

# HUMANA EMPLOYERS HEALTH PLAN OF GA/HUMANA INS

## CO: CR NPOS EHDHP 16 DED/COINS OV,IP,OP

### Summary of Benefits and Coverage: What this Plan Covers & What it Costs

Coverage Period: Beginning on or after 04/01/2016

Coverage For: Individual + Family | Plan Type: NPOS-HDHP



**This is only a summary.** If you want more detail about your coverage and costs, you can get the complete terms in the policy or plan document at [www.humana.com](http://www.humana.com) or by calling 1-866-4ASSIST (427-7478).

Important Questions	Answers	Why this Matters:
<b>What is the overall deductible?</b>	Network: <b>\$4,500 Individual / \$9,000 Family</b> Non-Network: <b>\$13,500 Individual / \$27,000 Family</b> Doesn't apply to preventive services. Co-insurance and co-payments don't count toward the deductible	You must pay all the costs up to the <b>deductible</b> amount before this plan begins to pay for covered services you use. Check your policy or plan document to see when the <b>deductible</b> starts over (usually, but not always, January 1st). See the chart starting on page 2 for how much you pay for covered services after you meet the <b>deductible</b> .
<b>Are there other deductibles for specific services?</b>	No.	You don't have to meet <b>deductibles</b> for specific services, but see the chart starting on page 2 for other costs for services this plan covers.
<b>Is there an out-of-pocket limit on my expenses</b>	Yes. For Network providers <b>\$6,350 Individual / \$12,700 Family</b> For Non-Network providers <b>\$19,050 Individual / \$38,100 Family</b>	The <b>out-of-pocket limit</b> 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.
<b>What is not included in the out-of-pocket limit?</b>	Premiums, Balance-billed charges, Health care this plan doesn't cover, Penalties, Non-network transplant, Out-of-network Co-Insurance	Even though you pay these expenses, they don't count toward the <b>out-of-pocket limit</b> .
<b>Is there an overall annual limit on what the plan pays?</b>	No.	The chart starting on page 2 describes any limits on what the plan will pay for <i>specific</i> covered services, such as office visits.
<b>Does this plan use a network of providers?</b>	Yes. See <a href="http://www.humana.com">www.humana.com</a> or call 1-866-4ASSIST (427-7478) for a list of Network providers. For Prescription Drugs: National Rx Network	If you use an in-network doctor or other health care <b>provider</b> , this plan will pay some or all of the costs of covered services. Be aware, your in-network doctor or hospital may use an out-of-network <b>provider</b> for some services. Plans use the term in-network, <b>preferred</b> , or participating for <b>providers</b> in their <b>network</b> . See the chart starting on page 2 for how this plan pays different kinds of <b>providers</b> .

**Questions:** Call 1-866-4ASSIST (427-7478) or visit us at [www.humana.com](http://www.humana.com)

If you aren't clear about any of the underlined terms used in this form, see the Glossary. You can view the Glossary at [www.dol.gov/ebsa/healthreform](http://www.dol.gov/ebsa/healthreform) or call 1-866-4ASSIST (427-7478) to request a copy.

<b>Do I need a referral to see a <u>specialist</u>?</b>	No.	You can see the <b><u>specialist</u></b> you choose without permission from this plan.
<b>Are there services this plan doesn't cover?</b>	Yes.	Some of the services this plan doesn't cover are listed on page 5. See your policy or plan document for additional information about <b><u>excluded services</u></b> .



- **Copayments** are fixed dollar amounts (for example, \$15) you pay for covered health care, usually when you receive the service.
- **Coinsurance** is *your* share of the costs of a covered service, calculated as a percent of the **allowed amount** for the service. For example, if the plan's **allowed amount** for an overnight hospital stay is \$1,000, your **coinsurance** payment of 20% would be \$200. This may change if you haven't met your **deductible**.
- The amount the plan pays for covered services is based on the **allowed amount**. If an out-of-network **provider** charges more than the **allowed amount**, you may have to pay the difference. For example, if an out-of-network hospital charges \$1,500 for an overnight stay and the **allowed amount** is \$1,000, you may have to pay the \$500 difference. (This is called **balance billing**.)
- This plan may encourage you to use network **providers** by charging you lower **deductibles**, **copayments** and **coinsurance** amounts.

