EMPLOYER: SAMPLE AMAZONDSP PLAN NAME: VCIG500

The Summary of Benefits and Coverage (SBC) document will help you choose a health <u>plan</u>. The SBC shows you how you and the <u>plan</u> would share the cost for covered health care services. NOTE: Information about the cost of this <u>plan</u> (called the <u>premium</u>) 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,

https://allthingsvault.com/AmazonDSP. 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.[insert].com or call 1-800-[insert] to request a copy.

| Important Questions | Answers | Why This Matters: |
|--|---|--|
| What is the overall deductible? | For <u>network providers</u> \$1,000 individual / \$2,000 family; for <u>out-of-network</u> providers \$4,000 individual / \$8,000 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 deductible? | Yes. Preventive care and primary care services are covered before you meet your deductible. | 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>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 https://www.healthcare.gov/coverage/preventive-care-benefits/ . |
| Are there other deductibles for specific services? | There are no other specific deductibles. | |
| What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ? | For <u>network providers</u> \$5,000 individual / \$10,000 family; for <u>out-of-network</u> providers 50% coinsurance | 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? | Copayments for certain services, premiums, balance-billing charges, and health care this plan doesn't cover. | Even though you pay these expenses, they don't count toward the out-of-pocket limit. |
| Will you pay less if you use a <u>network provider</u> ? | Yes. See https://www.cigna.com/health-care-providers/ or call 1-800-882-4462 for a list of network providers . | 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? | Yes. | This <u>plan</u> will pay some or all of the costs to see a <u>specialist</u> for covered services but only if you have a <u>referral</u> before you see the <u>specialist</u> . |

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.

| | Services You May Need | What You Will Pay | | Limitations Everytisms 9 Other |
|--|--|---|--|---|
| Common Medical Event | | Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | Limitations, Exceptions, & Other Important Information |
| | Primary care visit to treat an injury or illness | \$25 copay/office visit and 20% coinsurance for other outpatient services; deductible applies | 50% coinsurance; deductible applies | None. |
| If you visit a health care provider's office or clinic | Specialist visit | \$45 <u>copay</u> /visit | 50% <u>coinsurance;</u> <u>deductible</u> applies | <u>Preauthorization</u> is required. If you don't get <u>preauthorization</u> , benefits could be reduced by 50% of the total cost of the service. |
| | Preventive care/screening/ immunization | No charge. | 50% coinsurance; deductible applies | You may have to pay for services that aren't preventive. Ask your <u>provider</u> if the services needed are preventive. Then check what your <u>plan</u> will pay for. |
| If you have a test | Diagnostic test (x-ray, blood work) | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% <u>coinsurance;</u> <u>deductible</u> applies | N |
| | Imaging (CT/PET scans, MRIs) | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% coinsurance; deductible applies | None. |
| If you need drugs to treat your illness or condition More information about prescription drug coverage is available at https://drexi.com/how | Generic drugs | \$5 copay/prescription for retail; \$10 copay / prescription for 90 day retail or mail-order | Not Covered | |
| | Brand drugs | \$25 copay/prescription for retail; \$50 copay/prescription for 90 day retail or mail order | Not Covered | Covers up to a 30-day supply (retail subscription); 31-90 day supply (mail order or retail prescription). |
| | Specialty drugs | 50% coinsurance to a maximum of \$250 for retail; a maximum of \$500 for 90 day retail or mail order | Not Covered | |

