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

Coverage Period: 01/01/2025 - 12/31/2025 Coverage for: Individual/Individual + Family | Plan Type: OAP

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, go online at www.cigna.com/sp. 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 1-800-Cigna24 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	For Endeavor Health Network <u>in-network providers</u> : \$300/individual or \$600/family	Generally, you must pay all of 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 <u>deductible</u> ?	Yes. In-network <u>preventive care</u> & immunizations, office visits, emergency room visits, <u>urgent care</u> facility visits, Endeavor Health Network physician office visits.	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 services</u> without <u>cost-sharing</u> and before you meet your <u>deductible</u> . See a list of covered <u>preventive services</u> at <u>https://www.healthcare.gov/coverage/preventive-care-benefits/</u> .
Are there other <u>deductibles</u> for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services.
What is the <u>out-of-pocket</u> limit for this <u>plan</u> ?	For Endeavor Health Network <u>in-network providers</u> : \$4,000/individual or \$8,000/family For pharmacy \$2,000 individual and \$4,000 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 limits</u> until the overall family <u>out-of-pocket limit</u> has been met.
What is not included in the out-of-pocket limit?	Premiums, balance-billing charges, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .

Important Questions	Answers	Why This Matters:
Will you pay less if you use a <u>network provider</u> ?	Yes. See <u>www.cigna.com</u> or call 1-800-233-7137 for a list of <u>network providers</u> .	This <u>plan</u> uses a <u>provider</u> <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 <u>out-of-network provider</u> , 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> <u>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 copayment and coinsurance costs shown in this chart are after your deductible has been met, if a deductible applies.					
		What You Will Pay			
Common Medical Event	Services You May Need	Endeavor Health Network	In-Network Provider (You will pay the least)	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	\$25 <u>copay</u> /visit <u>Deductible</u> does not apply	Not covered	Not covered	None
	<u>Specialist</u> visit	\$40 <u>copay</u> /visit <u>Deductible</u> does not apply	Not covered	Not covered	None
	Preventive care/ screening/ immunization	No charge <u>Deductible</u> does not apply	Not covered	Not covered	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)	10% coinsurance	Not covered	Not covered	None
	Imaging (CT/PET scans, MRIs)	10% coinsurance	Not covered	Not covered	None

	Services You May Need	What You Will Pay			
Common Medical Event		Endeavor Health Network	In-Network Provider (You will pay the least)	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 prescription drug coverage is available at www.express- scripts.com or by calling 1-800-766- 5373.	Generic drugs (Tier 1)	\$15 copay (30 day retail) \$25 copay (90 day retail or mail)	\$15 copay (30 day retail) \$45 copay (90 day CVS retail)	Not covered	
	Preferred brand drugs (Tier 2)	20% coinsurance (30 day retail minimum of \$50 and maximum of \$80) 20% coinsurance (90 day retail or mail minimum of \$85 and maximum of \$150)	30% coinsurance (30 day retail minimum of \$70 and maximum of \$120) 25% coinsurance (90 day CVS retail minimum of \$125 and maximum of \$225)	Not covered	You must obtain maintenance long term medications and 90 day fills from either CVS or Endeavor Health Pharmacies (mail or retail). Combined medical and Rx oral
	Non-preferred brand drugs (Tier 3)	30% coinsurance (30 day retail minimum of \$80 and maximum of \$150) 30% coinsurance (90 day retail or mail minimum of \$160 and maximum of \$225)	40% coinsurance (30 day retail minimum of \$100 and maximum of \$200) 30% coinsurance (90 day CVS retail minimum of \$160 and maximum of \$225)	Not covered	and injectable fertility drugs lifetime maximum of \$30,000. Weight-loss GLP1s have a separate \$200 copay for 30 day supply. Must be filled at an Endeavor Health pharmacy and member must meet requirements.
	<u>Specialty drugs</u> (Tier 4)	 \$50 copay Generic (30 day retail) \$150 copay Preferred (30 day retail) \$250 copay Non-Preferred (30 day retail) 	Exception only	Not covered	You must obtain Specialty drugs at a Endeavor Health pharmacy unless LDD or approved exception.
If you have	Facility fee (e.g., ambulatory surgery center)	10% coinsurance	Not covered	Not covered	None
outpatient surgery	Physician/surgeon fees	10% coinsurance	Not covered	Not covered	None

