

 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 our website at www.weatrust.com or call us at 1-800-279-4000. 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.cciio.cms.gov or call 1-800-279-4000 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$3,000/individual or \$6,000 /family for <u>Network providers</u> per Benefit Period. \$6,000/person or \$12,000 family for <u>non-network providers</u> per Benefit Period.	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. <u>Preventive care</u> when received from a Network provider, routine vision exams and certain preventive <u>prescription drugs</u> are covered before you meet your <u>deductible</u> .	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 https://www.healthcare.gov/coverage/preventive-care-benefits/ .
Are there other deductibles for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services.
What is the out-of-pocket limit for this plan?	For <u>Network providers</u> \$4,000 individual / \$8,000 family per Benefit Period; for <u>non-network providers</u> \$9,000 individual / \$18,000 family per Benefit Period.	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</u> limits until the overall family out-of-pocket limit has been met.
What is not included in the out-of-pocket limit?	<u>Premiums</u> , <u>balance-billing</u> charges, <u>non-network copays</u> , penalties for failure to satisfy <u>preauthorization</u> or hospital admission notification requirements, and health care this <u>plan</u> doesn't cover.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .
Will you pay less if you use a network provider?	Yes. See www.weatrust.com or call 1-800-279-4000 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 plan'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's</u> charge and what your <u>plan</u> pays (a <u>balance bill</u>). Be

Important Questions	Answers	Why This Matters:
		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 <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.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	
If you visit a health care <u>provider's</u> office or clinic	Primary care visit to treat an injury or illness	20% <u>coinsurance</u>	40% <u>coinsurance</u>	—————none—————
	<u>Specialist</u> visit	20% <u>coinsurance</u>	40% <u>coinsurance</u>	
	<u>Preventive care/screening/immunization</u>	No charge	40% <u>coinsurance</u>	You may have to pay for services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services you need are preventive. Then check what your <u>plan</u> will pay.
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	20% <u>coinsurance</u>	40% <u>coinsurance</u>	<u>Preauthorization</u> required for genetic testing. Non-compliance may result in <u>claim</u> denial or penalty of 50% up to \$500.
	Imaging (CT/PET scans, MRIs)	20% <u>coinsurance</u>	40% <u>coinsurance</u>	<u>Preauthorization</u> required. Non-compliance may result in <u>claim</u> denial or penalty of 50% up to \$500.
If you need drugs to treat your illness or condition	Value Drugs (subset of Tier 1)	20% <u>coinsurance</u> <u>Deductible</u> does not apply to certain preventive <u>prescription drugs</u> .		Covers a 30-day supply (retail subscription); 90 day supply under the Home Delivery Program or from participating pharmacies under the 90-Day

* For more information about limitations and exceptions, see the plan or policy document at www.weatrust.com.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	
More information about prescription drug coverage is available at www.weatrust.com	Tier 1 (Most generic, some brand and some over-the-counter drugs)	20% <u>coinsurance</u> <u>Deductible</u> does not apply to certain preventive <u>prescription drugs</u> .		Retail Benefit. See www.weatrust.com for list of drugs that are excluded or require <u>preauthorization</u> . Failure to <u>preauthorize</u> may result in <u>claim</u> denial or penalty of 50% up to \$500.
	Tier 2 (Preferred brand and some generic drugs)	20% <u>coinsurance</u> <u>Deductible</u> does not apply to certain preventive <u>prescription drugs</u> .		
	Tier 3 (Non-preferred brand and some generic drugs)	20% <u>coinsurance</u> <u>Deductible</u> does not apply to certain preventive <u>prescription drugs</u> .		
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Preauthorization required for certain outpatient surgeries. See our website www.weatrust.com for a list of services that require <u>preauthorization</u> . Non-compliance may result in <u>claim</u> denial or penalty of 50% up to \$500. *See Sections 5 & 6.
	Physician/surgeon fees	20% <u>coinsurance</u>	40% <u>coinsurance</u>	
If you need immediate medical attention	<u>Emergency room care</u>	\$0 copay/visit then 20% <u>coinsurance</u>		—————none—————
	<u>Emergency medical transportation</u>	20% <u>coinsurance</u>		—————none—————
	<u>Urgent care</u>	\$0 copay/visit then 20% <u>coinsurance</u>		—————none—————
If you have a hospital stay	Facility fee (e.g., hospital room)	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Preauthorization required for elective or planned hospital stays. Non-compliance may result in <u>claim</u> denial or penalty of 50% up to \$500. Notification required for emergency admissions and childbirth. Non-compliance penalty of up to \$250/service may apply. *See Sections 5 & 6.
	Physician/surgeon fees	20% <u>coinsurance</u>	40% <u>coinsurance</u>	

