
 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, contact ETF at [www.etf.wi.gov](http://www.etf.wi.gov). For general definitions of common terms, such as [allowed amount](#), [balance billing](#), [coinsurance](#), [copayment](#), [deductible](#), [provider](#), or other terms see the Glossary. You can view the Glossary at <https://www.healthcare.gov/glossary/essential-health-benefits/> or call 1-877-533-5020 to request a copy.

| Important Questions   | Answers   | Why This Matters:  |
|---|---|--|
| What is the overall <a href="#">deductible</a> ?                                | Network:\$500 single/\$1,000 family<br>Out-of-network: \$5,000 single,<br>\$10,000 family   | You must pay all the costs up to the <a href="#">deductible</a> amount before the policy begins to pay for covered services you use, with the exceptions of office visit <a href="#">copays</a> and for federally required preventive services. The deductible starts over with each plan year beginning on January 1 <sup>st</sup> . See the chart starting on page 2 for your costs for services this plan covers.   |
| Are there services covered before you meet your <a href="#">deductible</a> ?    | Yes. <a href="#">Preventive care</a> and primary care services are covered before you meet your <a href="#">deductible</a> .  | This <a href="#">plan</a> covers some items and services even if you haven't yet met the <a href="#">deductible</a> amount. But a <a href="#">copayment</a> or <a href="#">coinsurance</a> may apply. For example, this <a href="#">plan</a> covers certain <a href="#">preventive services</a> without <a href="#">cost-sharing</a> and before you meet your <a href="#">deductible</a> . See a list of covered <a href="#">preventive services</a> at <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a> .  |
| Are there other <a href="#">deductibles</a> for specific services?              | No  | There are no <a href="#">deductibles</a> .   |
| What is the <a href="#">out-of-pocket limit</a> for this <a href="#">plan</a> ? | Durable Medical Supplies (DME):<br>\$500 per individual.<br>Prescription drug:<br>Level 1 and 2: \$600 individual /<br>\$1,200 family<br>Level 4: \$1,200 individual / \$2,400<br>family  | The <a href="#">out-of-pocket limit</a> is the most you could pay during a coverage period (usually one year) for your share of the cost of covered services. This limit helps you plan for health care expenses. The federal <a href="#">maximum out-of-pocket</a> is \$6,850 individual/\$13,700 family. This applies to all essential health benefits, including some services not included in the <a href="#">out-of-pocket limit</a> . (i.e. certain level 3 & 4 prescription drugs and certain hearing aids covered under this plan). See <a href="https://www.healthcare.gov/glossary/essential-health-benefits/">https://www.healthcare.gov/glossary/essential-health-benefits/</a> for details. |
| What is not included in the <a href="#">out-of-pocket limit</a> ?               | <a href="#">Copays</a> for Level 3 and Level 4 non-preferred <a href="#">specialty</a> drugs;<br><a href="#">coinsurance</a> paid by adults for hearing aids, <a href="#">premiums</a> and health care this plan doesn't cover. | Even though you pay these expenses, they do not count toward the <a href="#">out-of-pocket limit</a> .   |
| Will you pay less if you use a <a href="#">network provider</a> ?               | Yes. See <a href="http://weatrust.com">weatrust.com</a> or call 1-866-485-0630 for a list of network providers.   | 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 <a href="#">network</a> . You will pay the 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 don't need a <a href="#">referral</a> to see a <a href="#">specialist</a>   | You can see the <a href="#">specialist</a> you choose without permission from the health plan. However, you should get a <a href="#">referral</a> to an orthopedist or neurosurgeon for low back pain.   |