	Services You May Need	What You Will Pay			
Common Medical Event		Endeavor Health Network	In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Emergency room care	\$250 <u>copay</u> /visit <u>Deductible</u> does not apply	\$250 <u>copay</u> /visit <u>Deductible</u> does not apply	\$250 <u>copay</u> /visit <u>Deductible</u> does not apply	Per visit <u>copay</u> is waived if admitted. Out-of-network services are paid at the in-network cost share.
If you need immediate medical attention	Emergency medical transportation	10% coinsurance	10% coinsurance	10% coinsurance	Out-of-network air ambulance services are paid at the in-network cost share and <u>deductible</u> .
	<u>Urgent care</u>	\$40 <u>copay</u> /visit <u>Deductible</u> does not apply	\$40 <u>copay</u> /visit <u>Deductible</u> does not apply	\$40 <u>copay</u> /visit <u>Deductible</u> does not apply	None
If you have a hospital	Facility fee (e.g., hospital room)	10% coinsurance	Not covered	Not covered	None
stay	Physician/surgeon fees	10% coinsurance	Not covered	Not covered	None
If you need mental health, behavioral health, or substance	Outpatient services	\$25 <u>copay</u> /office visit** 10% <u>coinsurance</u> /all other services ** <u>Deductible</u> does not apply	Not covered	Not covered	Includes medical services for MH/SA diagnoses.
abuse services	Inpatient services	10% coinsurance	Not covered	Not covered	Includes medial services for MH/SA diagnoses.
	Office visits	10% coinsurance	Not covered	Not covered	Primary Care or Specialist benefit
lf you are pregnant	Childbirth/delivery professional services	10% coinsurance	Not covered	Not covered	levels apply for initial visit to confirm pregnancy.
	Childbirth/delivery facility services	10% <u>coinsurance</u>	Not covered	Not covered	<u>Cost sharing</u> does not apply for <u>preventive services.</u> Depending on the type of services, a <u>copayment</u> , <u>coinsurance</u> or <u>deductible</u> may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).

	Services You May Need		What You Will Pay		
Common Medical Event		Endeavor Health Network	In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you need help recovering or have other special health needs	Home health care	Not covered	10% <u>coinsurance</u>	Not covered	Coverage is limited to 120 days annual max. 16 hour maximum per day (The limit is not applicable to mental health and substance use disorder conditions.)
	Rehabilitation services	\$25 <u>copay</u> /PCP visit** \$40 <u>copay/Specialist</u> visit** ** <u>Deductible</u> does not apply	Not covered Not covered	Not covered	Coverage is limited to annual max of: 90 days for <u>Rehabilitation</u> <u>services</u> ; 36 days for Cardiac rehab services; 20 days for Chiropractic care services. Limits are not applicable to mental health conditions for Physical, Speech and Occupational therapies.
	Habilitation services	\$25 <u>copay</u> /PCP visit** \$40 <u>copay/Specialist</u> visit** ** <u>Deductible</u> does not apply	Not covered Not covered	Not covered	Services are covered when <u>Medically Necessary</u> to treat a mental health condition (e.g. autism) or a congenital abnormality. Limits are not applicable to mental health conditions for Physical, Speech and Occupational therapies.
	Skilled nursing care	10% <u>coinsurance</u>	Not covered	Not covered	Coverage is limited to 120 days annual max.
	Durable medical equipment	Not covered	10% coinsurance	Not covered	None

		What You Will Pay			
Common Medical Event	Services You May Need	Endeavor Health Network	In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Hospice services	10% <u>coinsurance</u> /inpatie nt services 10% coinsurance/outpati	Not covered	Not covered	None
		ent services Not covered			
	Children's eye exam	Not covered	Not covered	Not covered	None
If your child needs	Children's glasses	Not covered	Not covered	Not covered	None
dental or eye care	Children's dental check-up	Not covered	Not covered	Not covered	None

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	Long-term care	Routine eye care (Adult)			
Dental care (Adult)	 Non-emergency care when traveling outside the 	Routine foot care			
Dental care (Children)	U.S.	 Weight loss programs 			
Eye care (Children)					
Other Covered Services (Limitations may apply	to these services. This isn't a complete list. Please see you	r <u>plan</u> document.)			
Acupuncture (12 days)	Chiropractic care (20 days)	Infertility treatment (Lifetime max \$30,000)			
Bariatric surgery	 Private-duty nursing (70 visits/8 hours per shift) 				
	Hearing aids				

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: Cigna at 1-800-Cigna24, Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. 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.dol.gov/ebsa/healthreform. 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.dol.gov/ebsa/healthreform. 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.dol.gov/ebsa/healthreform. 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. For more information about the http://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: Cigna Customer service at 1-800-Cigna24. You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>www.dol.gov/ebsa/healthreform</u>. Additionally, a consumer assistance program can help you file your <u>appeal</u>. Contact: Illinois Department of Insurance at (877) 527-9431.

