Coverage Period: 01/01/2024-12/31/2024

Coverage for: Family | Plan Type: POS



Qualcomm QDHP W/HSA

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, visit Employees: go/HRHub Dependents: https://Qualcomm.service-now/hrpublic or call 1-800-861-8417. For general definitions of common terms, such as allowed amount, https://www.cms.gov/cciio/kesources/Forms-Reports-and-Other-Resources/Downloads/UG-Glossary-508-MM.pdf or call 1-800-861-8417 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	Network*: \$1,600.00 Individual / \$3,600.00 Family Non-Network*: \$2,600.00 Individual / \$4,600.00 Family per calendar year. *Deductibles cross-apply	Generally, you must pay all of the costs from providers up to the <u>deductible</u> amount before this <u>plan</u> begins to pay. If you have other family members on the policy, the overall family <u>deductible</u> must be met before the <u>plan</u> begins to pay.
Are there services covered before you meet your deductible?	Yes. <u>Preventive Care</u> is covered before you meet your <u>deductible</u> .	This <u>plan</u> covers some items and services even if you haven't yet met the <u>deductible</u> amount. But a <u>copayment</u> or <u>coinsurance</u> may apply. For example, this <u>plan</u> covers certain <u>preventive services</u> without <u>cost sharing</u> and before you meet your <u>deductible</u> . See a list of covered <u>preventive services</u> at https://www.healthcare.gov/coverage/preventive-care-benefits/
Are there other deductibles for specific services?	No, there are no other <u>deductibles</u> .	You don't have to meet <u>deductibles</u> for specific services, but see the chart starting on page 2 for other costs for services this <u>plan</u> covers.
What is the <u>out-of-</u> <u>pocket limit</u> for this plan?	For network providers*: \$2,350.00 Individual / \$4,600.00 Family For out-of-network providers*: \$4,350.00 Individual / \$6,600.00 Family per calendar year *Out-of-pockets cross-apply	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> , the overall family <u>out-of-pocket limits</u> must be met.
What is not included in the out-of-pocket limit?	<u>Premiums</u> , <u>balance-billing</u> charges, health care this <u>plan</u> doesn't cover, penalties for failure to obtain pre-notification for services.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket</u> .

Important Questions	Answers	Why This Matters:
Will you pay less if you use a network provider?	Yes. See <u>www.myuhc.com</u> or call 1-800-861-8417 for a list of <u>network providers</u> .	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 an out-of-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.
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> .



All copayment and coinsurance costs shown in this chart are after your deductible has been met, if a deductible applies.

		What You	Will Pay	
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you visit a health	Primary care visit to treat an injury or illness	10% <u>coinsurance</u>	50% <u>coinsurance</u>	Virtual visit – In Network 10% coinsurance after deductible by a Designated Virtual Network Provider. No non-network virtual visit coverage. If you receive services in addition to office visit, additional deductibles or coinsurance may apply.
care provider's office or clinic	Specialist visit	10% <u>coinsurance</u>	50% <u>coinsurance</u>	None
or chine	Preventive care/screening/immunization	No charge	50% <u>coinsurance</u>	You may have to pay for services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services needed are <u>preventive</u> . Then check what your <u>plan</u> will pay for. Includes preventive health services specified in the health care reform law.
TC 1	Diagnostic test (x-ray, blood work)	10% <u>coinsurance</u>	50% <u>coinsurance</u>	Non- <u>network</u> prior authorization requested for Sleep Studies.
If you have a test	Imaging (CT/PET scans, MRIs)	10% <u>coinsurance</u>	50% <u>coinsurance</u>	None

		What You Will Pay		
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you need drugs to treat your illness or condition More information	Generic Drugs (Tier 1)	Retail: 10% <u>coinsurance</u> Mail Order: 10% <u>coinsurance</u>	Retail: Not covered	Retail: 31-day supply limit. Member is responsible for 10% or \$100.00 copay, whichever is less. Mail Order: 90-day supply limit. Member is responsible for 10% or \$200.00 copay, whichever is less. Prescription drug costs are subject to the annual deductible. Preventive: Deductible does not apply for certain meds. Plan only covers cost of generic for brand drug with generic equivalent.
about prescription drug coverage is available at www.caremark.com	Preferred brand drugs (Tier 2)	Retail: 20% <u>coinsurance</u> Mail Order: 20% <u>coinsurance</u>	Retail: Not covered	Retail: 31-day supply limit. Member is responsible for 20% or \$250.00 copay, whichever is less. Mail Order: 90-day supply limit. Member is responsible for 20% or \$500.00 copay, whichever is less. Prescription drug costs are subject to the annual deductible. Preventive: Deductible does not apply for certain meds. Plan only covers cost of generic for brand drug with generic equivalent.

