Coverage Period: 01/01/2025 - 12/31/2025

Coverage for: Individual/Individual + Family | Plan Type: OAP

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, go online at www.cigna.com/sp. 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 1-800-Cigna24 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	For in-network providers: \$600/individual or \$1,200/family For out-of-network providers: \$1,200/individual or \$2,400/family	Generally, you must pay all of the costs from <u>providers</u> up to the <u>deductible</u> amount before this <u>plan</u> begins to pay. If you have other family members on the <u>plan</u> , each family member must meet their own individual <u>deductible</u> until the total amount of <u>deductible</u> expenses paid by all family members meets the overall family <u>deductible</u> .
Are there services covered before you meet your deductible?	Yes. In-network <u>preventive care</u> & immunizations, office visits, emergency room visits, <u>urgent care</u> facility visits and in-network prescription drugs.	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 <u>deductibles</u> 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> ?	For in-network providers: \$3,600/individual or \$7,200/family For out-of-network providers: \$8,000/individual or \$16,000/family Combined medical/behavioral and pharmacy out-of-pocket limit	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 out-of-pocket limit?	Penalties for failure to obtain <u>pre-authorization</u> for 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 out-of-pocket limit.

Important Questions	Answers	Why This Matters:
Will you pay less if you use a network provider?	Yes. See www.cigna.com or call 1-800-Cigna24 for a list of network providers .	This <u>plan</u> uses a <u>provider network</u> . You will pay less if you use a <u>provider</u> in the <u>plan</u> 's <u>network</u> . You will pay the most if you use an <u>out-of-network provider</u> , and you might receive a bill from a <u>provider</u> for the difference between the <u>provider</u> 's charge and what your <u>plan</u> pays (<u>balance billing</u>). Be aware your <u>network provider</u> might use an <u>out-of-network provider</u> for some services (such as lab work). Check with your <u>provider</u> before you get services.
Do you need a <u>referral</u> 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		What Yo	Limitations, Exceptions, & Other		
Medical Event	Services You May Need	In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information	
	Primary care visit to treat an injury or illness	\$20 <u>copay</u> /office visit** ** <u>Deductible</u> does not apply	40% coinsurance	None	
If you visit a health care provider's office or clinic	Specialist visit	\$30 copay/office visit** **Deductible does not apply	40% coinsurance	None	
	Preventive care/ screening/ immunization	No charge Deductible does not apply	40% coinsurance	You may have to pay for services that aren't preventive. Ask your <u>provider</u> if the services needed are preventive. Then check what your <u>plan</u> will pay for.	
If you have a test	Diagnostic test (x-ray, blood work)	20% coinsurance	40% coinsurance	None	
ii you iiave a test	Imaging (CT/PET scans, MRIs)	20% coinsurance	40% coinsurance	None	

Common		What You Will Pay		Limitations, Exceptions, & Other	
Medical Event	Services You May Need	In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information	
If you need drugs to treat	Generic drugs (Tier 1)	Retail: \$10 copay Mail: \$25 copay Deductible does not apply	40% coinsurance		
your illness or condition More information about prescription drug coverage	Preferred brand drugs (Tier 2)	Retail: \$30 copay Mail: \$75 copay Deductible does not apply	40% coinsurance	Coverage is limited up to a 30-day supply (retail) and 90-day supply (retail or home delivery) for maintenance medications	
is available at www.caremark.com	Non-preferred brand drugs (Tier 3)	Retail: \$60 copay Mail: \$150 copay Deductible does not apply	40% coinsurance	maintenance medications	
	Specialty drugs (Tier 4)	Same as non specialty Retail: \$80 copay Mail: \$160 copay	Not covered		
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% coinsurance	40% coinsurance	None	
ou. go. y	Physician/surgeon fees	20% coinsurance	40% coinsurance	None	
	Emergency room care	\$150 <u>copay</u> /visit <u>Deductible</u> does not apply	\$150 copay/visit Deductible does not apply	Per visit <u>copay</u> is waived if admitted. Out-of-network services are paid at the in-network cost share.	
If you need immediate medical attention	Emergency medical transportation	20% coinsurance	20% coinsurance	Out-of-network air ambulance services are paid at the in-network cost share and <u>deductible</u> . Services for MH/SA diagnoses will be payable according to <u>Emergency room care</u> benefits.	
	Urgent care	\$50 <u>copay</u> /visit <u>Deductible</u> does not apply	\$50 <u>copay</u> /visit <u>Deductible</u> does not apply	None	
If you have a hospital stay	Facility fee (e.g., hospital room)	20% coinsurance	40% coinsurance	50% penalty for no out-of-network precertification.	
ii you have a nospital stay	Physician/surgeon fees	20% coinsurance	40% coinsurance	50% penalty for no out-of-network precertification.	

