
 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, call 1-808-275-2520. 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.unitehere5trustbenefits.com](http://www.unitehere5trustbenefits.com) or call 1-808-275-2520 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall <a href="#">deductible</a> ?	\$0	See the Common Medical Events chart below for your costs for services this <a href="#">plan</a> covers.
Are there services covered before you meet your <a href="#">deductible</a> ?	Yes.	This <a href="#">plan</a> does not have a <a href="#">deductible</a> . You do not have to meet a <a href="#">deductible</a> amount before the <a href="#">plan</a> pays for any services.
Are there other <a href="#">deductibles</a> for specific services?	No.	You don't have to meet <a href="#">deductibles</a> for specific services.
What is the <a href="#">out-of-pocket limit</a> for this <a href="#">plan</a> ?	\$2,800 per person / \$8,400 per family	The <a href="#">out-of-pocket limit</a> is the most you could pay in a year for covered services. If you have other family members in this <a href="#">plan</a> , they have to meet their own <a href="#">out-of-pocket limits</a> until the overall family <a href="#">out-of-pocket limit</a> has been met.
What is not included in the <a href="#">out-of-pocket limit</a> ?	Premiums, balance-billed charges, prescription drug copayments, penalties for failure to obtain prior authorization for services and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the <a href="#">out-of-pocket limit</a> .
Will you pay less if you use a <a href="#">network provider</a> ?	Yes. For a list of preferred providers, see <a href="http://www.unitehere5trustbenefits.com">www.unitehere5trustbenefits.com</a> or call 523-0199 (Oahu) or 1-866-772-8989 (Neighbor Island). For a list of participating pharmacies, please visit <a href="http://www.optumrx.com">www.optumrx.com</a> .	This <a href="#">plan</a> uses a provider <a href="#">network</a> . You will pay less if you use a <a href="#">provider</a> in the plan's network. You will pay most if you use an <a href="#">out-of-network provider</a> , and you might receive a bill from a <a href="#">provider</a> for the difference between the provider's charge and what your <a href="#">plan</a> pays ( <a href="#">balance billing</a> ). Be aware, your <a href="#">network provider</a> might use an <a href="#">out-of-network provider</a> for some services (such as lab work). Check with your <a href="#">provider</a> before you get services.
Do you need a <a href="#">referral</a> to see a <a href="#">specialist</a> ?	No.	You can see the <a href="#">specialist</a> you choose without a <a href="#">referral</a> .

