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

Coverage Period: 01/01/2027-12/31/2027

Banner | aetna : **BANNER HEALTH**
Open Access POS II - PREMIER HDHP HSA

Coverage for: EE Only; EE + 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, www.HealthReformPlanSBC.com or by calling 1-866-830-5701 (24X7). 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 https://www.healthcare.gov/sbc-glossary/ or call 1-866-830-5701 (24X7) to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	Banner Health In-Network: EE Only $2,000; EE+ Family $4,000. Aetna: EE Only $2,000; EE+ Family $4,000. Out-of-Network: EE Only $5,000; EE+ Family $10,000.	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 policy, the overall family deductible must be met before the plan begins to pay.
Are there services covered before you meet your deductible?	Yes. Preventive care is covered before you meet your 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-care-benefits/
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan?	Banner Health In-Network: EE Only $4,500; EE+ Family $9,000. Aetna: EE Only $4,500; EE+ Family $9,000. Out-of-Network: EE Only $10,000; EE+ Family $20,000.	The out–of–pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, the overall family out–of–pocket limit must be met.
What is not included in the out-of-pocket limit?	Premiums, balance-billing charges, health care this plan doesn't cover & penalties for failure to obtain pre-authorization for services.	Even though you pay these expenses, they don't count toward the out–of–pocket limit.
Will you pay less if you use a network provider?	Yes. See www.myplanportal.com/dse/custom/banneraetna1 or call 1- 855-788-5803 for a list of Banner Health In-Network providers.	You pay the least if you use a provider in Banner Health In-Network Provider. You pay more if you use a provider in Aetna Provider. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	No.	You can see the specialist you choose without a referral.

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			Limitations, Exceptions, & Other Important Information
		Banner Health In-Network Provider (You will pay the least)	Aetna Provider (You will pay more)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	15% coinsurance	35% coinsurance	50% coinsurance	None
	Specialist visit	15% coinsurance	35% coinsurance	50% coinsurance	None
	Preventive care /screening /immunization	No charge	No charge	No charge	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.
If you have a test	Diagnostic test (x-ray, blood work)	15% coinsurance	35% coinsurance	50% coinsurance	None
	Imaging (CT/PET scans, MRIs)	15% coinsurance	35% coinsurance	50% coinsurance	None
If you need drugs to treat your illness or condition **Prescription drug coverage is administered by CAPITAL RX** More information about **prescription drug coverage** is available at https://rx.judi.health/	Generic drugs	Rx via external vendor, insert details	Rx via external vendor, insert details	Not covered	Rx via external vendor, insert details
	Preferred brand drugs	Rx via external vendor, insert details	Rx via external vendor, insert details	Not covered	
	Non-preferred brand drugs	Rx via external vendor, insert details	Rx via external vendor, insert details	Not covered	
	Specialty drugs	Rx via external vendor, insert details	Rx via external vendor, insert details	Not covered	Rx via external vendor, insert details
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	15% coinsurance	35% coinsurance	50% coinsurance	None

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Banner Health In-Network Provider (You will pay the least)	Aetna Provider (You will pay more)	Out-of-Network Provider (You will pay the most)	
	Physician/surgeon fees	15% coinsurance	35% coinsurance	50% coinsurance	None
If you need immediate medical attention	Emergency room care	15% coinsurance	35% coinsurance	35% coinsurance	Out-of-network emergency use paid the same as in-network. No coverage for non-emergency use.
	Emergency medical transportation	15% coinsurance	15% coinsurance	15% coinsurance	Out-of-network emergency use paid the same as in-network. Non-emergency transport: not covered, except if pre-authorized.
	Urgent care	15% coinsurance	35% coinsurance	50% coinsurance	No coverage for non-urgent use.
If you have a hospital stay	Facility fee (e.g., hospital room)	15% coinsurance	35% coinsurance	50% coinsurance	Pre-authorization required for out-of-network care.
	Physician/surgeon fees	15% coinsurance	35% coinsurance	50% coinsurance	None
If you need mental health, behavioral health, or substance abuse services	Outpatient services	Office & other outpatient services: 15% coinsurance	Office & other outpatient services: 35% coinsurance	Office & other outpatient services: 50% coinsurance	None
	Inpatient services	15% coinsurance	35% coinsurance	50% coinsurance	Pre-authorization required for out-of-network care.
If you are pregnant	Office visits	No charge	No charge	50% coinsurance	Cost sharing does not apply for preventive services. Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound). Pre-authorization for out-of-network care may apply.
	Childbirth/delivery professional services	15% coinsurance	35% coinsurance	50% coinsurance	
	Childbirth/delivery facility services	15% coinsurance	35% coinsurance	50% coinsurance	
If you need help recovering or have other special health needs	Home health care	15% coinsurance	35% coinsurance	50% coinsurance	Pre-authorization required for out-of-network care.
	Rehabilitation services	15% coinsurance	35% coinsurance	50% coinsurance	None
	Habilitation services	15% coinsurance	35% coinsurance	50% coinsurance	None
	Skilled nursing care	15% coinsurance	35% coinsurance	50% coinsurance	90 days/calendar year. Pre-authorization required for out-of-network care.
	Durable medical equipment	15% coinsurance	35% coinsurance	Not covered	None