 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<br>(You will pay the least)  | Out-of-Network Provider<br>(You will pay the most) |  |
| If you visit a health care <a href="#">provider's</a> office or clinic   | Primary care visit to treat an injury or illness   | No charge after <a href="#">deductible</a>  | 50% coinsurance after OON deductible               | -----NONE-----   |
|  | <a href="#">Specialist</a> visit   | No charge after <a href="#">deductible</a>  | 50% coinsurance after OON deductible               | -----NONE-----   |
|  | Other practitioner office visit  | No charge after <a href="#">deductible</a>  | 50% coinsurance after OON deductible               | Maintenance care and acupuncture not covered.  |
|  | <a href="#">Preventive care/screening/immunization</a>   | No charge after <a href="#">deductible</a>  | 50% coinsurance after OON deductible               | -----NONE-----   |
| If you have a test   | <a href="#">Diagnostic test</a> (x-ray, blood work)  | No charge after <a href="#">deductible</a>  | 50% coinsurance after OON deductible               | Full coverage if required by federal law.  |
|  | Imaging (CT/PET scans, MRIs)   | No charge after <a href="#">deductible</a>  | 50% coinsurance after OON deductible               | Prior approval required or benefits not payable  |
| If you need drugs to treat your illness or condition<br>More information about <a href="#">prescription drug coverage</a> is available at <a href="http://www.navitus.com">www.navitus.com</a> | Level 1: Preferred generic drugs and certain lower cost preferred brand name drugs             | \$5/prescription to <a href="#">out-of-pocket limit</a> . (2 <a href="#">copays</a> apply to certain 90-day supply mail orders)   | Not covered  | <a href="#">In-network</a> covers most up to a 30-day supply (90-day for certain prescriptions) retail and mail order.<br><a href="#">Out-of-network</a> care allowed but if your ID card is not used, you will pay more than the copay. |
|  | Level 2: <a href="#">Preferred</a> brand drugs and certain higher cost preferred generic drugs | 20% <a href="#">coinsurance</a> (\$50 max) per prescription to <a href="#">out-of-pocket limit</a> . (2 <a href="#">copays</a> apply to certain 90-day supply mail order)   | Not covered  | <a href="#">In-network</a> covers most up to a 30-day supply (90-day for certain prescriptions) retail and mail order.<br><a href="#">Out-of-network</a> care allowed but if your ID card is not used, you will pay more than the copay. |
|  | Level 3: <a href="#">Non-preferred</a> brand name and certain high cost generic drugs          | 40% <a href="#">coinsurance</a> (\$150 max) per prescription.<br><a href="#">Member must pay the cost difference between the non-preferred brand drug and the preferred generic equivalent drug if not medically necessary.</a> | Not covered  | Federal <a href="#">out-of-pocket limit</a> applies. <a href="#">Out-of-network</a> care allowed, but if your ID card is not used, you will pay more than the copay.   |

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

| Common Medical Event  | Services You May Need                            | What You Will Pay  |  | Limitations, Exceptions, & Other Important Information   |
|---|--|--|--|--|
|   |  | Network Provider<br>(You will pay the least)   | Out-of-Network Provider<br>(You will pay the most) |  |
|   | Level 4*: <a href="#">Specialty drugs</a>        | \$50 <a href="#">copay</a> * per prescription for drugs to specialty <a href="#">out-of-pocket limit</a> . | Not covered  | Level 4 prescriptions must be filled at Lumicera or UW Specialty Pharmacy*.<br>Level 4 Out-of-Pocket Limit and Federal <a href="#">maximum out-of-pocket</a> applies.<br><i>*Non-Medicare participants only.</i> |
| If you have outpatient surgery  | Facility fee (e.g., ambulatory surgery center)   | No charge after <a href="#">deductible</a>   | 50% coinsurance after OON deductible               | -----NONE-----   |
|   | Physician/surgeon fees                           | No charge after <a href="#">deductible</a>   | 50% coinsurance after OON deductible               | Prior approval required for low back surgeries and MRI, CT and PET scans   |
| If you need immediate medical attention                                   | <a href="#">Emergency room care</a>              | \$60 <a href="#">copay</a> /visit  | \$60 <a href="#">copay</a> /visit                  | <a href="#">Copay</a> does not apply to <a href="#">out-of-pocket limit</a> and is waived if admitted.   |
|   | <a href="#">Emergency medical transportation</a> | No charge after <a href="#">deductible</a>   | No charge after <a href="#">deductible</a>         | -----NONE-----   |
|   | <a href="#">Urgent care</a>                      | No charge after <a href="#">deductible</a>   | No charge after <a href="#">deductible</a>         | -----NONE-----   |
| If you have a hospital stay   | Facility fee (e.g., hospital room)               | No charge after <a href="#">deductible</a>   | 50% coinsurance after OON deductible               | Prior approval recommended   |
|   | Physician/surgeon fees                           | No charge after <a href="#">deductible</a>   | 50% coinsurance after OON deductible               | Prior approval required for low back surgeries and MRI, CT and PET scans   |
| If you need mental health, behavioral health, or substance abuse services | Mental/Behavioral health outpatient services     | No charge after <a href="#">deductible</a>   | 50% coinsurance after OON deductible               | -----NONE-----   |
|   | Mental/Behavioral health inpatient services      | No charge after <a href="#">deductible</a>   | 50% coinsurance after OON deductible               | -----NONE-----   |
|   | Substance use disorder outpatient services       | No charge after <a href="#">deductible</a>   | 50% coinsurance after OON deductible               | -----NONE-----   |
|   | Substance use disorder inpatient services        | No charge after <a href="#">deductible</a>   | 50% coinsurance after OON deductible               | -----NONE-----   |
| If you are pregnant   | Office visits                                    | No charge after <a href="#">deductible</a>   | 50% coinsurance after OON deductible               | Full coverage if required by federal law.  |
|   | Childbirth/delivery professional services        | No charge after <a href="#">deductible</a>   | 50% coinsurance after OON deductible               | -----NONE-----   |