Common		What Yo	Limitations Eventions 9 Other	
Medical Event	Services You May Need	In-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 abuse services	Outpatient services	\$30 copay/office visit** 20% coinsurance/all other services **Deductible does not apply	20% coinsurance/office visit 40% coinsurance/all other services	50% penalty if no precert of out-of- network non-routine services (i.e., partial hospitalization, etc.)
substance abuse services	Inpatient services	20% coinsurance	40% coinsurance	50% penalty for no out-of-network precertification. Includes medical services for MH/SA diagnoses.
	Office visits	20% coinsurance	40% coinsurance	Primary Care or Specialist benefit
	Childbirth/delivery professional services	20% coinsurance	40% coinsurance	levels apply for initial visit to confirm pregnancy.
If you are pregnant	Childbirth/delivery facility services	20% coinsurance	40% coinsurance	Cost sharing does not apply for preventive services. Depending on the type of services, a copayment, coinsurance or deductible may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound).
	Home health care	20% coinsurance	40% coinsurance	Coverage is limited to 200 days annual max. 16 hour maximum per day (The limit is not applicable to mental health and substance use disorder conditions.)
If you need help recovering or have other special health needs	Rehabilitation services	\$20 copay/PCP visit** \$30 copay/ Specialist visit** **Deductible does not apply	40% coinsurance/PCP visit 40% coinsurance/ Specialist visit	None
	Habilitation services	\$20 copay/PCP visit** \$30 copay/ Specialist visit** **Deductible does not apply	40% coinsurance/PCP visit 40% coinsurance/ Specialist visit	Services are covered when Medically Necessary to treat a mental health condition (e.g. autism) or a congenital abnormality.

Common		What Yo	What You Will Pay		
Medical Event Services You May Nee		In-Network Provider Out-of-Network Provider (You will pay the least) (You will pay the most)		 Limitations, Exceptions, & Other Important Information 	
	Skilled nursing care	20% coinsurance	40% coinsurance	50% penalty for no out-of-network precertification. Coverage is limited to 120 days annual max for Skilled Nursing, Sub-Acute Facility and 120 days annual max for Rehabilitation Hospital.	
	Durable medical equipment	20% coinsurance	40% coinsurance	None	
	Hospice services	20% coinsurance/inpatient services 20% coinsurance/outpatient services	40% coinsurance/inpatient services 40% coinsurance/outpatient services	50% penalty for failure to precertify out-of-network inpatient hospice services.	
If your shild peeds dented	Children's eye exam	Not covered	Not covered	None	
If your child needs dental	Children's diasses I NOI Covered	Not covered	None		
or eye care	Children's dental check-up	Not covered	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.)

•	Cosmetic surgery	•	Long-term care	•	Routine eye care (Adult)
	Dental care (Adult)	•	Non-emergency care when traveling outside the	•	Routine foot care
	Dental care (Children)		U.S.		