		What You	Will Pay		
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information	
	Non-preferred brand drugs (Tier 3)	Retail: 30% <u>coinsurance</u> Mail Order: 30% <u>coinsurance</u>	Retail: Not covered	Retail: 31-day supply limit. Member is responsible for 30% or \$500.00 copay, whichever is less. Mail Order: 90-day supply limit. Member is responsible for 30% or \$1,000.00 copay, whichever is less. Prescription drug costs are subject to the annual deductible. Preventive: Deductible does not apply for certain meds. Plan only covers cost of generic for brand drug with generic equivalent.	
	Specialty drugs (Tier 4)	Retail: 50% <u>coinsurance</u> Mail Order: 50% <u>coinsurance</u>	Retail: Not covered	Fertility: 50% coinsurance after the deductible. Retail and Mail Order have a \$35,000.00 lifetime max combined with medical.	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	10% <u>coinsurance</u>	50% <u>coinsurance</u>	Non- <u>network</u> prior authorization requested for certain services.	
	Physician/surgeon fees	10% <u>coinsurance</u>	50% <u>coinsurance</u>	None	
If you need	Emergency room care	10% <u>coinsurance</u>	10% <u>coinsurance</u>	Non- <u>network</u> prior authorization requested within 48 hours of admission.	
immediate medical attention	immediate medical Emergency medical transportation 10% con	10% <u>coinsurance</u>	10% <u>coinsurance</u>	None	
Urgent care 10% <u>coinsurance</u>		10% <u>coinsurance</u>	50% <u>coinsurance</u>	None	
If you have a hospital stay	Facility fee (e.g., hospital room)	\$0 Confinement <u>Deductible</u> 10% <u>coinsurance</u>	50% <u>coinsurance</u>	Non- <u>network</u> prior authorization requested.	
	Physician/surgeon fees	10% <u>coinsurance</u>	50% <u>coinsurance</u>	None	

	What You Will Pay			
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you need mental health, behavioral health, or substance	Outpatient services	10% <u>coinsurance</u>	10% <u>coinsurance</u>	Neurobiological Disorders – Non- network prior authorization is required for Benefits provided for Applied Behavioral Analysis (ABA).
abuse services	Inpatient services	10% <u>coinsurance</u>	10% <u>coinsurance</u>	Non- <u>network</u> prior authorization required.
	Office visits	10% <u>coinsurance</u>	50% <u>coinsurance</u>	Routine Prenatal care is covered at no
T.0	Childbirth/delivery professional services	10% <u>coinsurance</u>	50% <u>coinsurance</u>	charge. Non- <u>network</u> prior authorization requested for Inpatient
If you are pregnant	Childbirth/delivery facility services	10% <u>coinsurance</u>	50% <u>coinsurance</u>	Stays that exceed normal 48 hours for vaginal delivery or 96 hours for cesarean. Doula services included in coverage.
	Home health care	10% <u>coinsurance</u>	50% <u>coinsurance</u>	100 visit limit per calendar year for Home health care and 120 visits per calendar year for Outpatient Private Duty Nursing. Non-network prior authorization requested for certain services (skilled nursing by RN or LPN) and Outpatient Private Duty Nursing.
If you need help	Rehabilitation services	10% <u>coinsurance</u>	50% <u>coinsurance</u>	None
recovering or have	Habilitation services	10% <u>coinsurance</u>	50% <u>coinsurance</u>	None
other special health		\$0 Confinement	\$0 Confinement	120-day visit limit per calendar year.
needs	Skilled nursing care	<u>Deductible</u> 10%	<u>Deductible</u> 50%	Non-network prior authorization
		<u>coinsurance</u>	<u>coinsurance</u>	requested.
	Durable medical equipment	10% <u>coinsurance</u>	50% <u>coinsurance</u>	Foot orthotics excluded. Non- <u>network</u> prior authorization requested for DME over \$1,000.00
	Hospice services	10% coinsurance	50% <u>coinsurance</u>	Non- <u>network</u> prior authorization requested before admission for an Inpatient Stay in a hospice facility.

