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 855-429-6354 or visit join.collectivehealth.com/Rivian. For 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.healthcare.gov/sbc-glossary or call 855-429-6354 to request a copy.

Important Questions	Answers	Why This Matters
What is the overall deductible?	For in-network services: $1,600/Individual, $3,200/Family For out-of-network services: $3,200/Individual, $6,400/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 policy, the overall family deductible must be met before the plan begins to pay.
Are there services covered before you meet your deductible?	Yes. In-network 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?	For in-network services: $2,500/Individual, $5,000/Family For out-of-network services: $5,000/Individual, $10,000/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, the overall family out-of-pocket limit must be met.
What is not included in the out-of-pocket limit?	Premiums, balance-billed charges, and health care this plan doesn't cover are not included.	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 join.collectivehealth.com/Rivian or call 855-429-6354 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
		Network Provider (You will pay the least)	Out-of-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	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing.
	Specialist visit	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing.
	Preventive care/screening/ immunization	No charge	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. Deductible does not apply.
If you have a test	Diagnostic test (x-ray, blood work)	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing. May require prior authorization.
	Imaging (CT/PET scans, MRIs)	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing. May require prior authorization.
If you need drugs to treat your illness or condition More information about **prescription drug coverage** is available by calling Collective Health Member Advocates at 855-429-6354.	Generic drugs	Retail (30-day): $15 copay Mail order (90-day): $30 copay	Retail (30-day): $15 copay & 20% coinsurance Mail order: Not covered	Generic, preferred & non-preferred brand drugs: Subject to deductible. If you choose a brand-name medication when a generic version is available, you will have to pay the generic cost sharing and the difference in cost when you fill this medication.
	Preferred brand drugs	Retail (30-day): $30 copay Mail order (90-day): $60 copay	Retail (30-day): $30 copay & 20% coinsurance Mail order: Not covered	
	Non-preferred brand drugs	Retail (30-day): $60 copay Mail order (90-day): $120 copay	Retail (30-day): $60 copay & 20% coinsurance Mail order: Not covered	
	Specialty drugs	Retail & Mail order (90-day): Cost varies depending on drug tier	Retail (90-day): Cost varies depending on drug tier Mail order: Not covered	
If you have outpatient surgery	Facility fee (e.g. ambulatory surgery center)	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing. May require prior authorization.
	Physician/surgeon fees	20% coinsurance	40% coinsurance	Subject to deductible.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
				Out-of-network: Subject to balance billing. May require prior authorization.
If you need immediate medical attention	Emergency room care	20% coinsurance	20% coinsurance	Subject to in-network deductible.
	Emergency medical transportation	20% coinsurance	20% coinsurance	Subject to in-network deductible.
	Urgent care	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing.
If you have a hospital stay	Facility fee (e.g. hospital room)	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing. May require prior authorization.
	Physician/surgeon fees	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing. May require prior authorization.
If you need mental health, behavioral health, or substance abuse services	Outpatient services	20% coinsurance	40% coinsurance	Office Visits: Subject to deductible. Out-of-network: Subject to balance billing. Intensive Outpatient: Subject to deductible. Out-of-network: Subject to balance billing. May require prior authorization.
	Inpatient services	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing. May require prior authorization.
If you are pregnant	Office visits	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing. Maternity care may include tests and services described elsewhere in the SBC (e.g. ultrasound). Cost sharing does not apply for preventive services.
	Childbirth/delivery professional services	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing. May require prior authorization.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
	Childbirth/delivery facility services	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing. May require prior authorization.
If you need help recovering or have other special needs	Home health care	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing.
	Rehabilitation services	Physical, Occupational, & Speech Therapy: 20% coinsurance	Physical, Occupational, & Speech Therapy: 40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing. Occupational Therapy, Physical Therapy, and Speech Therapy: Combined 40 session limit.
	Habilitation services	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing.
	Skilled nursing center	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing. 90 day limit every year. May require prior authorization.
	Durable medical equipment	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing. May require prior authorization.
	Hospice services	20% coinsurance	40% coinsurance	Subject to deductible. Out-of-network: Subject to balance billing. 360 day lifetime limit. May require prior authorization.
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	Children's eye exams are covered as required under preventive care. See vision plan for other coverage.
	Children's glasses	Not covered	Not covered	See vision plan for coverage.
	Children's dental check-up	Not covered	Not covered	See dental plan for coverage.

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)
- Dental care (Child)
- Glasses (Child)
- Long-term care
- Non-emergency care when traveling outside the U.S.
- Private duty nursing
- Routine eye care (Adult)
- 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 (24 session limit every year)
- Bariatric surgery
- Chiropractic care (24 session limit every year)
- Hearing aids
- Infertility treatment

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 to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, you can contact Collective Health at 855-429-6354. You can also contact the 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 855-429-6354.
Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 855-429-6354.
Chinese (中文): 如果需要中文的帮助，请拨打这个号码 855-429-6354.
Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 855-429-6354.

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	$1,600
Specialist coinsurance	20%
Hospital (facility) coinsurance	20%

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:

Cost Sharing	
Deductibles	$1,600
Copayments	$0
Coinsurance	$900
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$2,560**

Managing Joe's Type 2 Diabetes

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

The plan's overall deductible	$1,600
Specialist coinsurance	20%
Hospital (facility) 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	$1,600
Copayments	$400
Coinsurance	$200
What isn't covered	
Limits or exclusions	$20
The total Joe would pay is	**$2,220**

Mia's Simple Fracture

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

The plan's overall deductible	$1,600
Specialist coinsurance	20%
Hospital (facility) 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	
Deductibles	$1,600
Copayments	$10
Coinsurance	$200
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$1,810**

The plan would be responsible for the other costs of these EXAMPLE covered services.