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Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	
If you need mental health, behavioral health, or substance abuse services	Outpatient services	20% <u>coinsurance</u>	40% <u>coinsurance</u>	<u>Preauthorization</u> required for ECT, all partial <u>hospitalization</u> and intensive outpatient services, and all elective or planned inpatient admissions to a hospital or residential treatment facility. See our website www.weatrust.com for a list of other services that require <u>preauthorization</u> . Non-compliance may result in <u>claim</u> denial or penalty of 50% up to \$500. Notification required for emergency admissions. Non-compliance penalty of up to \$250/service may apply. *See Sections 5 & 6.
	Inpatient services	20% <u>coinsurance</u>	40% <u>coinsurance</u>	
If you are pregnant	Office visits	20% <u>coinsurance</u>	40% <u>coinsurance</u>	<u>Cost-sharing</u> does not apply for <u>Network preventive services</u> . Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound.)
	Childbirth/delivery professional services	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Notification required. Non-compliance penalty of up to \$250/service may apply.
	Childbirth/delivery facility services	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Notification required. Non-compliance penalty of up to \$250/service may apply.
If you need help recovering or have other special health needs	<u>Home health care</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	<u>Preauthorization</u> required. Non-compliance may result in <u>claim</u> denial or penalty of 50% up to \$500.
	<u>Rehabilitation services</u>	20% <u>coinsurance</u> for physical, occupational, and speech therapy. 20% <u>coinsurance</u> for cardiac and pulmonary rehab, and skilled rehab facility services.	40% <u>coinsurance</u> for physical, occupational, and speech therapy. 40% <u>coinsurance</u> for cardiac and pulmonary rehab, and skilled rehab facility services.	<u>Preauthorization</u> required for all services except evaluations. Non-compliance may result in <u>claim</u> denial or penalty of 50% up to \$500.

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Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	
	<u>Habilitation services</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	<u>Preauthorization</u> required for all services except evaluations. Non-compliance may result in <u>claim</u> denial or penalty of 50% up to \$500.
	<u>Skilled nursing care</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Limited to 60 days per confinement. <u>Preauthorization</u> required. Non-compliance may result in <u>claim</u> denial or penalty of 50% up to \$500.
	<u>Durable medical equipment</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	<u>Preauthorization</u> required for certain <u>DME</u> services. See our website www.weatrust.com for a list of services that require <u>preauthorization</u> . Non-compliance may result in <u>claim</u> denial or penalty of 50% up to \$500. *See Sections 5 & 6.
	<u>Hospice services</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	—————none—————
If your child needs dental or eye care	Children's eye exam	No Charge	No Charge	Limited to one exam per Benefit Period.
	Children's glasses	Not covered	Not covered	<u>Excluded service</u>
	Children's dental check-up	Not covered	Not covered	<u>Excluded service</u>

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.)		
<ul style="list-style-type: none"> • Acupuncture • Bariatric Surgery • Children's glasses • Children's Dental Check-up 	<ul style="list-style-type: none"> • Cosmetic Surgery • Dental Care (Adult) • Infertility Treatment • Long-Term Care • Non-emergency care when traveling outside the U.S. 	<ul style="list-style-type: none"> • 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.)		
<ul style="list-style-type: none"> • Chiropractic Care 	<ul style="list-style-type: none"> • Hearing Aids 	<ul style="list-style-type: none"> • Routine Eye Care (Adult), limited to one eye exam each Benefit Period

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: Wisconsin Office of the Commissioner of Insurance at 1-800-236-8517 or oci.wi.gov; the Department of Labor's Employee Benefits Security

* For more information about limitations and exceptions, see the plan or policy document at www.weatrust.com.

Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform; or 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. 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 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: the WEA Insurance Corporation at 1-800-279-4000 or www.weatrust.com; the Wisconsin Office of the Commissioner of Insurance at 1-800-236-8517 or oci.wi.gov; or the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform.

Does this plan provide Minimum Essential Coverage? Yes

If you don't have Minimum Essential Coverage for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

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.

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 Network pre-natal care and a hospital delivery)

■ The <u>plan's</u> overall <u>deductible</u>	\$3000
■ <u>Specialist copayment</u>	\$0
■ <u>Hospital (facility) coinsurance</u>	20%
■ <u>Other coinsurance</u>	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	\$12,731
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In this example, Peg would pay:

Cost Sharing	
Deductibles	\$3,000
Copayments	\$ 0
Coinsurance	\$1,000
What isn't covered	
Limits or exclusions	\$ 60
The total Peg would pay is	\$4,060

Managing Joe's type 2 Diabetes

(a year of routine Network care of a well-controlled condition)

■ The <u>plan's</u> overall <u>deductible</u>	\$3000
■ <u>Specialist copayment</u>	\$0
■ <u>Hospital (facility) coinsurance</u>	20%
■ <u>Other coinsurance</u>	20%

This EXAMPLE event includes services like:

Primary care physician office visits (*including disease education*)
 Diagnostic tests (*blood work*)
 Prescription drugs
 Durable medical equipment (*glucose meter*)

Total Example Cost	\$7,389
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In this example, Joe would pay:

Cost Sharing	
Deductibles	\$3,000
Copayments	\$ 0
Coinsurance	\$ 288
What isn't covered	
Limits or exclusions	\$ 221
The total Joe would pay is	\$3,509

Mia's Simple Fracture

(Network emergency room visit and follow up care)

■ The <u>plan's</u> overall <u>deductible</u>	\$3000
■ <u>Specialist copayment</u>	\$0
■ <u>Hospital (facility) coinsurance</u>	20%
■ <u>Other coinsurance</u>	20%

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	\$1,925
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In this example, Mia would pay:

Cost Sharing	
Deductibles	\$1,709
Copayments	\$ 0
Coinsurance	\$ 0
What isn't covered	
Limits or exclusions	\$ 216
The total Mia would pay is	\$1,925

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