		What You	Will Pay	
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Children's eye exam	Not covered	Not covered	None
If your child needs	Children's glasses	Not covered	Not covered	None
dental or eye care	Children's dental check- up	Not covered	Not covered	None

Excluded Services & Other Covered Services:

Excluded betvices & other covered betvices.		
Services Your Plan Generally Does NOT Cover	(Check your policy or plan document for more i	nformation and a list of any other excluded
services.)		
Adult routine vision exam (i.e. refraction)	 Dental Care (Adult) 	Weight loss programs
Cosmetic Surgery	Long-term care	• weight loss programs
Other Covered Services (Limitations may apply	to these services. This isn't a complete list. Plea	se see your plan document.)
Acupuncture	Hearing aids	
Bariatric Surgery	 Infertility treatment 	 Private-duty nursing
Chiropractic care	 Non-emergency care when traveling 	Routine foot care
Giniopraede care	outside the U.S.	

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 https://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 <u>claim</u>. This complaint is called a <u>grievance</u> or <u>appeal</u>. 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: 1-800-861-8417 or visit <u>www.myuhc.com</u> or the Employee Benefits Security Administration at 1-866-444-3272 or <u>www.dol.gov/ebsa/healthreform</u>.

Does this <u>plan</u> 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 1-800-861-8417.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-861-8417.

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-800-861-8417.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-800-861-8417.

—To see examples of how this <u>plan</u> 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-<u>network</u> pre-natal care and a hospital delivery)

■ The plan's overall	\$1,600.00
deductible	\$1,000.00
■ Specialist coinsurance	10%
■ Hospital (facility)	10%
<u>coinsurance</u>	10 / 0
■ Other <u>coinsurance</u>	10%

This EXAMPLE event includes services like:

Specialist office visits (pre-natal care)
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests (ultrasounds and blood work)
Specialist visit (anesthesia)

Total Ex	ample Cos	t		\$12,700
In this e	xample, Pe	g would	pay:	

<u>Cost Sharing</u>		
<u>Deductibles</u>	\$1,600.00	
Copayments	\$0.00	
<u>Coinsurance</u>	\$800.00	
What isn't covered		
Limits or exclusions	\$60.00	
The total Peg would pay is	\$2,410.00	

Managing Joe's type 2 Diabetes

(a year of routine in-<u>network</u> care of a wellcontrolled condition)

■ The plan's overall	\$1,600.00
deductible	\$1,000.00
■ Specialist coinsurance	10%
■ Hospital (facility)	10%
<u>coinsurance</u>	10 / 0
■ Other <u>coinsurance</u>	10%

This EXAMPLE event includes services like:

<u>Primary care physician</u> 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:	

<u>Cost Sharing</u>		
<u>Deductibles</u>	\$1,600.00	
Copayments	\$0.00	
Coinsurance	\$600.00	
What isn't covered		
Limits or exclusions	\$20.00	
The total Joe would pay is	\$2,220.00	

Mia's Simple Fracture

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

■ The plan's overall	\$1,600.00
deductible	
■ Specialist coinsurance	10%
■ Hospital (facility)	10%
<u>coinsurance</u>	
■ Other <u>coinsurance</u>	10%

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)
Diagnostic test (x-ray)

<u>Durable medical equipment</u> (crutches) Rehabilitation services (physical therapy)

Total Example Cost	\$2,800	
In this example, Mia would pay:		
<u>Cost Sharing</u>		
<u>Deductibles</u>	\$1,600.00	
Copayments	\$0.00	
Coinsurance	\$100.00	

What isn't covered

We do not treat members differently because of sex, age, race, color, disability or national origin.