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

| | | What You Will Pay | | Limitations, Exceptions, & Other |
|---|--|---|---|--|
| Common Medical Event | Services You May Need | Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | Important Information |
| | Facility fee (e.g., ambulatory surgery center) | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% <u>coinsurance;</u> <u>deductible</u> applies | |
| If you have outpatient | Physician/surgeon fees | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% coinsurance; deductible applies | <u>Preauthorization</u> is required. If you don't get <u>preauthorization</u> , benefits could be reduced by 50% of the total cost of the service. |
| surgery | Emergency room care | \$250 <u>copay</u> and 20% <u>coinsurance</u> ; <u>deductible</u> applies | \$250 <u>copay</u> and 20% <u>coinsurance</u> ; <u>deductible</u> applies | 50% coinsurance for anesthesia. |
| | Emergency medical transportation | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% coinsurance; deductible applies | |
| If you need immediate medical attention | Urgent care | \$45 <u>copay</u> | 50% coinsurance; deductible applies | None. |
| | Facility fee (e.g., hospital room) | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% <u>coinsurance;</u> <u>deductible</u> applies | |
| If you have a hospital | Physician/surgeon fees | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% <u>coinsurance;</u> <u>deductible</u> applies | <u>Preauthorization</u> is required. If you don't get <u>preauthorization</u> , benefits could be reduced by 50% of the total cost of the service. |
| stay | Outpatient services | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% <u>coinsurance;</u> <u>deductible</u> applies | 50% coinsurance for anesthesia. |
| If you need mental health, behavioral | Inpatient services | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% <u>coinsurance;</u> <u>deductible</u> applies | Nama |
| health, or substance abuse services | Office visits | 20% coinsurance; deductible applies | 50% coinsurance; deductible applies | None. |
| | Childbirth/delivery professional services | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% coinsurance; deductible applies | Cost sharing does not apply for preventive |
| If you are pregnant | Childbirth/delivery facility services | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% <u>coinsurance;</u> <u>deductible</u> applies | services. Depending on the type of services, a coinsurance may apply. Maternity care |
| | Home health care | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% <u>coinsurance;</u> <u>deductible</u> applies | may include tests and services described elsewhere in the SBC (i.e., ultrasound). |
| If you need help recovering or have | Rehabilitation services | 20% coinsurance; deductible applies | 50% coinsurance; deductible applies | 60 visits/year. |
| other special health needs | Habilitation services | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% <u>coinsurance;</u> <u>deductible</u> applies | 60 visits/year. Includes physical therapy, speech therapy, and occupational therapy. |

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

| | | What You Will Pay | | Limitations Everytions 9 Other | |
|--|----------------------------|---|---|--|--|
| Common Medical Event | Services You May Need | Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | Limitations, Exceptions, & Other Important Information | |
| | Skilled nursing care | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% <u>coinsurance;</u> <u>deductible</u> applies | | |
| | Durable medical equipment | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% coinsurance; deductible applies | 60 visits/calendar year. | |
| | Hospice services | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% <u>coinsurance;</u> <u>deductible</u> applies | Excludes vehicle modifications, home modifications, exercise, and bathroom equipment. | |
| | Children's eye exam | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% <u>coinsurance</u> ; <u>deductible</u> applies | <u>Preauthorization</u> is required. If you don't get <u>preauthorization</u> , benefits could be reduced by 50% of the total cost of the service. | |
| lf | Children's glasses | 20% <u>coinsurance</u> ; <u>deductible</u> applies | 50% <u>coinsurance;</u> <u>deductible</u> applies | Coverage limited to one exam/year. | |
| If your child needs dental or eye care | Children's dental check-up | 20% <u>coinsurance;</u> <u>deductible</u> applies | 50% <u>coinsurance;</u> <u>deductible</u> applies | Coverage limited to one pair of glasses/year. | |
| | | | | 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
- Dental care (Adult)
- Infertility treatment

- Long-term care
- Non-emergency care when traveling outside the U.S.
- Private-duty nursing

- Routine eye care (Adult)
- Routine foot care
- Bariatric Surgery
- Hearing Aids

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

- Acupuncture (if prescribed for rehabilitation purposes)
- Chiropractic care

Weight loss programs

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: Contact your state's Department of Insurance for more information. 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: [insert applicable contact information from instructions].

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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 section.

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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> | \$1,000 |
|---|---------|
| ■ Specialist [cost sharing] | \$45 |
| ■ Hospital (facility) [cost sharing] | 20% |
| ■ Other [cost sharing] | 20% |

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> | \$595 | |
| Copayments | \$405 | |
| Coinsurance | \$2,421 | |
| What isn't covered | | |
| Limits or exclusions | \$0 | |
| The total Peg would pay is | \$3,421 | |

Managing Joe's Type 2 Diabetes

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

| ■ The plan's overall deductible | \$1,000 |
|--------------------------------------|---------|
| ■ Specialist [cost sharing] | \$45 |
| ■ Hospital (facility) [cost sharing] | 20% |
| ■ Other [cost sharing] | 20% |

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> | \$730 | | |
| Copayments | \$270 | | |
| Coinsurance | \$974 | | |
| What isn't covered | | | |
| Limits or exclusions | \$0 | | |
| The total Joe would pay is | \$1,974 | | |

Mia's Simple Fracture

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

| ■ The <u>plan's</u> overall <u>deductible</u> | \$1,000 |
|---|---------|
| ■ Specialist [cost sharing] | \$45 |
| ■ Hospital (facility) [cost sharing] | 20% |
| ■ Other [cost sharing] | 20% |

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> | \$750 |
| Copayments | \$250 |
| Coinsurance | \$410 |
| What isn't covered | |
| Limits or exclusions | \$0 |
| The total Mia would pay is | \$1,410 |