

Iowa State University Employee Advantage HMO



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 <https://www.hr.iastate.edu/benefits/insurance/isu-plan#medical> or call 1-515-294-4800. 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/sbc-glossary or call 1-800-318-2596 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	\$0 person per calendar year.	Generally, you must pay all 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> , 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?	<u>Deductibles</u> do not apply to this plan.	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.
Are there other deductibles for specific services?	No. There are no other <u>deductibles</u> .	You don't have to meet <u>deductibles</u> for specific services.
What is the out-of-pocket limit for this plan?	Not Applicable.	This <u>plan</u> does not have an <u>out-of-pocket limit</u> on your expenses.
What is not included in the out-of-pocket limit?	Not Applicable.	This <u>plan</u> does not have an <u>out-of-pocket limit</u> on your expenses.
Will you pay less if you use a network provider?	Yes. See www.wellmark.com or call 1-800-524-9242 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 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 referral to see a specialist?	No.	You can see the <u>specialist</u> you choose without a <u>referral</u> .



All copayment and coinsurance costs shown in this chart are after your deductible has been met, if a deductible applies.

Common Medical Event	Services You May Need	What You Will Pay In-Network (IN) Provider (You will pay the least)	What You Will Pay Out-of-Network (OON) Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	\$15 <u>copay</u> for exams, 0% <u>coinsurance</u> other services per <u>provider</u> per date of service	Not covered	Primary Care Practitioners (PCP) are defined as General and Family Practice, Internal Medicine, OB/GYN, Pediatricians, Nurse Practitioners and PAs. For this <u>plan</u> you must designate a personal doctor from the above <u>provider</u> types. \$15 <u>copay</u> for exams, 0% <u>coinsurance</u> other services per <u>provider</u> per date of service applies to telehealth services delivered by in-network <u>primary care providers</u> . \$15 <u>copay</u> per <u>provider</u> per date of service applies to telehealth services contracting through Doctor on Demand.
	<u>Specialist</u> visit	\$15 <u>copay</u> for exams, 0% <u>coinsurance</u> other services per <u>provider</u> per date of service	Not covered	Applies to Non-PCP <u>providers</u> . \$15 <u>copay</u> per <u>provider</u> per date of service for in-network chiropractic services. This <u>copay</u> is waived for mental health/ substance abuse. One routine hearing exam per calendar year. \$15 <u>copay</u> for exams, 0% <u>coinsurance</u> other services per <u>provider</u> per date of service applies to covered telehealth services delivered by in-network <u>specialists</u> .
	<u>Preventive care/screening/immunization</u>	\$15 <u>copay</u> for exams, 0% <u>coinsurance</u> other services per <u>provider</u> per date of service	Not covered	Must be provided by or coordinated through your designated personal doctor or OB/GYN. One preventive exam and one gynecological exam with Pap smear per calendar year. One mammogram per calendar year. Well-child care is covered to age 7.
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% <u>coinsurance</u>	Not covered	-----None-----

For more information about limitations and exceptions, see your plan document or call Iowa State University Benefits Office at 1-515-294-4800

Common Medical Event	Services You May Need	What You Will Pay In-Network (IN) Provider (You will pay the least)	What You Will Pay Out-of-Network (OON) Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at: https://www.hr.iastate.edu/benefits/insurance/isu-plan#prescription	Tier 1 Generics	Co-pay \$15.00 /zero for 90 days mail order	For OON pharmacies, you may be required to pay 100% to pharmacy and file a claim; reimbursement will be determined by the Express Scripts plan	The HMO plan has limited drug coverage and the certificate should be reviewed for the specifics. ISU has a stand-alone prescription plan. The drugs listed on the ISU/ Express Scripts plan drug formulary are covered per the Express Script contract ISU maintains. Drugs not on the plan formulary are not covered. The plan has clinical programs including step therapy and prior authorization requirements for some drugs or the drug may not be covered. For Specialty drugs, participants should contact the customer service on the prescription drug ID card. For brand name drugs the co-insurance has a maximum cost limit dependent on drug tier.
	Tier 2 Preferred name brand	Coinsurance 30% 25% for mail order		
	Tier 3 Non-preferred name brand	Coinsurance 50% 33% for mail order		
	Specialty drugs	May be preferred or non-preferred category and Specialty pharmacy may be required		
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	0% <u>coinsurance</u>	Not covered	-----None-----
	Physician/surgeon fees	0% <u>coinsurance</u>	Not covered	-----None-----
If you need immediate medical attention	<u>Emergency room care</u>	\$125 <u>copay</u> per visit for facility and physician(s) combined	\$125 <u>copay</u> per visit for facility and physician(s) combined	For <u>emergency medical conditions</u> treated out-of-network, it is likely you may not be balance billed pursuant to the federal rules developed for implementation of the No Surprises Act. Waive cost-share on emergency room services for mental health/substance abuse.
	<u>Emergency medical transportation</u>	0% <u>coinsurance</u>	0% <u>coinsurance</u>	Benefits for non-participating ambulance <u>providers</u> are based on actual billed charges. For covered non-emergent situations, out-of-network ambulance services are NOT reimbursed at the in-network level. The member may be balance billed for any out-of-network service as established under the rules developed for implementation of the No Surprises Act.
	<u>Urgent care</u>	\$15 <u>copay</u> for exams, 0% <u>coinsurance</u> for other services per <u>provider</u> per date of service	Not covered	Waive cost-share on <u>urgent care</u> services for mental health/substance abuse.
If you have a hospital stay	Facility fee (e.g., hospital room)	0% <u>coinsurance</u>	Not covered	-----None-----
	Physician/surgeon fees	0% <u>coinsurance</u>	Not covered	-----None-----

