UMR: THE HERTZ CORPORATION: 7670-00-413324 001 (San Jose Plan)

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 www.umr.com or by calling 1-833-584-3789. 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 www.umr.com or call 1-833-584-3789 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	$600 person	Generally, you must pay all the costs from providers up to the deductible amount before this plan begins to pay.
Are there services covered before you meet your deductible?	Yes. Preventive care services are covered before you meet your deductible.	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?	$3,600 person	The out-of-pocket limit is the most you could pay in a year for covered services.
What is not included in the out–of–pocket limit?	Penalties, premiums, balance billing charges, 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 www.umr.com or call 1-833-584-3789 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 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 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
		EPO (You will pay the least)	Non-EPO (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	$30 Copay per visit; Deductible Waived	Not covered	None
	Specialist visit	$45 Copay per visit; Deductible Waived	Not covered	None
	Preventive care/screening/ immunization	No charge; Deductible Waived	Not covered	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.
If you have a test	Diagnostic test (x-ray, blood work)	$15 Copay per test; Deductible Waived	Not covered	None
	Imaging (CT/PET scans, MRIs)	$50 Copay per test; Deductible Waived	Not covered	Preauthorization is required.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		EPO (You will pay the least)	Non-EPO (You will pay the most)	
If you need drugs to treat your illness or condition. More information about prescription drug coverage is available at www.OptumRx.com.	Generic drugs (Tier 1)	20% Copay with a $10 Minimum up to a $100 Maximum per prescription (retail); 20% Copay with a $20 Minimum up to a $200 Maximum per prescription (Preferred Pharmacy retail & mail order)		Out-of-pocket applies Covers up to a 30-day supply (retail); 31-90 day supply (Preferred Pharmacy retail & mail order) Preferred Pharmacy retail filled at Kroger/Wal-mart/CVS/Walgreens No grace fill allowed at retail for specialty medications. All fills will be dispensed by Optum Specialty. OON claims are reimbursed based on submitted cost less the member copay.
	Preferred brand drugs (Tier 2)	25% Copay with a $30 Minimum up to a $160 Maximum per prescription (retail); 25% Copay with a $60 Minimum up to a $320 Maximum per prescription (Preferred Pharmacy retail & mail order)		
	Non-preferred brand drugs (Tier 3)	30% Copay with a $75 Minimum up to a $225 Maximum per prescription (retail); 30% Copay with a $150 Minimum up to a $450 Maximum per prescription (Preferred Pharmacy retail & mail order)		
	Specialty drugs (Tier 4)	Specialty medications are covered in the tiers listed above.		
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% Coinsurance	Not covered	Preauthorization is required.
	Physician/surgeon fees	20% Coinsurance	Not covered	
If you need immediate medical attention	Emergency room care	$200 Copay per visit; 20% Coinsurance	$200 Copay per visit; 20% Coinsurance	Copay may be waived if admitted
	Emergency medical transportation	$150 Copay per occurrence; Deductible Waived	$150 Copay per occurrence; Deductible Waived	None
	Urgent care	$30 Copay per visit; Deductible Waived	Not covered	None

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		EPO (You will pay the least)	Non-EPO (You will pay the most)	
If you have a hospital stay	Facility fee (e.g., hospital room)	20% Coinsurance	Not covered	Preauthorization is required.
	Physician/surgeon fees	20% Coinsurance	Not covered	
If you have mental health, behavioral health, or substance abuse services	Outpatient services	No charge; Deductible Waived	Not covered	Preauthorization is required for Partial hospitalization.
	Inpatient services	20% Coinsurance	Not covered	Preauthorization is required.
If you are pregnant	Office visits	No charge; Deductible Waived	Not covered	Cost sharing does not apply for preventive services. Depending on the type of services, deductible, copayment or coinsurance may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).
	Childbirth/delivery professional services	20% Coinsurance	Not covered	
	Childbirth/delivery facility services	20% Coinsurance	Not covered	

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		EPO (You will pay the least)	Non-EPO (You will pay the most)	
If you need help recovering or have other special health needs	Home health care	20% Coinsurance	Not covered	100 Maximum visits per calendar year; Preauthorization is required.
	Rehabilitation services	$30 Copay per visit; Deductible Waived	Not covered	None
	Habilitation services	$30 Copay per visit; Deductible Waived	Not covered	Habilitation services for Learning Disabilities are not covered.
	Skilled nursing care	20% Coinsurance	Not covered	100 Maximum days per calendar year; Preauthorization is required.
	Durable medical equipment	20% Coinsurance	Not covered	Preauthorization is required for DME in excess of $1,500 for rentals and for purchases.
	Hospice service	20% Coinsurance	Not covered	None
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	None
	Children's glasses	Not covered	Not covered	None
	Children's dental check-up	Not covered	Not covered	None

Excluded Services & Other Covered Services:

Services Your Plan Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

- Bariatric surgery
- Chiropractic care
- Cosmetic surgery
- Dental care (Adult)
- Long-term care
- Routine foot care
- Weight loss programs

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

- Acupuncture (EPO only)
- Hearing aids (EPO only)
- Infertility treatment (Optum Direct Fertility - EPO only)
- Non-emergency care when traveling outside the U.S.
- Private-duty nursing (Outpatient care – EPO only)
- Routine eye care (Adult – EPO only)

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: U.S. Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.HealthCare.gov. 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 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: U.S. Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.HealthCare.gov. Additionally, a consumer assistance program may help you file your appeal. A list of states with Consumer Assistance Programs is available at www.HealthCare.gov and http://cciio.cms.gov/programs/consumer/capgrants/index.html.

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 Standard? 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 1-833-584-3789.

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	**$600**
Specialist copayment	**$45**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

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 Example Cost	**$12,700**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$600
Copayments	$90
Coinsurance	$1,900
What isn't covered	
Limits or exclusions	$70
The total Peg would pay is	**$2,660**

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

The plan's overall deductible	**$600**
Specialist copayment	**$45**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

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:

Cost Sharing	
Deductibles	$200
Copayments	$200
Coinsurance	$0
What isn't covered	
Limits or exclusions	$4,300
The total Joe would pay is	**$4,700**

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

The plan's overall deductible	**$600**
Specialist copayment	**$45**
Hospital (facility) coinsurance	**20%**
Other coinsurance	**20%**

This EXAMPLE event includes services like:
Emergency room care *(including medical supplies)*
Diagnostic tests *(x-ray)*
Durable medical equipment *(crutches)*
Rehabilitation services *(physical therapy)*

Total Example Cost	**$2,800**

In this example, Mia would pay:

Cost Sharing	
Deductibles	$600
Copayments	$500
Coinsurance	$100
What isn't covered	
Limits or exclusions	$10
The total Mia would pay is	**$1,210**

Note: These numbers assume the patient does not participate in the plan's wellness program. If you participate in the plan's wellness program, you may be able to reduce your costs. For more information about the wellness program, please contact: www.umr.com or call 1-833-584-3789.