If you think you were treated unfairly because of your sex, age, race, color, disability or national origin, you can send a complaint to the Civil Rights Coordinator.

Online: UHC_Civil_Rights@uhc.com

Mail: Civil Rights Coordinator. UnitedHealthcare Civil Rights Grievance. P.O. Box 30608 Salt Lake City, UTAH 84130

You must send the complaint within 60 days of when you found out about it. A decision will be sent to you within 30 days. If you disagree with the decision, you have 15 days to ask us to look at it again.

If you need help with your complaint, please call the toll-free number listed within this Summary of Benefits and Coverage (SBC), TTY 711, Monday through Friday, 8 a.m. to 8 p.m.

You can also file a complaint with the U.S. Dept. of Health and Human Services.

Online: https://ocrportal.hhs.gov/ocr/portal/lobby.jsf

Complaint forms are available at http://www.hhs.gov/ocr/complaints/index.html.

Phone: Toll-free 1-800-368-1019, 800-537-7697 (TDD)

Mail: U.S. Dept. of Health and Human Services. 200 Independence Avenue, SW Room 509F, HHH Building Washington, D.C. 20201

We provide free services to help you communicate with us. Such as, letters in other languages or large print. Or, you can ask for an interpreter. To ask for help, please call the number contained within this Summary of Benefits and Coverage (SBC), TTY 711, Monday through Friday, 8 a.m. to 8 p.m.

ATENCIÓN: Si habla **español (Spanish)**, hay servicios de asistencia de idiomas, sin cargo, a su disposición. Llame al número gratuito que aparece en este Resumen de Beneficios y Cobertura (Summary of Benefits and Coverage, SBC).

請注意:如果您說中文 **(Chinese)**,我們免費為您提供語言協助服務。請撥打本福利和承保摘要 (Summary of Benefits and Coverage, SBC) 內所列的免付費電話號碼。

XIN LƯU Ý: Nếu quý vị nói tiếng **Việt (Vietnamese)**, quý vị sẽ được cung cấp dịch vụ trợ giúp về ngôn ngữ miễn phí. Vui lòng gọi số điện thoại miễn phí ghi trong bản Tóm lược về quyền lợi và đài thọ bảo hiểm (Summary of Benefits and Coverage, SBC) này.

알림: 한국어 **(Korean)** 를 사용하시는 경우 언어 지원 서비스를 무료로 이용하실 수 있습니다. 본 혜택 및 보장 요약서 (Summary of Benefits and Coverage, SBC) 에 기재된 무료전화번호로 전화하십시오.

PAUNAWA: Kung nagsasalita ka ng **Tagalog (Tagalog)**, may makukuha kang mga libreng serbisyo ng tulong sa wika. Pakitawagan ang toll-free na numerong nakalista sa Buod na ito ng Mga Benepisyo at Saklaw (Summary of Benefits and Coverage o SBC).

ВНИМАНИЕ: бесплатные услуги перевода доступны для людей, чей родной язык является **русском (Russian)**. Позвоните по бесплатному номеру телефона, указанному в данном «Обзоре льгот и покрытия» (Summary of Benefits and Coverage, SBC).

تنبيه: إذا كنت تتحدث العربية (Arabic)، فإن خدمات المساعدة اللغوية المجانية متاحة لك. يُرجى الاتصال برقم الهاتف المجاني المدرج بداخل مخلص المزايا والتغطية (Summary of) هذا.

ATANSYON: Si w pale **Kreyòl ayisyen (Haitian Creole)**, ou kapab benefisye sèvis ki gratis pou ede w nan lang pa w. Tanpri rele nimewo gratis ki nan Rezime avantaj ak pwoteksyon sa a (Summary of Benefits and Coverage, SBC).

ATTENTION : Si vous parlez **français (French)**, des services d'aide linguistique vous sont proposés gratuitement. Veuillez appeler le numéro sans frais figurant dans ce Sommaire des prestations et de la couverture (Summary of Benefits and Coverage, SBC).

UWAGA: Jeżeli mówisz po **polsku (Polish)**, udostępniliśmy darmowe usługi tłumacza. Prosimy zadzwonić pod bezpłatny numer podany w niniejszym Zestawieniu świadczeń i refundacji (Summary of Benefits and Coverage, SBC).