Eye care (Children)
 Private-duty nursing

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

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•	Acupuncture	•	Chiropractic care	•	Infertility treatment (Lifetime max \$20,000)
•	Bariatric Surgery (in-network only)	•	Hearing aids		,

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: Cigna at 1-800-Cigna24, 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 <u>plan</u> 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 <u>claim</u>. Your <u>plan</u> documents also provide complete information on how to submit a <u>claim</u>, <u>appeal</u> or a <u>grievance</u> for any reason to your <u>plan</u>. For more information about your rights, this notice, or assistance, contact: Cigna Customer service at 1-800-Cigna24. You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>www.dol.gov/ebsa/healthreform</u>. Additionally, a consumer assistance program can help you file your <u>appeal</u>. Contact: California Department of Managed Health Care Help Center at (888) 466-2219.

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 1-800-244-6224.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-244-6224.

Chinese (中文): 如果需要中文的帮助,请拨打这个号码 1-800-244-6224. Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-800-244-6224.

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 <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>copayments</u> and <u>coinsurance</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>	\$600
Specialist copayment	\$30
Hospital (facility) coinsurance	20%
Other <u>coinsurance</u>	20%
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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)

In this example, Peg would pay:

Total Example Cost	\$12,700

Cost Sharing			
<u>Deductibles</u>	\$600		
Copayments	\$20		
Coinsurance	\$2,400		
What isn't covered			
Limits or exclusions	\$30		
The total Peg would pay is	\$3,050		

Managing Joe's Type 2 Diabetes (a year of routine in-network care of a wellcontrolled condition)

■ The <u>plan's</u> overall <u>deductible</u>	\$600
Specialist copayment	\$30
■ Hospital (facility) coinsurance	20%
Other coinsurance	20%

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:

Cost Sharing	
<u>Deductibles</u>	\$120
Copayments	\$200
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$4,300
The total Joe would pay is	\$4,620

Mia's Simple Fracture

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

■ The <u>plan's</u> overall <u>deductible</u>	\$600
Specialist copayment	\$30
Hospital (facility) coinsurance	20%
Other coinsurance	20%

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:

Cost Sharing	
<u>Deductibles</u>	\$600
Copayments	\$300
Coinsurance	\$100
What isn't covered	
Limits or exclusions	\$10
The total Mia would pay is	\$1,010

The <u>plan</u> would be responsible for the other costs of these EXAMPLE covered services.

Plan Name: Workday, Inc. Core OAP Plan Ben Ver: 32 Plan ID: 32673523

Discrimination is against the law.

Medical coverage

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

Cigna Healthcare:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - Qualified sign language interpreters
 - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services, contact customer service at the toll-free number shown on your ID card, and ask a Customer Service Associate for assistance.



If you believe that Cigna Healthcare 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 by sending an email to ACAGrievance@Cigna.com or by writing to the following address:

Cigna Healthcare

Nondiscrimination Complaint Coordinator P.O. Box 188016 Chattanooga, TN 37422

If you need assistance filing a written grievance, please call the number on the back of your ID card or send an email to

ACAGrievance@Cigna.com. 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

https://www.hhs.gov/civil-rights/filing-a-complaint/complaint-process/index.html

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Proficiency of Language Assistance Services

English - ATTENTION: Language assistance services, free of charge, are available to you. For current Cigna Healthcare customers, call the number on the back of your ID card. Otherwise, call 1.800.244.6224 (TTY: Dial 711).

Spanish - ATENCION: Hay servicios de asistencia de idiomas, sin cargo, a su disposici6n. Si es un cliente actual de Cigna Healthcare, llame al numero que figura en el reverso de su tarjeta de identificaci6n. Si no lo es, llame al 1.800.244.6224 (los usuarios de TTY deben llamar al 711).