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 1-800-244-6224. Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-244-6224. Chinese (中文): 如果需要中文的帮助,请拨打这个号码 1-800-244-6224. Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-800-244-6224.

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 <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 plan's overall deductible	\$300	
Specialist copayment	\$40	
Hospital (facility) coinsurance	10%	
Other <u>coinsurance</u>	10%	
This EXAMPLE event includes service	es like:	This

 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	\$300		
<u>Copayments</u>	\$40		
Coinsurance	\$1,200		
What isn't covered			
Limits or exclusions	\$20		
The total Peg would pay is	\$1,560		

Managing Joe's Type 2 Diab (a year of routine in-network care of controlled condition)	
 The <u>plan's</u> overall <u>deductible</u> <u>Specialist copayment</u> Hospital (facility) <u>coinsurance</u> Other <u>coinsurance</u> 	\$300 \$40 10% 10%
This EXAMPLE event includes service <u>Primary care physician</u> office visits <i>(included)</i> <i>diagonal advantian</i>	

disease education) <u>Diagnostic tests</u> (blood work) <u>Prescription drugs</u> <u>Durable medical equipment</u> (glucose meter)

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

Cost Sharing		
Deductibles	\$120	
<u>Copayments</u>	\$900	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$40	
The total Joe would pay is	\$1,060	

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

Ine plan's overall deductible	\$300
Specialist copayment	\$40
Hospital (facility) coinsurance	10%
Other <u>coinsurance</u>	10%

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
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In this example, Mia would pay:

Cost Sharing		
Deductibles	\$300	
<u>Copayments</u>	\$500	
Coinsurance	\$70	
What isn't covered		
Limits or exclusions	\$0	
The total Mia would pay is	\$870	

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

Plan Name: Endeavor Health Plan Ben Ver: 32 Plan ID: 32779783

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Discrimination is against the law.

Medical coverage

Cigna Healthcare complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Cigna Healthcare does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Cigna Healthcare:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - Qualified sign language interpreters
 - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services, contact customer service at the toll-free number shown on your ID card, and ask a Customer Service Associate for assistance.



If you believe that Cigna Healthcare has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance by sending an email to **ACAGrievance@Cigna.com** or by writing to the following address:

Cigna Healthcare

Nondiscrimination Complaint Coordinator P.O. Box 188016 Chattanooga, TN 37422

If you need assistance filing a written grievance, please call the number on the back of your ID card or send an email to

ACAGrievance@Cigna.com. You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal, available at https://ocrportal.hhs.gov/ocr/portal/lobby.jsf, or by mail or phone at:

U.S. Department of Health and Human Services 200 Independence Avenue. SW

Room 509F, HHH Building Washington, DC 2020I I.800.368.I0I9, 800.537.7697 (TDD)

Complaint forms are available at https://www.hhs.gov/civil-rights/filing-a-complaint/complaint-process/index.html

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Proficiency of Language Assistance Services

English – ATTENTION: Language assistance services, free of charge, are available to you. For current Cigna Healthcare customers, call the number on the back of your ID card. Otherwise, call 1.800.244.6224 (TTY: Dial 711).

Spanish - ATENCIÓN: Hay servicios de asistencia de idiomas, sin cargo, a su disposición. Si es un cliente actual de Cigna Healthcare, llame al número que figura en el reverso de su tarjeta de identificación. Si no lo es, llame al 1.800.244.6224 (los usuarios de TTY deben llamar al 711).

