

SEAFARERS HEALTH AND BENEFITS PLAN

5201 Capital Gateway Dr.
Camp Springs, Maryland 20746-4275
(301) 899-0675

Margaret R. Bowen
Administrator

November 27, 2020

Dear Plan Participant:

The Seafarers Health and Benefits Plan (Plan) is sending you this letter and enclosed documents because according to the Plan's records, it appears that you may be eligible for health benefits from the Plan in January 2021. The following documents are enclosed:

- **Summary of Benefits and Coverage (SBC)** – briefly describes the benefits that will be available from the Plan at the **Core-Plus level** during 2021. If you believe that you will be eligible to receive a different level of benefits, please contact the Plan to request a different booklet; or you may view the SBCs for all Plan levels online at www.seafarers.org. The SBC is **not** a guarantee of benefits. The Plan's Rules and Regulations determine whether you are eligible for benefits.
- **Women's Health and Cancer Rights Act Notice** – describes benefits available from the Plan related to treatment of breast cancer.
- **Notice of Premium Assistance under Medicaid and the Children's Health Insurance Program** – describes financial assistance that is available in certain states to pay health plan premiums. The Plan does not have a premium, but we are required to send this notice to you.

Reminder about the Plan's Grandfathered Status

The Plan would also like to remind you that the Seafarers Health and Benefits Plan is a "grandfathered health plan" under the Patient Protection and Affordable Care Act (the Affordable Care Act). As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that this Plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits.

Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the Plan Administrator at 5201 Capital Gateway Drive, Camp Springs, MD 20746.

You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans.


Questions

If you have any questions about these benefits, or about the coverage that you receive from the Plan, you may contact the Plan at 1-800-252-4674. You may also view additional information about your health coverage at www.seafarers.org, by clicking on “About” and then clicking on “Health and Benefits Plan” under the “Benefit Plans” heading.


Sincerely,

Margaret R. Bowen
Administrator

Enclosures

 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 1-800-314-3121 (Humana), or 1-800-252-4674 (Seafarers). 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.seafarers.org or call 1-800-252-4674 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible ?	\$250 person/\$750 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 .
Are there services covered before you meet your deductible ?	Yes. Inpatient Facility, Vision, and Dental are not subject to deductible .	This plan covers some items and services even if you haven't met the deductible amount. But a copayment or coinsurance may apply.
Are there other deductibles for specific services?	Yes. \$100 person/\$200 family for prescription drug coverage . There are no other specific deductibles .	You must pay all of the costs for these services up to the specific deductible amount before this plan begins to pay for these services. Prescription coverage provided through OptumRx.
What is the out-of-pocket limit for this plan ?	\$2,700 individual/\$5,500 family for in- network services only	The out-of-pocket limit is the most you can pay in a year for covered in- network services. If you have other family members in this plan , they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.
What is not included in the out-of-pocket limit ?	Health care this plan doesn't cover, prescription costs, dental, vision, balance billing charges, and out-of-network services.	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.humana.com for a link to Humana's 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	10% coinsurance	35% coinsurance	None
	Specialist visit	10% coinsurance	35% coinsurance	None
	Preventive care/screening/immunization	10% coinsurance	35% coinsurance	In-network annual physical no charge for dependents. Out-of-network annual physical 35% coinsurance .
If you have a test	Diagnostic test (x-ray, blood work)	10% coinsurance	35% coinsurance	None
	Imaging (CT/PET scans, MRIs)	10% coinsurance	35% coinsurance	No payment if not pre-authorized .
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.optumrx.com (or call 1-800-788-4863) or www.seafarers.org Maintenance drugs cost more when purchased at retail.	Generic drugs 30 day retail; 90 day mail order	\$10 copay each retail \$20 copay each mail	Not applicable	Prior authorization required for certain drugs.
	Preferred brand drugs 30 day retail; 90 day mail order	\$25 copay each retail \$50 copay each mail	Not applicable	Prior authorization required for certain drugs.
	Non-preferred brand drugs 30 day retail; 90 day mail order	\$50 copay each retail \$100 copay each mail	Not applicable	Prior authorization required for certain drugs.
	Specialty drugs 30 day supply limit for most; 90 day supply available for oral HIV drugs only	30 day supply copay (for retail or by mail) same as above retail categories; 90 day supply copay (for retail or by mail) same as above mail categories	Not covered (Specialty) Not applicable (Retail)	Prior authorization required for certain drugs. All Specialty drugs must be filled through Optum Specialty Pharmacy. Contact OptumRx at 1-800-788-4863.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	10% coinsurance	35% coinsurance	No payment if not pre-authorized .
	Physician/surgeon fees	10% coinsurance	35% coinsurance	No payment if not pre-authorized .
If you need immediate medical attention	Emergency room care	10% coinsurance	35% coinsurance	\$300 copay if non-injury related/not admitted.
	Emergency medical transportation	10% coinsurance	20% coinsurance	None
	Urgent care	10% coinsurance	35% coinsurance	None