Common Medical Event	Services You May Need	Your Cost If You Use a Network Provider	Your Cost if You Use a Non-Network Provider	Limitations & Exceptions
<b>If you visit a health care provider's office or clinic</b>	Primary care visit to treat an injury or illness	30% coinsurance	40% coinsurance	-----none-----
	Specialist visit	30% coinsurance	40% coinsurance	-----none-----
	Other practitioner office visit	Chiropractor Exam: 30% coinsurance	Chiropractor Exam: 40% coinsurance	-----none-----
	Preventive care / screening / immunization	Preventive Care: No charge Immunization: No charge	Preventive Care: 30% coinsurance Immunization: 30% coinsurance	Any limits for preventive care / screening / immunizations are combined. Preventive care: limited coverage for preventive care Immunizations: limited coverage for preventive care
<b>If you have a test</b>	Diagnostic test (x-ray, blood work)	30% coinsurance	40% coinsurance	Cost share may vary based on where service is performed
	Imaging (CT/PET scans, MRIs)	30% coinsurance	40% coinsurance	Cost share may vary based on where service is performed Preauthorization may be required - if not obtained, penalty will be 40%

Common Medical Event	Services You May Need	Your Cost If You Use a Network Provider	Your Cost if You Use a Non-Network Provider	Limitations & Exceptions
<b>If you need drugs to treat your illness or condition</b>  <b>More information about prescription drug coverage is available at <a href="http://www.humana.com/2016-HDHP-EHB">www.humana.com/2016-HDHP-EHB</a>.</b>  <b><a href="#">Click here</a></b>	Generic and brand-name drugs	30% coinsurance (Retail) 30% coinsurance (Mail Order)	30% coinsurance, after Network Coinsurance (Retail) 30% coinsurance (Mail Order)	30 day supply Preauthorization may be required - if not obtained, penalty will be 100% for certain prescription drugs (Retail) 90 day supply Preauthorization may be required - if not obtained, penalty will be 100% for certain prescription drugs (Mail Order)
<b>If you have outpatient surgery</b>	Facility fee (e.g., ambulatory surgery center)	30% coinsurance	40% coinsurance	Preauthorization may be required - if not obtained, penalty will be 40%
	Physician/surgeon fees	30% coinsurance	40% coinsurance	-----none-----
<b>If you need immediate medical attention</b>	Emergency room services	30% coinsurance	30% coinsurance	-----none-----
	Emergency medical transportation	30% coinsurance	30% coinsurance	-----none-----
	Urgent care	30% coinsurance	40% coinsurance	-----none-----
<b>If you have a hospital stay</b>	Facility fee (e.g., hospital room)	30% coinsurance	40% coinsurance	Preauthorization may be required - if not obtained, penalty will be 40%
	Physician/surgeon fee	30% coinsurance	40% coinsurance	-----none-----
<b>If you have mental health, behavioral health, or substance abuse needs</b>	Mental/Behavioral health outpatient services	30% coinsurance	40% coinsurance	-----none-----
	Mental/Behavioral health inpatient services	30% coinsurance	40% coinsurance	Preauthorization may be required - if not obtained, penalty will be 40%
	Substance use disorder outpatient services	30% coinsurance	40% coinsurance	-----none-----
	Substance use disorder inpatient services	30% coinsurance	40% coinsurance	Preauthorization may be required - if not obtained, penalty will be 40%
<b>If you are pregnant</b>	Prenatal and postnatal care	30% coinsurance	40% coinsurance	-----none-----
	Delivery and all inpatient services	30% coinsurance	40% coinsurance	Preauthorization may be required - if not obtained, penalty will be 40%

Common Medical Event	Services You May Need	Your Cost If You Use a Network Provider	Your Cost if You Use a Non-Network Provider	Limitations & Exceptions
<b>If you need help recovering or have other special health needs</b>	Home health care	30% coinsurance	40% coinsurance	120 visits per calendar year Preauthorization may be required – if not obtained, penalty will be 40%
	Rehabilitation services	30% coinsurance	40% coinsurance	Therapies: Preauthorization may be required – if not obtained, penalty will be 40% Manipulations and Therapies: 40 visits per calendar year includes manipulations, adjustments For non-network, 10 visits per calendar year includes manipulations, adjustments
	Habilitation services	30% coinsurance	40% coinsurance	
	Skilled nursing care	30% coinsurance	40% coinsurance	60 days per calendar year Preauthorization may be required – if not obtained, penalty will be 40%
	Durable medical equipment	30% coinsurance	40% coinsurance	Preauthorization may be required – if not obtained, penalty will be 40% for durable medical equipment \$750 and over
	Hospice service	30% coinsurance	40% coinsurance	Preauthorization may be required – if not obtained, penalty will be 40%
<b>If your child needs dental or eye care</b>	Eye exam	\$10 copay/visit	30% coinsurance	1 exam per year until the end of the month child turns 19
	Glasses	40% coinsurance	40% coinsurance	1 pair of frames per year until end of month child turns 19 1 pair of lenses per year until end of month child turns 19
	Dental check-up	40% coinsurance	40% coinsurance	2 exams per year until end of the month child turns 19

Excluded Services & Other Covered Services:

Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services.)		
<ul style="list-style-type: none"><li>• Acupuncture</li><li>• Bariatric surgery</li><li>• Cosmetic surgery, unless to correct a functional impairment</li><li>• Dental care (Adult), unless for dental injury of a sound natural tooth</li></ul>	<ul style="list-style-type: none"><li>• Hearing Aids</li><li>• Infertility treatment</li><li>• Long-term care</li><li>• Non Emergent Care received from foreign providers</li></ul>	<ul style="list-style-type: none"><li>• Private Duty Nursing</li><li>• Routine eye care (Adult)</li><li>• Routine foot care</li><li>• Weight loss programs</li></ul>
Other Covered Services (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)		
<ul style="list-style-type: none"><li>• Chiropractic care – spinal manipulations are covered</li></ul>		

Your Rights to Continue Coverage:

If you lose coverage under the plan, then, depending upon the circumstances, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in duration and will require you to pay a **premium**, which may be significantly higher than the premium you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply.

