
 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 844-803-0208 or visit join.collectivehealth.com/activisionblizzard. For 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.healthcare.gov/sbc-glossary or call 844-803-0208 to request a copy.

Important Questions	Answers	Why This Matters
What is the overall <u>deductible</u>?	For in- <u>network</u> services: \$500/Individual, \$1,000/Family For out-of- <u>network</u> services: \$1,000/Individual, \$2,000/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 <u>deductible</u>?	Yes. In- <u>network</u> <u>preventive care</u> and certain other services are covered before you meet your <u>deductible</u> . See services marked " <u>Deductible</u> does not apply" in the Limits, Exceptions & Other Important Information column of the Common Medical Events table below.	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 <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 limit</u> for this <u>plan</u>?	For in- <u>network</u> services: \$3,000/Individual, \$6,000/Family For out-of- <u>network</u> services: \$4,000/Individual, \$8,000/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 <u>out-of-pocket limit</u>?	<u>Premiums</u> , <u>balance-billed</u> charges, and health care this <u>plan</u> doesn't cover are not included.	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 <u>network provider</u>?	Yes. See join.collectivehealth.com/activisionblizzard or call 844-803-0208 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 <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 charge</u> 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 <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
		<u>Network Provider</u> (You will pay the least)	<u>Out-of-Network Provider</u> (You will pay the most)	
If you visit a health care <u>provider's office</u> or clinic	Primary care visit to treat an injury or illness	\$20 <u>copay</u> /visit	30% <u>coinsurance</u>	In- <u>network</u> : <u>Deductible</u> does not apply. Out-of- <u>network</u> : Subject to <u>deductible</u> and <u>balance billing</u> .
	<u>Specialist</u> visit	\$45 <u>copay</u> /visit	30% <u>coinsurance</u>	In- <u>network</u> : <u>Deductible</u> does not apply. Out-of- <u>network</u> : Subject to <u>deductible</u> and <u>balance billing</u> .
	<u>Preventive care/screening/immunization</u>	No charge	30% <u>coinsurance</u>	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. In- <u>network</u> : <u>Deductible</u> does not apply. Out-of- <u>network</u> : Subject to <u>deductible</u> and <u>balance billing</u> .
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Subject to <u>deductible</u> . Out-of- <u>network</u> : Subject to <u>balance billing</u> . May require <u>prior authorization</u> .
	Imaging (CT/PET scans, MRIs)	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Subject to <u>deductible</u> . Out-of- <u>network</u> : Subject to <u>balance billing</u> . May require <u>prior authorization</u> .
	Generic drugs	Retail (30-day): \$10 <u>copay</u> Mail order (90-day): \$20 <u>copay</u>	Retail (30-day): 40% <u>coinsurance</u> Mail order: Not covered	Generic, preferred, non-preferred brand & <u>specialty drugs</u> : <u>Deductible</u> does not apply.
	Preferred brand drugs	Retail (30-day): \$30 <u>copay</u>	Retail (30-day): 40% <u>coinsurance</u>	Your <u>plan</u> requires that maintenance medications be filled at a 90-day supply

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 you need drugs to treat your illness or condition More information about <u>prescription drug coverage</u> is available by calling Collective Health Member Advocates at 844-803-0208.		Mail order (90-day): \$60 <u>copay</u>	Mail order: Not covered	either through mail order or at a CVS Caremark retail pharmacy. Otherwise, you will owe a \$10 penalty each time you fill this medication after the 2nd time.
	Non-preferred brand drugs	Retail (30-day): \$60 <u>copay</u> Mail order (90-day): \$120 <u>copay</u>	Retail (30-day): 40% <u>coinsurance</u> Mail order: Not covered	
	<u>Specialty drugs</u>	Retail (30-day) & Mail order (90-day): Cost varies depending on drug tier	Not covered	If you or your <u>provider</u> choose a brand-name medication when a generic version is available, you will have to pay the brand <u>cost sharing</u> and the difference in cost when you fill this medication. Your <u>plan</u> will require you to obtain specialty medications through a CVS Caremark specialty pharmacy or you will owe the full cost of the drug when you fill this medication. Some specialty medications may be available at no cost to you through PrudentRx savings. Contact the CVS Caremark Specialty Pharmacy to learn more: (800) 237-2767
If you have outpatient surgery	Facility fee (e.g. ambulatory surgery center)	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Subject to <u>deductible</u> . Out-of- <u>network</u> : Subject to <u>balance billing</u> . May require <u>prior authorization</u> .
	Physician/surgeon fees	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Subject to <u>deductible</u> . Out-of- <u>network</u> : Subject to <u>balance billing</u> . May require <u>prior authorization</u> .
If you need immediate medical attention	<u>Emergency room care</u>	\$200 <u>copay</u> /visit	\$200 <u>copay</u> /visit	<u>Deductible</u> does not apply. <u>Copay</u> waived if admitted.
	<u>Emergency medical transportation</u>	No charge	No charge	<u>Deductible</u> does not apply. Non-emergency transportation may require <u>prior authorization</u> .
	<u>Urgent care</u>	\$50 <u>copay</u> /visit	\$50 <u>copay</u> /visit	<u>Deductible</u> does not apply. Out-of- <u>network</u> : Subject to <u>balance billing</u> .