Common Medical Event	Services You May Need	What You Will Pay			Limitations, Exceptions, & Other Important Information
		Banner Health In-Network Provider (You will pay the least)	Aetna Provider (You will pay more)	Out-of-Network Provider (You will pay the most)	
	Hospice services	15% coinsurance	30% coinsurance for inpatient; 35% coinsurance for outpatient	50% coinsurance	Pre-authorization required for out-of-network care.
If your child needs dental or eye care	Children's eye exam	15% coinsurance	35% coinsurance	50% coinsurance	1 routine eye exam/calendar year.
	Children's glasses	Not applicable	Not covered	Not covered	Not covered.
	Children's dental check-up	Not applicable	Not covered	Not covered	Not covered.

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 & Child)
- Glasses (Child)
- Long-term care
- Non-emergency care when traveling outside the U.S.
- Private-duty nursing
- 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 - Limited to disease, injury & chronic pain.
- Bariatric surgery - $20,000 maximum/lifetime.
- Chiropractic care
- Hearing aids - $5,000 maximum/3 years for Banner Health In-Network, $4,000 maximum/3 years for Aetna & 1 hearing aid to $2,500 maximum/3 years for out-of-Network.
- Infertility treatment - For more information & exceptions, see policy document provided by your employer or call the number on your ID card.
- Routine eye care (Adult) - 1 routine eye exam/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:

- For more information on your rights to continue coverage, contact the plan at 1-866-830-5701 (24X7).
- If your group health coverage is subject to ERISA, you may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform
- For non-federal governmental group health plans, you may also contact the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.cciio.cms.gov.
- If your coverage is a church plan, church plans are not covered by the Federal COBRA continuation coverage rules. If the coverage is insured, individuals

should contact their State insurance regulator regarding their possible rights to continuation coverage under State law.

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 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 on how to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact:

- If your group health coverage is subject to ERISA, you may contact Aetna directly by calling the toll-free number on your Medical ID Card, or by calling our general number at 1-866-830-5701 (24X7). You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform
- For non-federal governmental group health plans, you may also contact the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.cciio.cms.gov.
- Additionally, a consumer assistance program can help you file your appeal. Contact https://www.aetna.com/individuals-families/member-rights-resources/complaints-grievances-appeals.html

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 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 section

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	**$2,000**
Specialist coinsurance	**15%**
Hospital (facility) coinsurance	**15%**
Other coinsurance	**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	
Deductibles	$2,000
Copayments	$0
Coinsurance	$1,400
What isn't covered	
Limits or exclusions	$70
The total Peg would pay is	**$3,470**

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

The plan's overall deductible	**$2,000**
Specialist coinsurance	**15%**
Hospital (facility) coinsurance	**15%**
Other coinsurance	**15%**

This EXAMPLE event includes services like:
Primary care provider office visits *(including disease education)*
Diagnostic tests *(blood work)*
Prescription drugs
Diabetic supplies *(glucose meter)*

Total Example Cost	**$5,600**
In this example, Joe would pay:	
Cost Sharing	
Deductibles	$1,100
Copayments	$0
Coinsurance	$0
What isn't covered	
Limits or exclusions	$4,300
The total Joe would pay is	**$5,400**

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

The plan's overall deductible	**$2,000**
Specialist coinsurance	**15%**
Hospital (facility) coinsurance	**15%**
Other coinsurance	**15%**

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	**$2,800**
In this example, Mia would pay:	
Cost Sharing	
Deductibles	$2,000
Copayments	$0
Coinsurance	$100
What isn't covered	
Limits or exclusions	$10
The total Mia would pay is	**$2,110**

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

Assistive Technology

Persons using assistive technology may not be able to fully access the following information. For assistance, please call 1-866-830-5701 (24X7).

Smartphone or Tablet

To view documents from your smartphone or tablet, the free WinZip app is required. It may be available from your App Store.