Common Medical Event	Services You May Need	What You Will Pay In-Network (IN) Provider (You will pay the least)	What You Will Pay Out-of-Network (OON) Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you need mental health, behavioral health, or substance abuse services	Outpatient services	0% <u>coinsurance</u>	Not covered	Contracted telehealth services are covered.
	Inpatient services	0% <u>coinsurance</u>	Not covered	-----None-----
If you are pregnant	Office visits	0% <u>coinsurance</u>	Not covered	Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound). For any <u>in-network</u> services that fall outside of routine obstetric care, the office visit benefits shown above may apply.
	Childbirth/delivery professional services	0% <u>coinsurance</u>	Not covered	Benefits shown reflect OB/GYN practitioner services which are typically globally billed at time of delivery for pre-natal, post-natal and delivery services.
	Childbirth/delivery facility services	0% <u>coinsurance</u>	Not covered	-----None-----
If you need help recovering or have other special health needs	<u>Home health care</u>	0% <u>coinsurance</u>	Not covered	-----None-----
	<u>Rehabilitation services</u>	0% <u>coinsurance</u>	Not covered	-----None-----
	<u>Habilitation services</u>	0% <u>coinsurance</u>	Not covered	-----None-----
	<u>Skilled nursing care</u>	0% <u>coinsurance</u>	Not covered	-----None-----
	<u>Durable medical equipment</u>	0% <u>coinsurance</u>	Not covered	Orthotics are covered as follows: orthotic foot devices such as arch supports or in-shoe supports, elastic supports or examinations to prescribe or fit such devices and orthotics training.
	<u>Hospice services</u>	0% <u>coinsurance</u>	Not covered	-----None-----
If your child needs dental or eye care	Children's eye exam	\$15 <u>copay</u> for exams, 0% <u>coinsurance</u> for other services per <u>provider</u> per date of service	Not covered	One routine vision exam per calendar year. Must be performed by an <u>in-network provider</u> .
	Children's glasses	Not covered	Not covered	-----None-----
	Children's dental check-up	Not covered	Not covered	-----None-----

For more information about limitations and exceptions, see your plan document or call Iowa State University Benefits Office at 1-515-294-4800.

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
- Custodial care - in home or facility
- Dental care - Adult
- Dental check-up
- Extended home skilled nursing
- Glasses
- Hearing aids
- Long-term care
- Non-emergency care when traveling outside the U.S.
- 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 (\$15 copay per pv, \$500 per calendar year)
- Applied Behavior Analysis therapy
- Bariatric surgery
- Chiropractic care
- Infertility treatment (\$15,000 LTM)
- Private-duty nursing - short term intermittent home skilled nursing
- Routine eye care - Adult (one vision exam per calendar year)

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: the U.S. Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.cciio.cms.gov.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, you can contact: Iowa State University Benefits Office at 1-515-294-4800, Iowa Insurance Division at 515-281-5705 or Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa/healthreform

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.

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

This contains only a partial description of the benefits, limitations, exclusions and other provisions of the health care plan. It is not a contract or policy. It is a general overview only. It does not provide all the details of coverage, including benefits, exclusions, and policy limitations. In the event there are discrepancies between this document and the Coverage Manual, Certificate, or Policy, the terms and conditions of the Coverage Manual, Certificate, or Policy will govern.

About These Coverage Examples:

 **This is not a cost estimator.** Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. 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 plan's overall deductible \$0
- PCP exam copay services coinsurance \$15 and 0%
- Hospital(facility) coinsurance 0%
- Other coinsurance 0%

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*)

Total Example Cost	\$12,700
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In this example, Peg would pay:

Cost Sharing	
Deductibles	\$0
Copayments	\$0
Coinsurance <i>What isn't covered</i>	\$0
What isn't covered	
Limits or exclusions	\$70
The total Peg would pay is	\$70

Managing Joe's type 2 Diabetes (a year of routine in-network care of a well-controlled condition)

- The plan's overall deductible \$0
- Specialist exam copay services coinsurance \$15 and 0%
- Hospital(facility) coinsurance 0%
- Other coinsurance 0%

This EXAMPLE event includes services like:

Primary care physician office visits (*including disease education*)
 Diagnostic tests (*blood work*)
 Prescription drugs

Total Example Cost	\$5,600
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In this example, Joe would pay:

Cost Sharing	
Deductibles	\$0
Copayments	\$90
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$4,300
The total Joe would pay is	\$4,390

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

- The plan's overall deductible \$0
- Specialist exam copay services coinsurance \$15 and 0%
- Hospital(facility) copayment \$125
- Other coinsurance 0%

This EXAMPLE event includes services like:

Emergency room care (*including medical supplies*)
 Diagnostic test (*x-ray*)
 Durable medical equipment (*crutches*)

Total Example Cost	\$2,800
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In this example, Mia would pay:

Cost Sharing	
Deductibles	\$0
Copayments	\$125
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$10
The total Mia would pay is	\$135

Excluded charges include all pharmacy drugs and supplies. Immunizations in office are covered under medical at 100%.