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 you have a hospital stay	Facility fee (e.g. hospital room)	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Subject to <u>deductible</u> . Out-of-network: Subject to <u>balance billing</u> . May require <u>prior authorization</u> .
	Physician/surgeon fees	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Subject to <u>deductible</u> . Out-of-network: Subject to <u>balance billing</u> . May require <u>prior authorization</u> .
If you need mental health, behavioral health, or substance abuse services	Outpatient services	Office Visits: \$20 <u>copay</u> /visit Intensive Outpatient: 10% <u>coinsurance</u>	30% <u>coinsurance</u>	Office Visits: In-network: <u>Deductible</u> does not apply. Out-of-network: Subject to <u>deductible</u> and <u>balance billing</u> . Intensive Outpatient: Subject to <u>deductible</u> . Out-of-network: Subject to <u>balance billing</u> . May require <u>prior authorization</u> .
	Inpatient services	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Subject to <u>deductible</u> . Out-of-network: Subject to <u>balance billing</u> . May require <u>prior authorization</u> .
If you are pregnant	Office visits	PCP Visits: \$20 <u>copay</u> /visit Specialist Visits: \$45 <u>copay</u> /visit	30% <u>coinsurance</u>	In-network: <u>Deductible</u> does not apply. Out-of-network: Subject to <u>deductible</u> and <u>balance billing</u> . Maternity care may include tests and services described elsewhere in the SBC (e.g. ultrasound). <u>Cost sharing</u> does not apply for <u>preventive services</u> .
	Childbirth/delivery professional services	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Subject to <u>deductible</u> . Out-of-network: Subject to <u>balance billing</u> . May require <u>prior authorization</u> .
	Childbirth/delivery facility services	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Subject to <u>deductible</u> . Out-of-network: Subject to <u>balance billing</u> . May require <u>prior authorization</u> .
	<u>Home health care</u>	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Subject to <u>deductible</u> .

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 you need help recovering or have other special needs				Out-of-network: Subject to <u>balance billing</u> .
	<u>Rehabilitation services</u>	Physical, Occupational, & Speech Therapy: \$45 <u>copay/session</u>	Physical, Occupational, & Speech Therapy: 30% <u>coinsurance</u>	In-network: <u>Deductible</u> does not apply. Out-of-network: Subject to <u>deductible</u> and <u>balance billing</u> . Occupational Therapy, Physical Therapy, and Speech Therapy: Combined 90 session limit.
	<u>Habilitation services</u>	\$20 <u>copay/session</u>	30% <u>coinsurance</u>	In-network: <u>Deductible</u> does not apply. Out-of-network: Subject to <u>deductible</u> and <u>balance billing</u> .
	<u>Skilled nursing center</u>	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Subject to <u>deductible</u> . Out-of-network: Subject to <u>balance billing</u> . May require <u>prior authorization</u> .
	<u>Durable medical equipment</u>	No charge	30% <u>coinsurance</u>	In-network: <u>Deductible</u> does not apply. Out-of-network: Subject to <u>deductible</u> and <u>balance billing</u> . May require <u>prior authorization</u> .
	<u>Hospice services</u>	10% <u>coinsurance</u>	30% <u>coinsurance</u>	Subject to <u>deductible</u> . Out-of-network: Subject to <u>balance billing</u> . May require <u>prior authorization</u> .
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	Children's eye exams are covered as required under <u>preventive care</u> . See vision <u>plan</u> for other coverage.
	Children's glasses	Not covered	Not covered	See vision <u>plan</u> for coverage.
	Children's dental check-up	Not covered	Not covered	See dental <u>plan</u> for coverage.

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"> ● Cosmetic surgery ● Glasses (Child) ● Private duty nursing ● Weight loss programs 	<ul style="list-style-type: none"> ● Dental care (Adult) ● Long-term care ● Routine eye care (Adult) 	<ul style="list-style-type: none"> ● Dental care (Child) ● Non-emergency care when traveling outside the U.S. ● Routine foot care

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

- Acupuncture (20 session limit every year)
- Hearing aids
- Bariatric surgery
- Infertility treatment (only through Kindbody)
- Chiropractic care (60 session limit every year)

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: 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.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, you can contact Collective Health at 844-803-0208. You can also contact 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.

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 844-803-0208.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 844-803-0208.

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 844-803-0208.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwijigo holne' 844-803-0208.

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 \$500
- Specialist copay \$45
- Hospital (facility) coinsurance 10%

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:

<u>Cost Sharing</u>	
<u>Deductibles</u>	\$500
<u>Copayments</u>	\$10
<u>Coinsurance</u>	\$1,200
<i>What isn't covered</i>	
Limits or exclusions	\$60
The total Peg would pay is	\$1,770

Managing Joe's Type 2 Diabetes

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

- The plan's overall deductible \$500
- Specialist copay \$45
- Hospital (facility) coinsurance 10%

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 \$5,600

In this example, Joe would pay:

<u>Cost Sharing</u>	
<u>Deductibles</u>	\$100
<u>Copayments</u>	\$800
<u>Coinsurance</u>	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$20
The total Joe would pay is	\$920

Mia's Simple Fracture

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

- The plan's overall deductible \$500
- Specialist copay \$45
- Hospital (facility) coinsurance 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

In this example, Mia would pay:

<u>Cost Sharing</u>	
<u>Deductibles</u>	\$100
<u>Copayments</u>	\$500
<u>Coinsurance</u>	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$0
The total Mia would pay is	\$600