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

| Common Medical Event   | Services You May Need                     | What You Will Pay   |  | Limitations, Exceptions, & Other Important Information   |
|--|---|---|--|--|
|  |   | Network Provider<br>(You will pay the least)                      | Out-of-Network Provider<br>(You will pay the most) |  |
|  | Childbirth/delivery facility services     | No charge after deductible  | 50% coinsurance after OON deductible               | -----NONE-----   |
| If you need help recovering or have other special health needs | <a href="#">Home health care</a>          | No charge after deductible  | 50% coinsurance after OON deductible               | Limited to 50 visits per year. Plan may approve 50 more per year.  |
|  | <a href="#">Rehabilitation services</a>   | No charge after deductible  | 50% coinsurance after OON deductible               | Physical, speech and occupational therapy limited to 50 visits per year, combined rehabilitation and habilitation services. Plan may approve 50 more per year. |
|  | <a href="#">Habilitation services</a>     | No charge after deductible  | 50% coinsurance after OON deductible               | Physical, speech and occupational therapy limited to 50 visits per year, combined rehabilitation and habilitation services. Plan may approve 50 more per year. |
|  | <a href="#">Skilled nursing care</a>      | No charge after deductible  | 50% coinsurance after OON deductible               | Facility coverage is limited to 120 days per benefit period.   |
|  | <a href="#">Durable medical equipment</a> | 20% coinsurance after deductible (child's hearing aids no charge) | 50% coinsurance after OON deductible               | Hearing aids (adults) plan maximum payment \$1,000 per ear every 3 years.  |
|  | <a href="#">Hospice services</a>          | No charge after deductible  | 50% coinsurance after OON deductible               | -----NONE-----   |
| If your child needs dental or eye care                         | Children's eye exam                       | No charge after deductible  | 50% coinsurance after OON deductible               | Limited to one per individual per year. Contact lens fitting not covered. Full coverage if required by federal law.  |
|  | Children's glasses                        | Not covered   | Not covered  | Excluded service.  |
|  | Children's dental check-up                | Not covered   | Not covered  | Excluded service.  |

**Excluded Services & Other Covered Services:**

| Services Your <a href="#">Plan</a> Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other <a href="#">excluded services</a> .) |   |   |
|---|---|---|
| <ul style="list-style-type: none"> <li>Acupuncture</li> <li>Bariatric surgery</li> <li>Cosmetic surgery</li> </ul>  | <ul style="list-style-type: none"> <li>Infertility treatment</li> <li>Long-term care</li> <li>Non-emergency care when traveling outside US</li> </ul> | <ul style="list-style-type: none"> <li>Private duty nursing</li> <li>Routine foot care</li> <li>Weight loss programs</li> </ul> |