Chinese - 注意:我們可為您免費提供語言協助服務。對於 Cigna Healthcare 的現有客戶,請致電您的 ID 卡背面的號碼。其他客戶請致電 1.800.244.6224 (聽障專線:請撥 711)。

Vietnamese – XIN LƯU Ý: Quý vị được cấp dịch vụ trợ giúp về ngôn ngữ miễn phí. Dành cho khách hàng hiện tại của Cigna Healthcare, vui lòng gọi số ở mặt sau thẻ Hội viên. Các trường hợp khác xin gọi số 1.800.244.6224 (TTY: Quay số 711).

Korean - 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 현재 Cigna Healthcare 가입자님들께서는 ID 카드 뒷면에 있는 전화번호로 연락해주십시오. 기타 다른 경우에는 1.800.244.6224 (TTY: 다이얼 711)번으로 전화해주십시오.

Tagalog – PAUNAWA: Makakakuha ka ng mga serbisyo sa tulong sa wika nang libre. Para sa mga kasalukuyang customer ng Cigna Healthcare, tawagan ang numero sa likuran ng iyong ID card. O kaya, tumawag sa 1.800.244.6224 (TTY: I-dial ang 711).

Russian – ВНИМАНИЕ: вам могут предоставить бесплатные услуги перевода. Если вы уже участвуете в плане Cigna Healthcare, позвоните по номеру, указанному на обратной стороне вашей идентификационной карточки участника плана. Если вы не являетесь участником одного из наших планов, позвоните по номеру 1.800.244.6224 (TTY: 711).

Arabic - برجاء الانتباة خدمات الترجمة المجانية متاحة لكم. لعملاء Cigna Healthcare الحاليين برجاء الاتصال بالرقم المدون علي ظهر بطاقتكم الشخصية. او اتصل ب 1.800.244.6224 (TTY: اتصل ب 711).

French Creole – ATANSYON: Gen sèvis èd nan lang ki disponib gratis pou ou. Pou kliyan Cigna Healthcare yo, rele nimewo ki dèyè kat ID ou. Sinon, rele nimewo 1.800.244.6224 (TTY: Rele 711).

French – ATTENTION: Des services d'aide linguistique vous sont proposés gratuitement. Si vous êtes un client actuel de Cigna Healthcare, veuillez appeler le numéro indiqué au verso de votre carte d'identité. Sinon, veuillez appeler le numéro 1.800.244.6224 (ATS : composez le numéro 711).

Portuguese – ATENÇÃO: Tem ao seu dispor serviços de assistência linguística, totalmente gratuitos. Para clientes Cigna Healthcare atuais, ligue para o número que se encontra no verso do seu cartão de identificação. Caso contrário, ligue para 1.800.244.6224 (Dispositivos TTY: marque 711).

Polish – UWAGA: w celu skorzystania z dostępnej, bezpłatnej pomocy językowej, obecni klienci firmy Cigna Healthcare mogą dzwonić pod numer podany na odwrocie karty identyfikacyjnej. Wszystkie inne osoby prosimy o skorzystanie z numeru 1 800 244 6224 (TTY: wybierz 711).

Japanese - 注意事項:日本語を話される場合、無料の言語支援サービスをご利用いただけます。現在のCigna Healthcareのお客様は、IDカード裏面の電話番号まで、お電話にてご連絡ください。その他の方は、1.800.244.6224(TTY: 711)まで、お電話にてご連絡ください。

Italian – ATTENZIONE: Sono disponibili servizi di assistenza linguistica gratuiti. Per i clienti Cigna Healthcare attuali, chiamare il numero sul retro della tessera di identificazione. In caso contrario, chiamare il numero 1.800.244.6224 (utenti TTY: chiamare il numero 711).

German – ACHTUNG: Die Leistungen der Sprachunterstützung stehen Ihnen kostenlos zur Verfügung. Wenn Sie gegenwärtiger Cigna Healthcare-Kunde sind, rufen Sie bitte die Nummer auf der Rückseite Ihrer Krankenversicherungskarte an. Andernfalls rufen Sie 1.800.244.6224 an (TTY: Wählen Sie 711).

Persian (Farsi) – توجه: خدمات کمک زبانی، به صورت رایگان به شما ارائه می شود. برای مشتریان فعلی Cigna Healthcare، لطفاً با شماره ای که در پشت کارت شناسایی شماست تماس بگیرید. در غیر اینصورت با شماره 1.800.244.6224 تماس بگیرید (شماره تلفن ویژه ناشنوایان: شماره 171 را شمار هگیری کنید).