 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)	Out-of-Network Provider (You will pay the most)	
<b>If you visit a health care <a href="#">provider's</a> office or clinic</b>	Primary care visit to treat an injury or illness	10% co-insurance	20% co-insurance	---None---
	<a href="#">Specialist</a> visit	10% co-insurance	20% co-insurance	---None---
	<a href="#">Preventive care/screening/immunization</a>	10% co-insurance for immunizations and well baby care visits No charge for TB test, mammography, routine pap smear, PSA test, colorectal cancer screening and well baby care lab tests	20% co-insurance	Age and frequency limitations may apply for well-baby care, preventive screenings, and certain immunizations. Refer to your Plan Document for additional information. Routine physical exam: Not Covered except for ages 6-19 years, one exam per calendar year.  You may have to pay for services that aren't <a href="#">preventative</a> . Ask your <a href="#">provider</a> if the services you need are preventive. Then check what your <a href="#">plan</a> will pay for.
<b>If you have a test</b>	<a href="#">Diagnostic test</a> (x-ray, blood work)	No charge	20% co-insurance	---None---
	Imaging (CT/PET scans, MRIs)	No charge	20% co-insurance	Prior authorization required for PET scans, MRAs and MRIs. If not obtained, benefit payments will be reduced by 10%.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
<b>If you need drugs to treat your illness or condition</b> More information about <a href="http://www.Optumrx.com">prescription drug coverage</a> is available at <a href="http://www.Optumrx.com">www.Optumrx.com</a>	Generic drugs	15 Day Supply (Retail): \$6 60 Day Supply (Retail): \$9 60 Day Supply (Mail Order): \$9	100% of actual charges and can be reimbursed 100% of E.C. (Eligible Charges) after \$4 copay*	*Limited to a 15 day supply through Direct Member Reimbursement (DMR)
	Preferred brand drugs	15 Day Supply (Retail): \$18 60 Day Supply (Retail): \$28 60 Day Supply (Mail Order): \$28	100% of actual charges and can be reimbursed 100% of E.C. after \$10 copay*	*Limited to a 15 day supply through DMR
	Non-preferred brand drugs	15 Day Supply (Retail): \$18 60 Day Supply (Retail): \$28 60 Day Supply (Mail Order): \$28	100% of actual charges and can be reimbursed 100% of E.C. after \$10 copay*	*Limited to a 15 day supply through DMR
	<a href="#">Specialty drugs</a>	Medical Plan: 20% co-insurance Drug Plan: Generic or Brand copay applies	Medical Plan: 20% co-insurance Drug Plan: Generic or Brand copay applies	Prior authorization required for certain injectables. If not obtained, benefit payments will be reduced by 10%. Oral Specialty medications covered under prescription drug benefit; prior authorization is required.
<b>If you have outpatient surgery</b>	Facility fee (e.g., ambulatory surgery center)	No charge	20% co-insurance	Prior authorization required for certain outpatient surgeries. If not obtained, benefit payments will be reduced by 10%.
	Physician/surgeon fees	No charge	20% co-insurance	
<b>If you need immediate medical attention</b>	<a href="#">Emergency room care</a>	No charge	20% co-insurance	Covered only for true emergencies.
	<a href="#">Emergency medical transportation</a>	10% co-insurance for ground and 20% co-insurance for air ambulance	20% co-insurance for ground and air ambulance	Coverage for air ambulance is limited to transport within the State of Hawaii; transport within continental U.S.A is covered when facilities in Hawaii are not equipped to furnish treatment.
	<a href="#">Urgent care</a>	10% co-insurance	20% co-insurance	----None----
<b>If you have a hospital stay</b>	Facility fee (e.g., hospital room)	No charge	20% co-insurance	Prior authorization required for non-emergency and non-maternity admissions. If not obtained,

[\* For more information about limitations and exceptions, see the plan or policy document at [www.unitehere5trustbenefits.com](http://www.unitehere5trustbenefits.com).]

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
				benefit payments will be reduced by 10%.
	Physician/surgeon fees	10% co-insurance (physician fee)  No charge (surgeon fee)	20% co-insurance	----None----
<b>If you need mental health, behavioral health, or substance abuse services</b>	Outpatient services	10% co-insurance	20% co-insurance	Prior authorization required for inpatient admissions. If not obtained, benefit payments will be reduced by 10%. All services require a treatment plan.
	Inpatient services	No charge (facility fee)  10% co-insurance (physicians and mental health professionals)	20% co-insurance	
<b>If you are pregnant</b>	Office visits	10 % co-insurance	20% co-insurance	Prior authorization required for more than 2 OB ultrasounds per pregnancy. If not obtained, benefit payments will be reduced by 10%.
	Childbirth/delivery professional services	10% co-insurance	20% co-insurance	
	Childbirth/delivery facility services	No charge	20% co-insurance	Notification to PSWA of maternity admission is required within 48 hours or by the next business day. If notice is not provided, benefit payments will be reduced by 10%.
<b>If you need help recovering or have other special health needs</b>	<a href="#">Home health care</a>	No charge	20% co-insurance	Up to 150 visits per calendar year. Prior authorization required. If not obtained, benefit payments will be reduced by 10%.
	<a href="#">Rehabilitation services</a>	20% co-insurance	20% co-insurance	Prior authorization required. If not obtained, benefit payments will be reduced by 10%.
	<a href="#">Habilitation services</a>	Not covered	Not covered	Excluded service
	<a href="#">Skilled nursing care</a>	10% co-insurance	20% co-insurance	Up to 120 days per calendar year. Prior authorization required. If not obtained, benefit payments will be reduced by 10%.
	<a href="#">Durable medical equipment</a>	20% co-insurance	20% co-insurance	Prior authorization required. If not obtained, benefit payments will be reduced by 10%.
	<a href="#">Hospice services</a>	No charge	Not covered	Up to 150 days for a terminal illness. Prior authorization required. If not obtained, benefit payments will be reduced by 10%.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	Covered under separate Vision plan.
	Children's glasses	Not covered	Not covered	Covered under separate Vision plan.
	Children's dental check-up	Not covered	Not covered	Covered under separate Dental plan.

