



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 1-888-472-4352. For general 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 <https://www.healthcare.gov/sbc-glossary/> or call 1-888-472-4352 to request a copy.

Important Questions	Answers		Why This Matters:
What is the overall deductible?	In-Network /Out-of- Area (OOA) \$850/individual \$1,700/family	Non-Network \$4,100/individual \$8,200/family	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan , each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible .
	Network and non-network deductibles are separate.		
Are there services covered before you meet your deductible?	Yes, network preventive services and prescription drugs.		This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost-sharing and before you meet your deductible . See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/ .
Are there other deductibles for specific services?	No.		You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan?	In-Network /Out-of- Area (OOA) \$4,000/individual \$8,000/family	Non-Network \$12,000/individual \$24,000/family	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan , they have to meet their out-of-pocket limits until the overall family out-of-pocket limit has been met.
	Network and non-network out-of-pocket limits are separate.		
What is not included in the out-of-pocket limit?	Premiums , balance billing charges (unless balance billing is prohibited), prescription drug brand-name drug penalty, specialty drugs covered under SaveOnSP (whether enrolled or not), and health care this plan doesn't cover.		Even though you pay these expenses, they don't count toward the out-of-pocket limit .
Will you pay less if you use a network provider?	Yes. See login.personifyhealth.com or call 1-888-472-4352 for a list of network providers .		This plan uses a provider network . You will pay less if you use a provider in the plan's network . You will pay the most if you use a non-network provider , and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.

Summary of Benefits and Coverage: What this Plan Covers & What You Pay for Covered Services
SALT RIVER PROJECT: PREFERRED PROVIDER ORGANIZATION (PPO) PLAN

Coverage Period: 01/01/2027 – 12/31/2027
Coverage for: Individual + Family | Plan Type: PPO

Do you need a [referral](#) to see a [specialist](#)?

No.

You can see the [specialist](#) you choose without a [referral](#).



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 <i>*If you live outside the In-Network service area (called out-of-area), your cost for Non-network providers is 20% instead of the usual 30% coinsurance level.</i>
		In-Network Provider (You will pay the least)	Non-network Provider* (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	10% coinsurance	30% coinsurance	Native Traditional Practitioner: 0% coinsurance after In-Network deductible , \$500 max per family per calendar year. Teleheath services via AZ Blue are payable at 10% coinsurance after deductible per visit. Call 1-844-606-1612 or visit AZBlueTelehealth.com to start a visit.
	Specialist visit	10% coinsurance	30% coinsurance	
	Preventive care/screening/immunization	No charge	30% coinsurance	None
If you have a test	Diagnostic test (x-ray, blood work)	10% coinsurance	30% coinsurance	None
	Imaging (CT/PET scans, MRIs)	10% coinsurance	30% coinsurance	None

* For more information about limitations and exceptions, see the [plan](#) or policy document at [login.personifyhealth.com](#).

What You Will Pay				
Common Medical Event	Services You May Need	In-Network Provider (You will pay the least)	Non-network Provider* (You will pay the most)	Limitations, Exceptions, & Other Important Information <i>*If you live outside the In-Network service area (called out-of-area), your cost for Non-network providers is 20% instead of the usual 30% coinsurance level.</i>
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.express-scripts.com.	Generic drugs (Tier 1)	Retail (30-day supply) \$10/prescription Retail* & Mail Order (90-day supply) \$20/prescription	Retail: You pay the full cost upfront and submit your receipt to Express Scripts for possible reimbursement. You may have additional costs. Specialty & Mail Order: Not Covered	*Retail pharmacy 90-day supply is available only at Walgreens and select pharmacies in remote locations. Maintenance medications must be filled for 90-day supply at Walgreens, select pharmacies in remote locations, or Mail Order after the first (2) 30-day fills. All In-Network preventive medication and contraceptives are covered at no charge as required by law. Preventive medication and contraceptives not required by law are covered subject to applicable copayment. EncircleRx Plus Omada for Weight Management is offered through Express Scripts. For more information, contact Express Scripts at (866) 229-5806. Prescription specialty drug third-party & manufacturer coupons or rebates: Your costs for certain specialty drugs could be lower when using the third-party copayment assistance program (SaveOnSP). Specialty drugs not covered under the SaveOnSP program must be filled through Accredo Specialty Pharmacy or they are not covered. Brand-name drug penalty: If you or your physician chooses a brand name drug when a generic equivalent is available, you must pay the cost difference between the brand and generic in addition to the brand name copay. Step therapy requirements may apply to certain drugs. Deductible does not apply to prescription drugs.
	Preferred brand drugs (Tier 2)	Retail (30-day supply) 25% coinsurance (\$25 min/\$50 max) per prescription Retail* & Mail Order (90-day supply) 25% coinsurance (\$50 min/\$100 max) per prescription		
	Non-preferred brand drugs (Tier 3)	Retail (30-day supply) 50% coinsurance (\$50 min/\$150 max) per prescription Retail* & Mail Order (90-day supply) 50% coinsurance (\$100 min/\$300 max) per prescription		
	Specialty drugs (high dollar or injectable drugs)	<u>Drugs covered under SaveOnSP:</u> Enrolled in program: No charge Not enrolled in program: 30% coinsurance <u>Drugs not covered under SaveOnSP:</u> Tier 1: \$10/prescription Tier 2: 25% coinsurance (\$25 min/\$50 max) per prescription Tier 3: 50% coinsurance (\$50 min/\$150 max) per prescription		

