Coverage for: Individual / Family | Plan Type: CompMED

HMSA: MED 734 / DRG 860, ROBERT HALF INTERNATIONAL INC

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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, visit www.hmsa.com.

For general definitions of common terms, such as <u>allowed amount</u>, <u>balance billing</u>, <u>coinsurance</u>, <u>copayment</u>, <u>deductible</u>, <u>provider</u>, or other <u>underlined</u> terms see the Glossary. You can view the Glossary at http://www.healthcare.gov/sbc-glossary/ or call 1-800-776-4672 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$0	See the Common Medical Events chart below for your costs for services this <u>plan</u> covers.
Are there services covered before you meet your deductible?	Not applicable.	This <u>plan</u> does not have a <u>deductible</u> . You do not have to meet a <u>deductible</u> amount before the <u>plan</u> pays for any services.
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	\$2,500 individual / \$7,500 family (applies to medical <u>plan</u> coverage). \$3,600 individual / \$4,200 family (applies to <u>prescription drug coverage</u>).	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?	Premiums, balance-billed charges, payments for services subject to a maximum once you reach the maximum, any amounts you owe in addition to your copayment for covered services, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket</u> <u>limit</u> .
Will you pay less if you use a <u>network provider</u> ?	Yes. See http://www.hmsa.com/search/providers or call 1-800-776-4672 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</u> '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</u> 's 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 <u>referral</u> to see a <u>specialist</u> ?	No.	You can see the <u>specialist</u> you choose without a <u>referral</u> .

Common Medical Services You May Need		What Yo	Limitations, Exceptions, & Other	
Event		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information
	Primary care visit to treat an injury or illness	\$14 <u>copay</u> /visit	\$14 <u>copay</u> /visit	none
	Specialist visit	\$14 copay/visit	\$14 <u>copay</u> /visit	none
	Other practitioner office visit:			
If you visit a health	Physical and Occupational Therapist	20% coinsurance	20% coinsurance	Services may require <u>preauthorization</u> . Benefits may be denied if <u>preauthorization</u> is not obtained.
care <u>provider's</u>	Psychologist	\$14 copay/visit	\$14 <u>copay</u> /visit	none
office or clinic	Nurse Practitioner	\$14 copay/visit	\$14 <u>copay</u> /visit	none
	Preventive care (Well Child Physician Visit)	No charge	No charge	Age and frequency limitations may apply. You may have to pay for
	Screening	No charge	No charge	services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services needed
	Immunization (Standard and Travel)	No charge	No charge	are <u>preventive</u> . Then check what your <u>plan</u> will pay for.
	Diagnostic test			
	Inpatient	20% coinsurance	20% coinsurance	Services may require <u>preauthorization</u> . Benefits may be denied if
	Outpatient	20% coinsurance	20% coinsurance	preauthorization is not obtained.
	X-ray			
	Inpatient	20% coinsurance	20% coinsurance	Services may require <u>preauthorization</u> . Benefits may be denied if
If you have a test	Outpatient	20% coinsurance	20% <u>coinsurance</u>	preauthorization is not obtained.
ii you iiave a test	Blood Work			
	Inpatient	20% coinsurance	20% coinsurance	Services may require <u>preauthorization</u> . Benefits may be denied if
	Outpatient	No charge	No charge	preauthorization is not obtained.
	Imaging (CT/PET scans, MRIs)			
	Inpatient	20% coinsurance	20% coinsurance	Services may require <u>preauthorization</u> . Benefits may be denied if
	Outpatient	20% coinsurance	20% coinsurance	preauthorization is not obtained.

Common Medical	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other	
Event		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information	
	Tier 1 – mostly Generic drugs (retail)	\$7 copay/prescription	\$7 copay and 20% coinsurance/prescription	One retail <u>copay</u> for 1-30 day supply, two retail <u>copays</u> for 31-60 day supply, and three retail <u>copays</u> for 61-90 day supply.	
	Tier 1 – mostly Generic drugs (mail order)	\$11 copay/prescription	Not covered	One mail order <u>copay</u> for a 84-90 day supply at a 90 day at retail network or contracted mail order provider.	
	Tier 2 – mostly Preferred Formulary Drugs (retail)	\$30 copay/prescription	\$30 <u>copay</u> and 20% <u>coinsurance</u> /prescription	One retail <u>copay</u> for 1-30 day supply, two retail <u>copays</u> for 31-60 day supply, and three retail <u>copays</u> for 61-90 day supply.	
If you need drugs to treat your	Tier 2 – mostly Preferred Formulary Drugs (mail order)	\$65 copay/prescription	Not covered	One mail order <u>copay</u> for a 84-90 day supply at a 90 day at retail network or contracted mail order provider.	
illness or condition More information about prescription drug coverage is available at www.hmsa.com.	Tier 3 – mostly Non-preferred Formulary Drugs (retail)	\$30 copay/prescription	\$30 <u>copay</u> and 20% <u>coinsurance</u> /prescription	In addition to your copay and/or coinsurance, you will be responsible for a \$45 Tier 3 Cost Share per retail copay. Cost to you for retail Tier 3 drugs: One copay plus one Tier 3 Cost Share for 1-30 day supply, two copays plus two Tier 3 Cost Shares for 31-60 day supply, and three copays plus three Tier 3 Cost Shares for 61-90 day supply.	
	Tier 3 – mostly Non-preferred Formulary Drugs (mail order)	\$65 copay/prescription	Not covered	In addition to your copay and/or coinsurance, you will be responsible for a \$135 Tier 3 Cost Share per mail order copay. Cost to you for mail order Tier 3 drugs: One mail order copay plus one mail order Tier 3 Cost Share for an 84-90 day supply at a 90 day at retail network or contracted mail order provider.	