Chinese - i± : ft{F -a:T:mf&i.f .Jtm{:#: fU@ ftm- Cigna Healthcare E!'jfj!f] p, § fflf@.:El'j ID -tc lfilEl'j51,'c\$ 1ili p§'Jli ffl 1.800.244.6224 fufi!* i ti 711) ∘

Vietnamese - XIN LU'U Y: Quy vi dU'Q'C clip dich v1,1 trq giup v ngon ngfr mien phi. Danh cho khach hang hi\$n t i cua Cigna Healthcare, vui long goi s6 *a* m it sau the Hoi vien. Cac trll'ang hQ'p khac xin goi s6 1.800.244.6224 (TTY: Quay s6 711).

Tagalog - PAUNAWA: Makakakuha ka ng mga serbisyo sa tulong sa wika nang libre. Para sa mga kasalukuyang customer ng Cigna Healthcare, tawagan ang numero sa likuran ng iyong ID card.0 kaya, tumawag sa 1.800.244.6224 (TTY: I-dial ang 711).

Russian - BHv1MAHv1E: BaM MoryT npeAOCTaBVITb 6ecn.naTHble ycnyrn nepeBoP,a. Ec.nvi Bbl y)l(e y4acTByeTe B n.naHe Cigna Healthcare, no3BOHVITe no HOMepy, yKa3aHHOMY Ha o6paTHOVI CTOpOHe Bawevi VIA8HTVIQ)VIKal..\VIOHHOVI KapTO4KVI y4aCTHVIKa n.naHa. Ec.nvi Bbl He s:IBmleTeCb y4aCTHVIKOM OAHOro VI3 HaWVIX n.naHOB, no3BOHVITe no HOMepy 1.800.244.6224 (TTY: 711).

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French Creole - ATANSYON: Gen sevis ed nan lang ki disponib gratis pou ou. Pou kliyan Cigna Healthcare yo, rele nimewo ki deye kat ID ou. Sinon, rele nimewo 1.800.244.6224 (TTY: Rele 711).

French - ATTENTION: Des services d'aide linguistique vous sont proposes gratuitement. Si vous etes un client actuel de Cigna Healthcare, veuillez appeler le numero indique au verso de votre carte d'identite. Sinon, veuillez appeler le numero 1.800.244.6224 (ATS: composez le numero 711).

Portuguese - ATENCAO: Tern ao seu dispor servic;:os de assistencia linguistica, totalmente gratuitos. Para clientes Cigna Healthcare atuais, ligue para o numero que se encontra no verso do seu cartao de identificac;:ao. Caso contrario, ligue para 1.800.244.6224 (Dispositivos TTY: marque 711).

Polish - UWAGA: w celu skorzystania z dost pnej, bezpfatnej pomocy j zykowej, obecni klienci firmy Cigna Healthcare mogg dzwonic pod numer podany na odwrocie karty identyfikacyjnej. Wszystkie inne osoby prosimy o skorzystanie z numeru 1 800 244 6224 (TTY: wybierz 711).

Japanese - **51** \$:E3;;\$::ifi i3:h '8-, O) :!i-t:t-t::'.::Zc'flJffll,'tctaf *9 o I:r±O)Cigna HealthcareO);}s;g::m;;t IDtJ- F mjO) i3ffi *"c', ;}s i3ti::Tc'iI (tc. I,'o i"O){{h0}15tt, 1.800.244.6224 (TTY:711) *"c', s i3ti::Tc'iI (tc. I,'a

Italian - ATTENZIONE: Sono disponibili servizi di assistenza linguistica gratuiti. Peri clienti Cigna Healthcare attuali, chiamare ii numero sul retro della tessera di identificazione. In caso contrario, chiamare ii numero 1.800.244.6224 (utenti TTY: chiamare ii numero 711).

German - ACHTUNG: Die Leistungen der Sprachunterstutzung stehen Ihnen kostenlos zur VerfOgung. Wenn Sie gegenwartiger Cigna Healthcare-Kunde sind, rufen Sie bitte die Nummer auf der Ruckseite Ihrer Krankenversicherungskarte an. Andernfalls rufen Sie 1.800.244.6224 an (TTY: Wahlen Sie 711).

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