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

**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"><li>• Chiropractic care</li><li>• Dental care, limited to certain oral surgical services and treatment of injuries</li></ul> | <ul style="list-style-type: none"><li>• Hearing aids</li><li>• Telemedicine</li><li>• Telehealth</li></ul> | <ul style="list-style-type: none"><li>• Routine eye care, limited to one eye exam per calendar year by a plan provider</li><li>• E-visit service</li></ul> |
|--|--|--|

**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: [insert State, HHS, DOL, and/or other applicable agency contact information]. 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](#). For more information about your rights, this notice, or assistance, contact: WEA Trust Health Plan at 1-866-485-0630 or TTY 711 or ETF at 1-877-533-5020 or [www.etf.wi.gov](http://www.etf.wi.gov).

**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:**

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-866-485-0630].

LUS CEEV: Yog tias koj hais lus Hmoob, cov kev pab txog lus, muaj kev pab dawb rau koj. Hu rau 1-866-485-0630.

注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電1-866-485-0630。

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-866-485-0630.

رقم (1-0630-485-866 ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية هاتف الصم والبكم تتوافر لك بالمجان. اتصل برقم: 1-866-485-0630 .

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-866-485-0630 [телетайп: ].

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-866-485-0630. 번으로 전화해 주십시오.

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-866-485-0630.

Wann du [Deutsch (Pennsylvania German / Dutch)] schwetzsch, kannscht du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: 1-866-485-0630.

ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັຽຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທສ 1-866-485-0630.

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-866-485-0630.

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-866-485-0630.

ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-866-485-0630 पर कॉल करें।

KUJDES: Nëse flitni shqip, për ju ka në dispozicion shërbime të asistencës gjuhësore, pa pagesë. Telefononi në 1-866-485-0630.

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-866-485-0630.

### **Discrimination is Against the Law**

WEA Trust complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. WEA Trust does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

WEA Trust provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and written information in other formats.

WEA Trust provides free language services to people whose primary language is not English, such as qualified interpreters and information written in other languages.

If you need these services, contact Beth Germain.

If you believe that WEA Trust has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with: Beth Germain, Privacy and Security Officer, P.O. Box 7338, Madison, WI 53707-7338, 800-279-4000, 608-276-9119, memberrights@weatrust.com. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Beth Germain, Privacy and Security Officer is available to help you.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at: U.S. Department of Health and Human Services, 200 Independence Avenue SW., Room 509F, HHH Building, Washington, DC 20201, 1-800-368-1019, 800-537-7697 (TDD).

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

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

-----*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 copayment](#) Deductible
- Hospital (facility) [coinsurance](#) 0%
- Other [coinsurance](#) 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> |
|---------------------------|-----------------|

In this example, Peg would pay:

| <i>Cost Sharing</i>               |              |
|-----------------------------------|--------------|
| Deductibles                       | \$500        |
| Copayments                        | \$40         |
| Coinsurance                       | \$0          |
| <i>What isn't covered</i>         |              |
| Limits or exclusions              | \$10         |
| <b>The total Peg would pay is</b> | <b>\$550</b> |

**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 copayment](#) Deductible
- Hospital (facility) [coinsurance](#) 0%
- Other [coinsurance](#) 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> |
|---------------------------|----------------|

In this example, Joe would pay:

| <i>Cost Sharing</i>               |                |
|-----------------------------------|----------------|
| Deductibles                       | \$500          |
| Copayments                        | \$200          |
| Coinsurance                       | \$400          |
| <i>What isn't covered</i>         |                |
| Limits or exclusions              | \$0            |
| <b>The total Joe would pay is</b> | <b>\$1,100</b> |

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

- The [plan's](#) overall [deductible](#) \$500
- [Specialist copayment](#) Deductible
- Hospital (facility) [coinsurance](#) 0%
- Other [coinsurance](#) 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> |
|---------------------------|----------------|

In this example, Mia would pay:

| <i>Cost Sharing</i>               |              |
|-----------------------------------|--------------|
| Deductibles                       | \$500        |
| Copayments                        | \$60         |
| Coinsurance                       | \$40         |
| <i>What isn't covered</i>         |              |
| Limits or exclusions              | \$0          |
| <b>The total Mia would pay is</b> | <b>\$600</b> |