Coverage Period: 8/1/2025 – 7/31/2026 Coverage for: Employee | Plan Type: HMO

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, call 210-358-6070 or visit <a href="CommunityFirstHealthCoverage.com">CommunityFirstHealthCoverage.com</a> For general definitions of common terms, such as <u>allowed amount</u>, <u>balance billing</u>, <u>co-insurance</u>, <u>co-payment</u>, <u>deductible</u>, <u>provider</u>, or other <u>underlined</u> terms see the Glossary. You can view the Glossary at <u>CommunityFirstHealthCoverage.com</u> or call 210-358-6070 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	<b>\$0</b> Community First Network.	See the chart starting on page 2 for your costs for services this plan covers.
Are there services covered before you meet your deductible?	No.	You will have to meet the <u>deductible</u> before the <u>plan</u> pays for any services.  Community First Network does not have a deductible.
Are there other deductibles for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	\$0 Community First Network \$3,000/Individual, \$6,000 Community First Network	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>Co-payments</u> for certain services, <u>premiums</u> , <u>balance-billing</u> charges, 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–</u> <u>pocket limit.</u>
Will you pay less if you use a <u>network provider</u> ?	Yes. Utilizing an In-Network provider eliminates coinsurance & deductibles. See  CommunityFirstHealthCoverage.com or call 1-800-434-2347 for a list of providers.	You will pay more if you use an Out of Network provider, as you are subject to balance billing which is the difference between the providers' charge and what the plan pays. Be advised, your In- Network Provider might use an <u>out-of-network provider</u> for some services such as lab work. Check with your <u>provider before obtaining services</u> .
Do you need a <u>referral</u> to see a <u>specialist</u> ?	The Community First Network requires a referral from your PCP. A referral is not needed to see an OBGYN, Mental Health, or Behavioral Health Provider.	The Community First Network will pay some or all of the costs to see a <a href="mailto:specialist">specialist</a> for covered services if a <a href="mailto:referral">referral</a> is obtained by their <a href="PCP">PCP</a> prior to the service.

Questions: Call 1-800-434-2347 or visit us at <a href="CommunityFirstHealthCoverage.com">CommunityFirstHealthCoverage.com</a> If you aren't clear about any of the underlined terms used in this form, see the Glossary. You can view the Glossary at <a href="CommunityFirstHealthCoverage.com">CommunityFirstHealthCoverage.com</a> or call 1-800-434-2347 to request a copy.

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Some co-payments and co-insurances in the chart below will require you to meet the deductible first.

Common	Services You May	Limitations, Exceptions, & Other Important Information	
Medical Event	Need	CF Network Provider	
	Primary care visit to treat an injury or illness	\$30 <u>co-</u> payment /visit	None
If you visit a health care provider's office or clinic	Specialist visit	\$50 <u>co-</u> <u>payment /</u> visit	None
	Preventive care/screening/immunization	No charge	None
If you have a test	Diagnostic test (x-ray, blood work)	No charge	Outpatient only
If you have a test	Imaging (CT/PET scans, MRIs)	\$300 co- payment/visit	Outpatient only
	Generic drugs – Tier 1	\$15 co- payment per prescription (retail); 30 day	If Community First's negotiated rate for the Prescription Medication or Supply is less than the Copayment, You will only be charged for the actual cost of the drug or supply.
If you need drugs to treat your illness or condition More information about <u>prescription drug coverage</u> is available at <u>CommunityFirstHealthCoverage.com</u>	Preferred brand drugs – Tier 2	\$40 co- payment per prescription (retail); 30 day	If Community First's negotiated rate for the Prescription Medication or Supply is less than the Copayment, You will only be charged for the actual cost of the drug or supply.
	Non-preferred brand drugs or Specialty drugs – Tier 3	\$ 75 co- payment per prescription(re tail); 30 day	If Community First's negotiated rate for the Prescription Medication or Supply is less than the Copayment, You will only be charged for the actual cost of the drug or supply.

Common	Services You May	Limitations, Exceptions, & Other Important  May  Information	
Medical Event	Need	CF Network Provider	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	\$200 <u>co-</u> payment /visit	Pre-authorization required
	Physician/surgeon fees	No charge	Pre-authorization required
	Emergency room care	\$100 <u>co-</u> payment/visit	Emergency Room co-payment is waived under Community First Network, if admitted.
If you need immediate medical attention	Emergency medical transportation	\$100 co- payment per incident	Community First will pay for Emergency Transportation services performed by non- participating Providers at the negotiated or usual and customary rate. Members may be responsible for balance of billed charges, if any.
	Urgent care	\$50 co- payment/ incident	In- Network Med Clinics are the only urgent care facilities covered under the Community First Network.
If you have a hospital stay	Facility fee (e.g., hospital room)	\$200 <u>co-</u> payment/day	Pre-authorization required if outside Community First Network. Co-payment required for each day with a \$500 maximum for each confinement under the Community First Network.
	Physician/surgeon fees	No charge	None
If you need mental health, behavioral health, or	Outpatient services	\$50 <u>co-</u> payment/visit	None
substance abuse services	Inpatient services	\$200 <u>co-</u> <u>payment/</u> day	Co-payment required for each day with a \$500 maximum for each admission under Community First Network
If you are many and	Office visits	\$30 <u>co-</u> <u>payment/</u> first visit	No charge after first visit
If you are pregnant	Childbirth/delivery professional services	No charge	None