### 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](#).)

<p>Medical Plan</p> <ul style="list-style-type: none"> <li>• Acupuncture</li> <li>• Chiropractic care</li> <li>• Cosmetic surgery</li> <li>• Dental care</li> <li>• Habilitation services</li> <li>• Infertility treatment</li> <li>• Long-term care</li> </ul>	<ul style="list-style-type: none"> <li>• Non-emergency care when traveling outside the U.S.</li> <li>• Private-duty nursing</li> <li>• Routine eye care</li> <li>• Routine foot care</li> <li>• Weight loss programs</li> </ul>	<p>Drug Plan:</p> <ul style="list-style-type: none"> <li>• Cosmetic Medications (except those specified in the Plan Document)</li> <li>• Outpatient Injectables</li> <li>• Over the Counter (OTC) Medications (except those specified in the Plan Document)</li> <li>• Sexual Dysfunction Medications</li> </ul>
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#### Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your [plan](#) document.)

- Bariatric surgery
- 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: the Trust administrator (BRMS) at 1-808-523-0199 or the Department of Labor's, Employee Benefits Security Administration at 1-866-444-3272 or [www.dol.gov/ebsa/healthreform](http://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.HealthCare.gov](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 [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](#). You may file an appeal within 180 days following receipt of this notice, which must be in writing and addressed as follows: Board of Trustees, 560 N. Nimitz Highway, Suite 209, Honolulu, HI 96817. For more information about your rights, this notice, or assistance, contact: the Trust Administrator (BRMS) at 1-808-523-0199 or the Department of Labor's, Employee Benefits Security Administration at 1-866-444-3272 or [www.dol.gov/ebsa/healthreform](http://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 in-network pre-natal care and a hospital delivery)

- The [plan's](#) overall [deductible](#) \$0
- [Specialist](#) [*cost sharing*] \$23.53
- Hospital (facility) [*cost sharing*] 0%
- Other [*cost sharing*] 0%

**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*)

<b>Total Example Cost</b>	<b>\$12,731</b>
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In this example, Peg would pay:

<i>Cost Sharing</i>	
Deductibles	\$0
Copayments	\$0
Coinsurance	\$23.53
<i>What isn't covered</i>	
Limits or exclusions	\$0
<b>The total Peg would pay is</b>	<b>\$23.53</b>

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

- The [plan's](#) overall [deductible](#) \$0
- [Specialist](#) [*cost sharing*] \$121.46
- Hospital (facility) [*cost sharing*] 0%
- Other [*cost sharing*] 0%

**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*)

<b>Total Example Cost</b>	<b>\$7,389</b>
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In this example, Joe would pay:

<i>Cost Sharing</i>	
Deductibles	\$0
Copayments	\$490.00
Coinsurance	\$121.46
<i>What isn't covered</i>	
Limits or exclusions	\$0
<b>The total Joe would pay is</b>	<b>\$611.46</b>

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

- The [plan's](#) overall [deductible](#) \$0
- [Specialist](#) [*cost sharing*] \$147.82
- Hospital (facility) [*cost sharing*] 0%
- Other [*cost sharing*] 0%

**This EXAMPLE event includes services like:**  
Emergency room care (*including medical supplies*)  
Diagnostic test (*x-ray*)  
Durable medical equipment (*crutches*)  
Rehabilitation services (*physical therapy*)

<b>Total Example Cost</b>	<b>\$1,925</b>
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In this example, Mia would pay:

<i>Cost Sharing</i>	
Deductibles	\$0
Copayments	\$0
Coinsurance	\$147.82
<i>What isn't covered</i>	
Limits or exclusions	\$0
<b>The total Mia would pay is</b>	<b>\$147.82</b>