Common Medical	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other	
Event		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information	
	Tier 4 – mostly Preferred Formulary Specialty drugs (retail)	\$100 copay/prescription	Not covered	Retail benefits for Tier 4 and Tier 5 drugs are limited to a 30-day supply. Available in participating Specialty Pharmacies only.	
	Tier 5 – mostly Non-preferred Formulary Specialty drugs (retail)	\$200 copay/prescription	Not covered		
	Tier 4 & 5 (mail order)	Not covered	Not covered		
	Facility fee (e.g., ambulatory surgery center)	20% coinsurance	20% coinsurance	none	
If you have	Physician Visits	\$14 <u>copay</u> /visit	\$14 copay/visit	none	
outpatient surgery	Surgeon fees	20% coinsurance (cutting)	20% coinsurance (cutting)	none	
		20% coinsurance (non-cutting)	20% coinsurance (non-cutting)	none	
	Emergency room care				
	Physician Visit	\$20 copay/visit	\$20 copay/visit	none	
If you need immediate medical attention	Emergency room	20% coinsurance	20% coinsurance	none	
	Emergency medical transportation (air)	20% coinsurance	20% coinsurance	Limited to air transport to the nearest adequate hospital within the State of Hawaii, except in certain situations when transportation to the continental US is necessary for critical care in accord with HMSA's medical policy. Certain exclusions apply.	
	Emergency medical transportation (ground)	20% coinsurance	20% coinsurance	Ground transportation to the nearest, adequate hospital to treat your illness or injury.	
	<u>Urgent care</u>	\$14 <u>copay</u> /visit	\$14 <u>copay</u> /visit	none	
	Facility fee (e.g., hospital room)	20% coinsurance	20% coinsurance	none	
If you have a	Physician Visits	\$20 copay/visit	\$20 copay/visit	none	
hospital stay	Surgeon fee	20% coinsurance (cutting)	20% coinsurance (cutting)	none	
		20% coinsurance (non-cutting)	20% coinsurance (non-cutting)	none	

Common Medical	Services You May Need	What Yo	Limitations, Exceptions, & Other	
Event		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information
	Outpatient services			
If you have mental	Physician services	\$14 copay/visit	\$14 copay/visit	none
health, behavioral health, or	Hospital and facility services	20% coinsurance	20% coinsurance	none
substance abuse	Inpatient services			
needs	Physician services	20% coinsurance	20% coinsurance	none
	Hospital and facility services	20% coinsurance	20% coinsurance	none
	Office visit (Prenatal and postnatal care)	20% coinsurance	20% coinsurance	Cost sharing does not apply to certain preventive services. Depending on the
If you are pregnant	Childbirth/delivery professional services	20% coinsurance	20% coinsurance	type of services, <u>coinsurance</u> or <u>copay</u> may apply. Maternity care may include
	Childbirth/delivery facility services	20% coinsurance	20% coinsurance	tests and services described elsewhere in the SBC (i.e. ultrasound).
	Home health care	20% coinsurance	20% coinsurance	150 Visits per Calendar Year
If you need help recovering or have other special health needs	Rehabilitation services	20% coinsurance	20% coinsurance	Services may require <u>preauthorization</u> . Benefits may be denied if <u>preauthorization</u> is not obtained. Excludes cardiac rehabilitation.
	Habilitation services	Not covered	Not covered	Excluded service
	Skilled nursing care	20% coinsurance	20% coinsurance	120 Days per Calendar Year. Includes extended care facilities (Skilled Nursing, Sub-Acute, and Long-Term Acute Care Facilities) to the extent care is for Skilled nursing care, subacute care, or long-term acute care.
	Durable medical equipment	20% coinsurance	20% coinsurance	Services may require <u>preauthorization</u> . Benefits may be denied if <u>preauthorization</u> is not obtained.
	Hospice services	No charge	No charge	none
	Children's eye exam	Not covered	Not covered	Excluded service
If your child needs dental or eye care	Children's glasses (single vision lenses and frames selected within designated group)	Not covered	Not covered	Excluded service
	Children's dental check-up	Not covered	Not covered	Excluded service

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.)