For more information on your rights to continue coverage, contact the plan at 1-866-4ASSIST (427-7478). You may also contact your state insurance department, the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or [www.dol.gov/ebsa](http://www.dol.gov/ebsa), or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or [www.cciio.cms.gov](http://www.cciio.cms.gov).

Your Grievance and Appeals Rights:

If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to **appeal** or file a **grievance**. For questions about your rights, this notice, or assistance, you can contact:  
Humana, Inc.: [www.humana.com](http://www.humana.com) or 1-866-4ASSIST (427-7478)  
Department of Labor Employee Benefits Security Administration: 1-866-444-EBSA (3272) or [www.dol.gov/ebsa/healthreform](http://www.dol.gov/ebsa/healthreform)  
Georgia Office of Insurance and Safety Fire Commissioner, Two Martin Luther King Jr. Drive, West Tower, Suite 704, Atlanta, GA 30334, Phone: 404-656-2056 or 800-656-2298 (toll free)

Does this Coverage Provide Minimum Essential Coverage?

The Affordable Care Act requires most people to have health care coverage that qualifies as "minimum essential coverage." **This plan or policy does provide minimum essential coverage.**

## Does this Coverage Meet the Minimum Value Standard?

The Affordable Care Act establishes a minimum value standard of benefits of a health plan. The minimum value standard is 60% (actuarial value). **This health coverage does meet the minimum value standard for the benefits it provides.**

—————*To see examples of how this plan might cover costs for a sample medical situation, see the next page.*—————

About these Coverage Examples:

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.



This is not a cost estimator.

Don't use these examples to estimate your actual costs under this plan. The actual care you receive will be different from these examples, and the cost of that care will also be different.

See the next page for important information about these examples.

Having a baby  
(normal delivery)

- Amount owed to providers: \$7,540
- Plan pays: \$2,240
- Patient pays: \$5,300

Sample care costs:

Hospital charges (mother)	\$2,700
Routine obstetric care	\$2,100
Hospital charges (baby)	\$900
Anesthesia	\$900
Laboratory tests	\$500
Prescriptions	\$200
Radiology	\$200
Vaccines, other preventive	\$40
<b>Total</b>	<b>\$7,540</b>

Patient pays:

Deductibles	\$4,500
Copays	\$0
Coinsurance	\$800
Limits or exclusions	\$0
<b>Total</b>	<b>\$5,300</b>

Managing type 2 diabetes  
(routine maintenance of a well-controlled condition)

- Amount owed to providers: \$5,400
- Plan pays: \$580
- Patient pays: \$4,820

Sample care costs:

Prescriptions	\$2,900
Medical Equipment and Supplies	\$1,300
Office Visits and Procedures	\$700
Education	\$300
Laboratory tests	\$100
Vaccines, other preventive	\$100
<b>Total</b>	<b>\$5,400</b>

Patient pays:

Deductibles	\$4,500
Copays	\$0
Coinsurance	\$300
Limits or exclusions	\$20
<b>Total</b>	<b>\$4,820</b>

## Questions and answers about the Coverage Examples:

### What are some of the assumptions behind the Coverage Examples?

- Costs don't include **premiums**.
- Sample care costs are based on national averages supplied by the U.S. Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- The patient's condition was not an excluded or preexisting condition.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from network **providers**. If the patient had received care from non-network **providers**, costs would have been higher.

### What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how **deductibles**, **copayments**, and **coinsurance** can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

### Does the Coverage Example predict my own care needs?

- ✗ **No.** Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

### Does the Coverage Example predict my future expenses?

- ✗ **No.** Coverage Examples are **not** cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your **providers** charge, and the reimbursement your health plan allows.

### Can I use Coverage Examples to compare plans?

- ✓ **Yes.** When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

### Are there other costs I should consider when comparing plans?

- ✓ **Yes.** An important cost is the **premium** you pay. Generally, the lower your **premium**, the more you'll pay in out-of-pocket costs, such as **copayments**, **deductibles**, and **coinsurance**. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.

**Questions:** Call 1-866-4ASSIST (427-7478) or visit us at [www.humana.com](http://www.humana.com)

If you aren't clear about any of the underlined terms used in this form, see the Glossary. You can view the Glossary at [www.dol.gov/ebsa/healthreform](http://www.dol.gov/ebsa/healthreform) or call 1-866-4ASSIST (427-7478) to request a copy.