Common	Services You May	Limitations,	Exceptions, & Other Important Information	
Medical Event	Need	CF Network Provider		
	Childbirth/delivery facility services	\$200 <u>co-</u> payment/day	<u>Pre-authorization</u> required. \$500 maximum per confinement for Community First Network.	
	Home health care	No charge	60 day maximum per year. Lifetime maximum \$6,000.	
	Rehabilitation services	\$50 <u>co-</u> payment/visit	Physical therapy; Occupational therapy; Speech and hearing therapy; Pulmonary therapy; Cardiac rehabilitation therapy.	
If you need help recovering or have other special health needs	Habilitation services	Not covered	None	
	Skilled nursing care	\$50 <u>co-</u> payment/day	Up to 120 days per condition/year including semi- private room, lab and X-ray.	
	Durable medical equipment	No charge	\$4,000 limit/per contract year; Cochlear implant, benefit limit \$20,000 per incident.	
	Hospice services	No charge	Lifetime maximum \$6,000	
	Eye exam	\$20 <u>co-</u> payment/visit	One per year.	
If your child needs dental or eye care	Children's glasses	Varies, \$125 allowance	One pair per every 24 months.	
	Children's dental check-up	Not covered	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.)

Acupuncture

Cosmetic surgery

Artificial insemination

Dental care (Adult)

• Weight loss programs

In vitro fertilization

- Non-emergency care when traveling Nationwide
- Private-duty nursing

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

- Bariatric surgery
- Hearing aids
- Chiropractic Care

- Infertility treatment
- Long-term care

- Routine eye care
- Routine foot care

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 the agencies are: Community First Health Plans at 1-800-434-2347, or <a href="CommunityFirstHealthCoverage.com">CommunityFirstHealthCoverage.com</a> the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272, or <a href="www.dol.gov/ebsa">www.dol.gov/ebsa</a>; or the U.S. Department of Health and Human Services at 1-877-267-2323 X61565, or <a href="www.dol.gov/ebsa">www.dol.gov/ebsa</a>; or the U.S. Department of Health and Human Services at 1-877-267-2323 X61565, or <a href="www.dol.gov/ebsa">www.dol.gov/ebsa</a>; or the U.S. Department of Health and Human Services at 1-877-267-2323 X61565, or <a href="www.dol.gov/ebsa">www.dol.gov/ebsa</a>; or the U.S. Department of Health and Human Services at 1-877-267-2323 X61565, or <a href="www.dol.gov/ebsa">www.dol.gov/ebsa</a>; or the U.S. Department of Health and Human Services at 1-877-267-2323 X61565, or <a href="www.dol.gov/ebsa">www.dol.gov/ebsa</a>; or the U.S. Department of Health Insurance <a href="www.dol.gov/ebsa">Marketplace</a>. For more information about the <a href="www.dol.gov/ebsa">Www.dol.gov/ebsa</a>. For more information about the <a href="www.dol.gov/ebsa">Www.dol.gov/ebsa</a>. For more information about the <a href="www.dol.gov/ebsa">Www.dol.gov/ebsa</a>. For more information about th

Your Complaint and Appeals Rights: If you have a complaint, call the health plan. Your plan documents also provide complete information to submit a claim, appeal, or a complaint for any reason to your plan. For more information about your rights, this notice, or assistance, contact:

Community First Health Plans Member Services & Resolution Unit 12238 Silicon Drive, Suite100 San Antonio, Texas 78249

Phone: 210.358.6090

Web: <u>CommunityFirstHealthCoverage.com</u>

## 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.

## **Language Access Services:**

Spanish (Español): Para obtener asistencia en Español, llame al 1-800-434-2347.

Vietnamese (Tiếng Việt): Nếu ban nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho ban 1-800-434-2347

Korean (한국어): 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-800-434-2347 번으로 전화해 주십시오.

برقم اتصل بالمجان لك تتوافر اللغوية المساعدة خدمات فإن ،اللغة اذكر تتحدث كنت إذا :ملحوظة 2347-434-800 : ( العربية) Arabic

1-800-434-2347 کال ۔ ہیں دستیاب میں مفت خدمات کی مدد کی زبان کو آپ تو ،ہیں بولتے اردو آپ اگر :خبر دار : (أردُو) Urdu

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-434-2347

French (Français): Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-800-434-2347

Chinese (中文): 如果需要中文的帮助,请拨打这个号码 1-800-434-2347

## **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>co-payments</u> and <u>co-insurance</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>	<b>\$0</b>
■ Specialist co-payment	\$50
■ Hospital <u>co-payment</u>	\$200/day
Other co-insurance	\$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)

**Total Example Cost** 

In this example, Peg would pay:		
Cost Sharing		
Deductibles	\$0	
Co-payments	\$200	
Co-insurance	\$0	
What isn't covered		
Limits or exclusions	\$60	
The total Peg would pay is	\$260	

# **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 co-payment	\$50
■ Hospital <u>co-payment</u>	\$200/day
Other co-insurance	\$0

#### This EXAMPLE event includes services like:

Primary care physician office visits (including disease education)
Diagnostic tests (blood work)

Prescription drugs

**Total Example Cost** 

\$7,540

Durable medical equipment (glucose meter)

In this example, Joe would pay:		
Cost Sharing		
Deductibles	\$0	
Co-payments	\$600	
Co-insurance	\$0	
What isn't covered		
Limits or exclusions	\$60	
The total Joe would pay is	\$660	

## **Mia's Simple Fracture**

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

■ The plan's overall deductible	\$0
Specialist co-payment	\$50
■ Hospital <u>co-payment</u>	\$200/day
■ Other co-insurance	\$0

#### This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

\$5,400

Durable medical equipment (crutches)
Rehabilitation services (physical therapy)

Total Example Cost	\$1,720

In this example, Mia would pay:

in this skampis, inta weara pay.		
Cost Sharing		
Deductibles	\$0	
Co-payments	\$300	
Co-insurance	\$0	
What isn't covered		
Limits or exclusions	\$0	
The total Mia would pay is	\$300	