ATENÇÃO: Se você fala **português (Portuguese)**, contate o serviço de assistência de idiomas gratuito. Ligue para o número gratuito listado neste Resumo de Benefícios e Cobertura (Summary of Benefits and Coverage - SBC).

ATTENZIONE: in caso la lingua parlata sia l'italiano (Italian), sono disponibili servizi di assistenza linguistica gratuiti. Chiamate il numero verde indicato all'interno di questo Sommario dei Benefit e della Copertura (Summary of Benefits and Coverage, SBC).

ACHTUNG: Falls Sie **Deutsch (German)** sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Bitte rufen Sie die in dieser Zusammenfassung der Leistungen und Kostenübernahmen (Summary of Benefits and Coverage, SBC) angegebene gebührenfreie Rufnummer an.

注意事項:**日本語** (Japanese) を話される場合、無料の言語支援サービスをご利用いただけます。本「保障および給付の概要」 (Summary of Benefits and Coverage, SBC) に記載されているフリーダイヤルにてお電話ください。

توجه: اگر زبان شما فارسی (Farsi) است، خدمات امداد زبانی به طور رایگان در اختیار شما می باشد. لطفاً با شماره تلفن رایگان ذکر شده در این خلاصه مزایا و پوشش (Summary of) است، خدمات امداد زبانی به طور رایگان در اختیار شما می باشد. لطفاً با شماره تلفن رایگان ذکر شده در این خلاصه مزایا و پوشش (Summary of) تحاص بگیرید.

ध्यान दें: यदि आप **हिंदी (Hindi)** बोलते हैं, आपको भाषा सहायता सेबाएं, नि:शुल्क उपलब्ध हैं। लाभ और कवरेज (Summary of Benefits and Coverage, SBC) के इस सारांश के भीतर सूचीबद्ध टोल फ्री नंबर पर कॉल करें।

CEEB TOOM: Yog koj hais Lus **Hmoob (Hmong)**, muaj kev pab txhais lus pub dawb rau koj. Thov hu rau tus xov tooj hu dawb teev muaj nyob ntawm Tsab Ntawv Nthuav Qhia Cov Txiaj Ntsim Zoo thiab Kev Kam Them Nqi (Summary of Benefits and Coverage, SBC) no.

ចំណាប់អាវម្មណ៍ៈ បើសិនអ្នកនិយាយ**ភាសាខ្មែរ (Khmer)** សេវាជំនួយភាសាដោយឥតគិតថ្លៃ គឺមានសំរាប់អ្នក។ សូមទូរស័ព្ទទៅលេខឥតចេញថ្លៃ ដែលមានកត់នៅក្នុង សេចក្តីសង្ខេបអត្ថប្រយោជន៍ និងការ៉ាបង់រង (Summary of Benefits and Coverage, SBC) នេះ។

PAKDAAR: Nu saritaem ti **Ilocano (Ilocano)**, ti serbisyo para ti baddang ti lengguahe nga awanan bayadna, ket sidadaan para kenyam. Maidawat nga awagan ti awan bayad na nu tawagan nga numero nga nakalista iti uneg na daytoy nga Dagup dagiti Benipisyo ken Pannakasakup (Summary of Benefits and Coverage, SBC).

DÍÍ BAA'ÁKONÍNÍZIN: **Diné (Navajo)** bizaad bee yánilti'go, saad bee áka'anída'awo'ígíí, t'áá jíík'eh, bee ná'ahóót'i'. T'áá sh**ǫ**qdí Naaltsoos Bee 'Aa'áhayání dóó Bee 'Ak'é'asti' Bee Baa Hane'í (Summary of Benefits and Coverage, SBC) biyi' t'áá jíík'ehgo béésh bee hane'í biká'ígíí bee hodíilnih.

OGOW: Haddii aad ku hadasho **Soomaali (Somali)**, adeegyada taageerada luqadda, oo bilaash ah, ayaad heli kartaa. Fadlan wac lambarka bilaashka ah ee ku yaalla Soo-koobitaanka Dheefaha iyo Caymiska (Summary of Benefits and Coverage, SBC).