



This is only a summary. If you want more detail about your coverage and costs, you can get the complete terms in the policy or plan document at <https://integra-flex.com/am-a> or by calling 1-208-287-0310.

Important Questions	Answers	Why this Matters:
What is the overall <u>deductible</u> ?	\$2,000 person / \$4,000 family Doesn't apply to preventive care	See the chart starting on page 2 for your costs for services this plan covers.
Are there other <u>deductibles</u> for specific services?	No.	You don't have to meet deductibles for specific services, but see the chart starting on page 2 for other costs for services this plan covers.
Is there an <u>out-of-pocket limit</u> on my expenses?	No.	There's no limit on how much you could pay during a coverage period for your share of the cost of covered services.
What is not included in the <u>out-of-pocket limit</u> ?	This plan has no out-of-pocket limit .	Not applicable because there's no out-of-pocket limit on your expenses.
Is there an overall <u>annual limit</u> on what the plan pays?	Yes, \$1,500 per Employee Up to \$1,500 per Employee & Family	This plan will pay for covered services only up to this limit during each coverage period, even if your own need is greater. You're responsible for all expenses above this limit. The chart starting on page 2 describes <i>specific</i> coverage limits, such as limits on the number of office visits.
Does this plan use a <u>network of providers</u> ?	No.	This plan treats providers the same in determining payment for the same services.
Do I need a referral to see a <u>specialist</u> ?	No. You don't need a referral to see a specialist.	You can see the specialist you choose without permission from this plan.
Are there services this plan doesn't cover?	Yes.	Some of the services this plan doesn't cover are listed on page 4. See your policy or plan document for additional information about excluded services .

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- **Copayments** are fixed dollar amounts (for example, \$15) you pay for covered health care, usually when you receive the service.
- **Coinsurance** is *your* share of the costs of a covered service, calculated as a percent of the **allowed amount** for the service. For example, if the plan’s **allowed amount** for an overnight hospital stay is \$1,000, your **coinsurance** payment of 20% would be \$200. This may change if you haven’t met your **deductible**.
- The amount the plan pays for covered services is based on the **allowed amount**. If an out-of-network **provider** charges more than the **allowed amount**, you may have to pay the difference. For example, if an out-of-network hospital charges \$1,500 for an overnight stay and the **allowed amount** is \$1,000, you may have to pay the \$500 difference. (This is called **balance billing**.)
- This plan may encourage you to use participating **providers** by charging you lower **deductibles**, **copayments** and **coinsurance** amounts.

Common Medical Event	Services You May Need	Your Cost If You Use a Participating Provider	Your Cost If You Use a Non-Participating Provider	Limitations & Exceptions
If you visit a health care provider’s office or clinic	Primary care visit to treat an injury or illness	Not Applicable	Not Applicable	Not Applicable
	Specialist visit	Not Applicable	Not Applicable	Not Applicable
	Other practitioner office visit	Not Applicable	Not Applicable	Not Applicable
	Preventive care/screening/immunization	Not Applicable	Not Applicable	Not Applicable
If you have a test	Diagnostic test (x-ray, blood work)	Not Applicable	Not Applicable	Not Applicable
	Imaging (CT/PET scans, MRIs)	Not Applicable	Not Applicable	Not Applicable
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at: Not applicable.	Generic drugs	Not Applicable	Not Applicable	Not Applicable
	Preferred brand drugs	Not Applicable	Not Applicable	Not Applicable
	Non-preferred brand drugs	Not Applicable	Not Applicable	Not Applicable
	Specialty drugs	Not Applicable	Not Applicable	Not Applicable
If you have	Facility fee (e.g., ambulatory surgery center)	Not Applicable	Not Applicable	Not Applicable

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IntegraFlex: HRA Plan

Coverage Period: 01/01/2017 – 12/31/2017

Summary of Benefits and Coverage: What this Plan Covers & What it Costs Coverage for: Arnerich Massena, Inc. | Plan Type: HRA

Common Medical Event	Services You May Need	Your Cost If You Use a Participating Provider	Your Cost If You Use a Non-Participating Provider	Limitations & Exceptions
outpatient surgery	Physician/surgeon fees	Not Applicable	Not Applicable	Not Applicable

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If you need immediate medical attention	Emergency room services	Not Applicable	Not Applicable	Not Applicable
	Emergency medical transportation	Not Applicable	Not Applicable	Not Applicable
	Urgent care	Not Applicable	Not Applicable	Not Applicable
If you have a hospital stay	Facility fee (e.g., hospital room)	Not Applicable	Not Applicable	Not Applicable
	Physician/surgeon fee	Not Applicable	Not Applicable	Not Applicable
If you have mental health, behavioral health, or substance abuse needs	Mental/Behavioral health outpatient services	Not Applicable	Not Applicable	Not Applicable
	Mental/Behavioral health inpatient services	Not Applicable	Not Applicable	Not Applicable
	Substance use disorder outpatient services	Not Applicable	Not Applicable	Not Applicable
	Substance use disorder inpatient services	Not Applicable	Not Applicable	Not Applicable
If you are pregnant	Prenatal and postnatal care	Not Applicable	Not Applicable	Not Applicable
	Delivery and all inpatient services	Not Applicable	Not Applicable	Not Applicable
If you need help recovering or have other special health needs	Home health care	Not Applicable	Not Applicable	Not Applicable
	Rehabilitation services	Not Applicable	Not Applicable	Not Applicable
	Habilitation services	Not Applicable	Not Applicable	Not Applicable
	Skilled nursing care	Not Applicable	Not Applicable	Not Applicable
	Durable medical equipment	Not Applicable	Not Applicable	Not Applicable
	Hospice service	Not Applicable	Not Applicable	Not Applicable
If your child needs dental or eye care	Eye exam	Not Applicable	Not Applicable	Not Applicable
	Glasses	Not Applicable	Not Applicable	Not Applicable
	Dental check-up	Not Applicable	Not Applicable	Not Applicable

