Authorization may be required.
If you need help recovering or have other special health	Home health care	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	Pre-Authorization required after 10 visits per calendar year.

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Common Medical Event	Services You May Need	Indian Health Care Provider (IHCP) (You will pay the least)	Non ICHP In-Network Provider (You will pay more)	Non IHCP Out-of- Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
needs	Rehabilitation services	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	20 combined visits per calendar year for physical, speech and occupational therapy. After 20 visits, Pre-Authorization required. Pre-Authorization required for inpatient services.
	Habilitation services	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	20 combined visits per calendar year for physical, speech and occupational therapy. After 20 visits, Pre-Authorization required. Pre-Authorization required for inpatient services.
	Skilled nursing care	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	30 days per calendar year. <u>Pre-Authorization</u> required.
	Durable medical equipment	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	Pre-Authorization may be required for certain DME.
	Hospice services	\$0 <u>copay</u>	0% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	Pre-Authorization required.
If your child needs dental or eye care	Children's eye exam	\$0 <u>copay</u>	\$0 <u>copay</u>	60% <u>coinsurance</u> after <u>deductible</u>	1 exam per calendar year.
	Children's glasses	\$0 <u>copay</u>	50% <u>coinsurance</u> after <u>deductible</u>	60% <u>coinsurance</u> after <u>deductible</u>	1 pair lenses/frames per calendar year.
	Children's dental check-up	Not Covered	Not Covered	Not Covered	Not covered

^{*} For more information about limitations and exceptions, see the <u>plan</u> or policy document at stlukeshealthplan.org

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.)

- Acupuncture
- Dental Care
- Long-term Care
- Routine Eye Care (Adult)

- Bariatric Surgery
- Hearing Aids (Adults)
- Non-emergency care when traveling outside the U.S.
- Routine Foot Care

- Cosmetic Surgery
- Infertility Treatment
- Private Duty Nursing
- Temporomandibular Joint Disorder (TMJ)

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

• Chiropractic Care

Cochlear Implants

Hearing Aids (Pediatric)

 Weight loss programs as part of St. Luke's Lifestyle Medicine

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: stlukeshealthplan.org or call 1-833-840-3600 or contact the Idaho Department of Insurance at doi.idaho.gov or call 1-800-721-3272. 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 <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: stlukeshealthplan.org or call 833-840-3600 or contact the Idaho Department of Insurance at doi.idaho.gov or call 1-800-721-3272.

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 1-833-840-3600.

[Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-833-840-3600.

[Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-833-840-3600.

[Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-833-840-3600.

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

^{*} For more information about limitations and exceptions, see the <u>plan</u> or policy document at stlukeshealthplan.org

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>	\$7,500
■ Specialist [cost sharing]	50%
■ Hospital (facility) [cost sharing]	50%
■ Other [cost sharing]	50%

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>	\$7,500		
<u>Copayments</u>	\$0		
Coinsurance	\$500		
What isn't covered			
Limits or exclusions	\$60		
The total Peg would pay is	\$8,060		

Managing Joe's Type 2 Diabetes

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

■ The <u>plan's</u> overall <u>deductible</u>	\$7,50
■ Specialist [cost sharing]	50%
■ Hospital (facility) [cost sharing]	50%
■ Other [cost sharing]	50 %

This EXAMPLE event includes services like:

<u>Primary care physician</u> 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>	\$5,400		
Copayments	\$0		
Coinsurance	\$0		
What isn't covered			
Limits or exclusions	\$20		
The total Joe would pay is	\$5,420		

Mia's Simple Fracture

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

■ The <u>plan's</u> overall <u>deductible</u>	\$7,500
■ Specialist [cost sharing]	50%
■ Hospital (facility) [cost sharing]	50%
■ Other [cost sharing]	50%

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>	\$2,800	
Copayments	\$0	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$0	
The total Mia would pay is	\$2,800	

The <u>plan</u> would be responsible for the other costs of these EXAMPLE covered services.