Acupuncture

Dental care (Child)

Routine eye care (Adult)

Cardiac rehabilitation

Habilitation services

Routine eve care (Child)

Cosmetic surgery

Long-term care

Routine foot care

Dental care (Adult)

Private-duty nursing

Weight loss programs

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

- Bariatric surgery
- Chiropractic care (e.g., office visits, x-ray films limited to services covered by this medical plan and within the scope of a chiropractor's license)
- Hearing aids (limited to one hearing aid per ear every 60 months)
- Infertility Treatment (Artificial Insemination and In Vitro Fertilization. Please refer to your plan document for limitations and additional details)
- Non-emergency care when traveling outside the U.S. For more information, see www.hmsa.com

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: 1) 1-800-776-4672 for HMSA; 2) (808) 586-2790 for the State of Hawaii, Dept. of Commerce and Consumer Affairs – Insurance Division; 3) 1-866-444-3272 or http://www.dol.gov/agencies/ebsa/laws-and-regulations/laws/affordable-care-act for the U.S. Department of Labor, Employee Benefits Security Administration; or 4) 1-877-267-2323 x61565 or http://www.cciio.cms.gov for the U.S. Department of Health and Human Services. Church plans are not covered by the Federal COBRA continuation coverage rules. 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 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. For more information about your rights, this notice, or assistance, contact:

- For group health coverage subject to ERISA, you must submit a written request for an appeal to: HMSA Member Advocacy and Appeals, P.O. Box 1958, Honolulu, Hawaii 96805-1958. If you have any questions about appeals, you can call us at (808) 948-5090 or toll free at 1-800-462-2085. You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or http://www.dol.gov/agencies/ebsa/laws-and-regulations/laws/affordable-care-act. You may also file a grievance with the Insurance Commissioner. You must send the request to the Insurance Commissioner at: Hawaii Insurance Division, ATTN: Health Insurance Branch External Appeals, 335 Merchant Street, Room 213, Honolulu, Hawaii 96813. Telephone: (808) 586-2804.
- For non-federal governmental group health plans and church plans that are group health plans, you must submit a written request for an <u>appeal</u> to: HMSA Member Advocacy and Appeals, P.O. Box 1958, Honolulu, Hawaii 96805-1958. If you have any questions about <u>appeals</u>, you can call us at (808) 948-5090 or toll free at 1-800-462-2085. You may also file a <u>grievance</u> with the Insurance Commissioner. You must send the request to the Insurance Commissioner at: Hawaii Insurance Division, ATTN: Health Insurance Branch External Appeals, 335 Merchant Street, Room 213, Honolulu, Hawaii 96813. Telephone: (808)

Does this Coverage 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 Coverage Meet the Minimum Value Standard? 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 1-800-776-4672.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-776-4672.

Chinese (中文): 如果需要中文的帮助,请拨打这个号码 1-800-776-4672.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-800-776-4672.

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 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)		Managing Joe's type 2 Diabetes (a year of routine in-network care of a well-controlled condition)		Mia's Simple Fracture (in-network emergency room visit and follow up care)	
■ The <u>plan's</u> overall <u>deductible</u>	\$0	■ The plan's overall deductible	\$0	■ The <u>plan's</u> overall <u>deductible</u>	\$0
■ <u>Specialist</u> <u>copayment</u>	\$14	■ Specialist copayment	\$14	■ Specialist copayment	\$14
■ Hospital (facility) coinsurance	20%	■ Hospital (facility) coinsurance	20%	■ Hospital (facility) coinsurance	20%
■ Other <u>coinsurance</u>	20%	■ Other <u>coinsurance</u>	20%	■ Other <u>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)

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)

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	\$12,700	
In this example, Peg would pay:		
Cost Sharing		
Deductibles	\$0	
Copayments	\$30	
Coinsurance	\$2,000	
What isn't covered		
Limits or exclusions	\$60	
The total Peg would pay is	\$2,090	

Total Example Cost	\$5,600
In this example, Joe would pay:	
Cost Sharing	
Deductibles	\$0
Copayments	\$400
Coinsurance	\$200
What isn't covered	
Limits or exclusions \$2	
The total Joe would pay is	\$620

Total Example Cost	\$2,800	
In this example, Mia would pay:		
Cost Sharing		
Deductibles	\$0	
Copayments	\$90	
Coinsurance	\$400	
What isn't covered		
Limits or exclusions	\$0	
The total Mia would pay is	\$490	