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Excluded Services & Other Covered Services:**Services Your HRA Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services.)**

- Copays
- Coinsurance
- Prescriptions
- Cosmetic surgery
- Dental / Orthodontia
- Vision
- Long term care
- Most coverage provided outside the United States. See <http://www.uhc.com>
- Non-emergency care when traveling outside the U.S.

Other Covered Services Applying Toward Your Medical Plan Deductible (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)

- Acupuncture (if prescribed for rehabilitation purposes)
- Hearing aids
- Private-duty nursing
- Bariatric surgery
- Infertility treatment
- Routine eye care (Adult)
- Chiropractic care
- Routine foot care
- Dental care (Adult)
- Weight loss programs

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Your Rights to Continue Coverage:

If you lose coverage under the plan, then, depending upon the circumstances, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in duration and will require you to pay a **premium**, which may be significantly higher than the premium you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply.

For more information on your rights to continue coverage, contact the plan at: 1-208-287-0310. You may also contact your state insurance department, the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov.

Your Grievance and Appeals Rights:

If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to **appeal** or file a **grievance**. For questions about your rights, this notice, or assistance, you can contact: **IntegraFlex** at: 1-208-287-0310 or by Mail at: **IntegraFlex**, 225 N. 9th Street, Suite 530, Boise, Idaho 83702.

Does this Coverage Provide Minimum Essential Coverage?

The Affordable Care Act requires most people to have health care coverage that qualifies as “minimum essential coverage.” **The plan, which includes medical and well-being benefits described in the medical SBC and HRA benefits described in this HRA SBC, does provide minimum essential coverage that is “integrated” with the medical group plan that meets or exceeds “minimum essential coverage.”**

Does this Coverage Meet the Minimum Value Standard?

The Affordable Care Act establishes a minimum value standard of benefits of a health plan. The minimum value standard is 60% (actuarial value). **This health coverage does meet the minimum value standard for the benefits it provides.**

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

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About these Coverage Examples:

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.



This is not a cost estimator.

Don't use these examples to estimate your actual costs under this plan. The actual care you receive will be different from these examples, and the cost of that care will also be different.

See the next page for important information about these examples.

Having a baby (normal delivery)

- **Amount owed to providers:** \$7,540
- **Plan pays** N/A
- **Patient pays** N/A

Sample care costs:

Hospital charges (mother)	\$2,700
Routine obstetric care	\$2,100
Hospital charges (baby)	\$900
Anesthesia	\$900
Laboratory tests	\$500
Prescriptions	\$200
Radiology	\$200
Vaccines, other preventive	\$40
Total	\$7,540

Patient pays:

Deductibles	N/A
Copays	N/A
Coinsurance	N/A
Limits or exclusions	N/A
Total	N/A

Managing type 2 diabetes (routine maintenance of a well-controlled condition)

- **Amount owed to providers:** \$5,400
- **Plan pays** N/A
- **Patient pays** N/A

Sample care costs:

Prescriptions	\$2,900
Medical Equipment and Supplies	\$1,300
Office Visits and Procedures	\$700
Education	\$300
Laboratory tests	\$100
Vaccines, other preventive	\$100
Total	\$5,400

Patient pays:

Deductibles	N/A
Copays	N/A
Coinsurance	N/A
Limits or exclusions	N/A
Total	N/A

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Questions and answers about the Coverage Examples:

What are some of the assumptions behind the Coverage Examples?

- Costs don't include **premiums**.
- Sample care costs are based on national averages supplied by the U.S. Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- The patient's condition was not an excluded or preexisting condition.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from in-network **providers**. If the patient had received care from out-of-network **providers**, costs would have been higher.

What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how **deductibles**, **copayments**, and **coinsurance** can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

Does the Coverage Example predict my own care needs?

- ✗ **No.** Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

Does the Coverage Example predict my future expenses?

- ✗ **No.** Coverage Examples are **not** cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your **providers** charge, and the reimbursement your health plan allows.

Can I use Coverage Examples to compare plans?

- ✓ **Yes.** When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

Are there other costs I should consider when comparing plans?

- ✓ **Yes.** An important cost is the **premium** you pay. Generally, the lower your **premium**, the more you'll pay in out-of-pocket costs, such as **copayments**, **deductibles**, and **coinsurance**. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.

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