TTY: 711

English -	**To access language services at no cost to you, call 1-866-830-5701 (24X7).**
Amharic -	የቋንቋ አገልግሎቶችን ያለክፍያ ለማግኘት፣ በ 1-866-830-5701 (24X7) ይደውሉ።.
Arabic -	للحصول على الخدمات اللغوية دون أي تكلفة، الرجاء االتصال على الرقم 1-866-830-5701 (24X7).
Armenian -	Անվճար լեզվական ծառայություններից օգտվելու համար զանգահարեք 1-866-830-5701 (24X7) հեռախոսահամարով:
Carolinian (Kapasal Falawasch) -	ngere aukke ghut alillis reel kapasal Falawasch au fafaingi tilifon ye 1-866-830-5701 (24X7).
Chamorro -	Para un hago' i setbision lengguåhi ni dibåtde para hågu, ågang 1-866-830-5701 (24X7).
Chinese Traditional -	如欲使用免費語言服務，請致電 1-866-830-5701 (24X7).
Cushitic-Oromo -	Tajaajiiloota afaanii garuu bilisaa ati argaachuuf,bilbili 1-866-830-5701 (24X7).
French -	Afin d'accéder aux services langagiers sans frais, composez le 1-866-830-5701 (24X7).
French Creole (Haitian) -	Pou jwenn sèvis lang gratis, rele 1-866-830-5701 (24X7).
German -	Um auf für Sie kostenlose Sprachdienstleistungen zuzugreifen, rufen Sie 1-866-830-5701 (24X7) an.
Greek -	Για να επικοινωνήσετε χωρίς χρέωση με το κέντρο υποστήριξης πελατών στη γλώσσα σας, τηλεφωνήστε στον αριθμό 1-866-830-5701 (24X7).
Gujarati -	તમારેકોઇ જાતના ખર્ચવિના ભાષાની સે વિના ઓની પહોંચ્ માટે, કોલ કરોr 1-866-830-5701 (24X7)·
Hindi -	आपकेलिए बिना ककसी कीमत केभाषा सेवाओंका उपयोग करनेकेलिए, 1-866-830-5701 (24X7) पर कॉल करें।.
Hmong -	Xav tau kev pab txhais lus tsis muaj nqi them rau koj, hu 1-866-830-5701 (24X7).
Italian -	Per accedere ai servizi linguistici, senza alcun costo per lei, chiami il numero 1-866-830-5701 (24X7).
Japanese -	言語サービスを無料でご利用いただくには、 1-866-830-5701 (24X7) までお電話ください。
Karen -	လၢတၢ်ကမၤနှၢ်ကျိဉ်အတၢ်မၤစၢၤအတၢ်ဖံးတၢ်မၤတဖဉ်လၢတအိဉ်ဒီးအပူၤလၢကဘဉ်ဟူဉ်အီၤအဂိၢ်ဘဉ်နှဉ် ကိး 1-866-830-5701 (24X7) တက့ၢ်.
Korean -	무료 언어 서비스를 이용하려면 1-866-830-5701 (24X7) 번으로 전화해 주십시오.
Laotian -	ເພື່ອຂໍ້ໃຊ້ການບໍລິການພາສາໂດຍບໍ່ເສຍຄ່າຕໍ່ກັບທ່ານ, ໃຫ້ໂທຫາເບີ 1-866-830-5701 (24X7).
Mon-Khmer, Cambodian -	ដើម្បីទទួលបានសេវាកម្មភាសាដែលឥតគិតថ្លៃសម្រាប់លោកអ្នក សូមហៅទូរស័ព្ទទៅកាន់លេខ 1-866-830-5701 (24X7) ។
Navajo -	T'áá ni nizaad k'ehjí bee níká a'doowoł doo bą́ą́h ílínígóó kojį' hólne' 1-866-830-5701 (24X7).
Pennsylvania Dutch -	Um Schprooch Services zu griege mitaus Koscht, ruff 1-866-830-5701 (24X7).

Persian-Farsi -	برای دسترسی به خدمات زبان به طور رایگان، با شماره 1-866-830-5701 (24X7) تماس بگیرید .
Polish -	Aby uzyskać dostęp do bezpłatnych usług językowych proszę zadzwonoć 1-866-830-5701 (24X7).
Portuguese -	Para acessar os serviços de idiomas sem custo para você, ligue para 1-866-830-5701 (24X7).
Punjabi -	ਤੁਹਾਡੇ ਲਈ ਬਿਨਾਂ ਕਿਸੇ ਕੀਮਤ ਵਾਲੀਆਂ ਭਾਸ਼ਾ ਸੇਵਾਵਾਂ ਦੀ ਵਰਤੋਂ ਕਰਨ ਲਈ, 1-866-830-5701 (24X7) 'ਤੇ ਫ਼ੋਨ ਕਰੋ।
Russian -	Для того чтобы бесплатно получить помощь переводчика, позвоните по телефону 1-866-830-5701 (24X7).
Samoan -	Mo le mauaina o auaunaga tau gagana e aunoa ma se totogi, vala'au le 1-866-830-5701 (24X7).
Serbo-Croatian -	Za besplatne prevodilačke usluge pozovite 1-866-830-5701 (24X7).
Spanish -	Para acceder a los servicios de idiomas sin costo, llame al 1-866-830-5701 (24X7).
Syriac-Assyrian -	ܠܡܒܥܐ ܒܠܫܢܐ ܕܡܬܝܗܒ ܠܟ ܒܠܝ ܡܨܪܝ ܕܠܐ ܡܫܬܡܫ ܒܡܕܝ ܐܢ ܒܥܝ ܠܡܫܡܫ ܥܡ ܠܩܚ ܠܐ ܡܫܠܡ ܐܢ