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		In-Network Provider (You will pay the least)	Non-network Provider* (You will pay the most)	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	10% coinsurance	30% coinsurance	None
	Physician/surgeon fees	10% coinsurance	30% coinsurance	None
If you need immediate medical attention	Emergency room care	10% coinsurance		None
	Emergency medical transportation	10% coinsurance		None
	Urgent care	10% coinsurance	30% coinsurance	None
If you have a hospital stay	Facility fee (e.g., hospital room)	10% coinsurance	30% coinsurance	Precertification is required or a penalty of \$250 may apply.
	Physician/surgeon fees	10% coinsurance	30% coinsurance	None
If you need mental health, behavioral health, or substance abuse services	Outpatient services	10% coinsurance	30% coinsurance	None
	Inpatient services	10% coinsurance	30% coinsurance	Precertification is required or a penalty of \$250 may apply.
If you are pregnant	Office visits	No charge	30% coinsurance	Cost sharing does not apply for network preventive care services. Depending on the type of services, coinsurance may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).
	Childbirth/delivery professional services	10% coinsurance	30% coinsurance	None
	Childbirth/delivery facility services	10% coinsurance	30% coinsurance	Precertification is required for an inpatient stay that is in excess of 48 hours (vaginal delivery) or 96 hours (caesarean delivery) or a penalty of \$250 may apply.

* For more information about limitations and exceptions, see the [plan](#) or policy document at login.personifyhealth.com.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information <i>*If you live outside the In-Network service area (called out-of-area), your cost for Non-network providers is 20% instead of the usual 30% coinsurance level.</i>
		In-Network Provider (You will pay the least)	Non-network Provider* (You will pay the most)	
If you need help recovering or have other special health needs	Home health care	10% coinsurance	30% coinsurance	None
	Rehabilitation services	10% coinsurance	30% coinsurance	No coverage for speech therapy for developmental delay unless associated with autism diagnosis. Cardiac rehab, occupational, physical, speech, & vision therapies are limited to 75 outpatient visits/year combined, and 75 inpatient visits per illness/injury combined. Limits do not apply to mental/behavioral health or substance use services.
	Habilitation services	10% coinsurance	30% coinsurance	Limited to occupational and speech therapy for autism.
	Skilled nursing care	10% coinsurance	30% coinsurance	Limited to 365 days lifetime maximum for same or related injury/illness. Precertification is required or a penalty of \$250 may apply.
	Durable medical equipment	10% coinsurance	30% coinsurance	Durable medical equipment & prosthetics require precertification if over \$5,000 or services/supplies will not be covered. Replacement of equipment limited to every 3 years unless it cannot be repaired or due to growth of child. Anti-embolism stockings limited to 2 pairs per calendar year. Sleep apnea mouth guard only if patient has used a CPAP/BIPAP machine for 3 or more months. Cooling cap for chemo is limited to one per Lifetime.
	Hospice services	10% coinsurance	30% coinsurance	Limited to 365 days lifetime max.

What You Will Pay				Limitations, Exceptions, & Other Important Information <i>*If you live outside the In-Network service area (called out-of-area), your cost for Non-network providers is 20% instead of the usual 30% coinsurance level.</i>
Common Medical Event	Services You May Need	In-Network Provider (You will pay the least)	Non-network Provider* (You will pay the most)	
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	No coverage for children's eye exam.
	Children's glasses	Not covered	Not covered	No coverage for children's glasses.
	Children's dental check-up	Not covered	Not covered	No coverage for dental check-up.

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 .)		
• Cosmetic surgery • Dental care (Adult) / (Child) • Long-term care	• Non-emergency care when traveling outside the U.S., except for an unexpected medical condition as determined by the Plan Administrator	• Private-duty nursing • Routine eye care (Adult) / (Child)
Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)		
• Acupuncture, up to \$1,250/calendar year • Bariatric surgery, up to 1 surgery lifetime max; must be rendered at a BlueCross® BlueShield® Blue Distinction Center (BDC) • Chiropractic care (limited to 26 visits/calendar year)	• Hearing aids (retirees & their dependents are ineligible; cannot be replaced within 2 years) • Infertility: eligible treatment up to \$2,000/calendar year. Prescription drugs are not covered unless administered and billed through a physician's office	• Routine foot care if medically necessary due to diabetes or neuro/vascular insufficiency affecting the feet, and administered by a podiatrist • Weight loss programs up to \$500 lifetime max

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 on how 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: 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 1-888-472-4352.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-888-472-4352.

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-888-472-4352.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwijigo holne' 1-888-472-4352.

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	\$850
■ Specialist coinsurance	10%
■ Hospital (facility) coinsurance	10%
■ Other (Tests) 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:	
<i>Cost Sharing</i>	
Deductibles	\$850
Copayments	\$10
Coinsurance	\$1,200
<i>What isn't covered</i>	
Limits or exclusions	\$60
The total Peg would pay is	\$2,120

Managing Joe's Type 2 Diabetes

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

■ The plan's overall deductible	\$850
■ Specialist coinsurance	10%
■ Hospital (facility) coinsurance	10%
■ Other (Brand drug) coinsurance	25%

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:	
<i>Cost Sharing</i>	
Deductibles	\$850
Copayments	\$100
Coinsurance	\$100
<i>What isn't covered</i>	
Limits or exclusions	\$20
The total Joe would pay is	\$1,070

Mia's Simple Fracture

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

■ The plan's overall deductible	\$850
■ Specialist coinsurance	10%
■ Hospital (facility) coinsurance	10%
■ Other (Physical Therapy) 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:	
<i>Cost Sharing</i>	
Deductibles	\$850
Copayments	\$10
Coinsurance	\$200
<i>What isn't covered</i>	
Limits or exclusions	\$0
The total Mia would pay is	\$1,060

The [plan](#) would be responsible for the other costs of these EXAMPLE covered services.