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 have a hospital stay	Facility fee (e.g., hospital room)	\$450 <u>copayment</u> per hospital stay	30% <u>coinsurance</u> \$450 <u>copayment</u> per hospital stay	180 continuous days or \$1,000,000 maximum per illness. Inpatient benefits will resume after 60 days out of hospital. Payment at semi-private room rate. No payment if not <u>pre-authorized</u> .
	Physician/surgeon fees	10% <u>coinsurance</u>	35% <u>coinsurance</u>	None
If you need mental health, behavioral health, or substance abuse services	Outpatient services	10% <u>coinsurance</u> for mental/behavioral health	35% <u>coinsurance</u> for mental/behavioral health	Mental/behavioral health outpatient services are not covered for dependents.
	Inpatient services	\$450 <u>copayment</u> per hospital stay	30% <u>coinsurance</u> \$450 <u>copayment</u> per hospital stay	Seafarer only. Mental/behavioral health inpatient services - 180 continuous days or \$1,000,000 maximum per illness. Inpatient benefits will resume after 60 days out of hospital. No payment if not <u>pre-authorized</u> . Inpatient detox services and <u>rehabilitation</u> ; <u>rehabilitation</u> only covered at SARC in Piney Point, MD.
If you are pregnant	Office visits	10% <u>coinsurance</u>	35% <u>coinsurance</u>	For medical conditions resulting from pregnancy; otherwise office visits are included in global fee. Maternity care may include tests and services described elsewhere in this SBC (i.e., ultrasound).
	Childbirth/delivery professional services	10% <u>coinsurance</u>	35% <u>coinsurance</u>	None
	Childbirth/delivery facility services	\$450 <u>copayment</u> per hospital stay	30% <u>coinsurance</u> \$450 <u>copayment</u> per hospital stay	Payment at semi-private room rate.

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 need help recovering or have other special health needs	Home health care	Amount that exceeds <u>network</u> allowed or limitations	Amount that exceeds limitations	Combined with <u>skilled nursing care</u> ; 60 visits per year. Visit equals two hours. Maximum allowed \$75 per hour.
	Rehabilitation services	10% <u>coinsurance</u>	35% <u>coinsurance</u>	After non-catastrophic illness/injury: 20 combined visits per year. After catastrophic illness/injury: 40 combined visits per year. Combined visits include physical, occupational, speech, pulmonary and cognitive therapies.
	Habilitation services	Not covered	Not covered	Not covered.
	Skilled nursing care	Amount that exceeds <u>network</u> allowed or limitations	Amount that exceeds limitations	Combined with <u>home health care</u> ; 60 visits per year. Visit equals two hours. Maximum allowed \$75 per hour.
	Durable medical equipment	10% <u>coinsurance</u> 50% <u>coinsurance</u> for onboard injuries	35% <u>coinsurance</u> 50% <u>coinsurance</u> for onboard injuries	None
	Hospice services	10% <u>coinsurance</u>	20% <u>coinsurance</u>	Up to six months.
If your child needs dental or eye care	Children's eye exam	Charges above \$200/24 months; includes eye wear.	Charges above \$200/24 months; includes eye wear.	Discount may apply.
	Children's glasses	Charges above \$200/24 months; includes eye exam.	Charges above \$200/24 months; includes eye exam.	Discount may apply.
	Children's dental check-up	No charge for the first \$500; 40% of remaining charges up to maximum.	No charge for the first \$500; 50% of remaining charges up to maximum.	First \$500 paid at 100%. \$2,000/year; \$4,000 orthodontic lifetime max; orthodontia applies to annual limit. No limit on pediatric <u>preventive services</u> .

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.)

- | | | |
|---|---|---|
| <ul style="list-style-type: none">• Acupuncture• Bariatric surgery for dependents• Chiropractic care• Cosmetic surgery• Habilitation services | <ul style="list-style-type: none">• Hearing aids for dependents• Long term care• Mental health services for dependents• Inpatient and outpatient substance use disorder for dependents | <ul style="list-style-type: none">• Private duty nursing (inpatient)• Routine foot care• Services outside the U.S. and its territories• Treatment not medically necessary• Weight loss programs |
|---|---|---|

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

- | | | |
|---|--|---|
| <ul style="list-style-type: none">• Bariatric surgery for Seafarer only• Dental care | <ul style="list-style-type: none">• Hearing aids for Seafarer only• Infertility treatment | <ul style="list-style-type: none">• Private duty nursing (for home health care only)• Routine eye care |
|---|--|---|

Participants in this Plan do not pay a premium for coverage.

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, Employee Benefits Security Administration, at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform, or contact the Plan at 1-800-252-4674 for continuing the Plan's coverage through COBRA. 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 Humana at 1-800-314-3121 or the Plan at 1-800-252-4674. Your appeal must be in writing and sent within 180 days of the date your claim was denied. You should include any supporting documentation you have when making your request. Your written appeal should be sent to: Humana, P.O. Box 191920, San Juan, PR 00919-1920, or via fax to 1-888-595-0462, or via email to G&APuertoRicoTeam@humana.com. If you are not satisfied with the appeal decision, please contact: Board of Trustees, Seafarers Health and Benefits Plan, Claims Department, 45353 St. George's Avenue, Piney Point, Maryland 20674. You may also contact the U.S. Department of Labor, 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:

ATTENTION: if you need language assistance, free translation services are available. Call 1-800-252-4674

Spanish: ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-800-252-4674

Arabic: ملحوظة: إذا كنت تتحدث العربية، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-800-252-4674

Tagalog: PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-800-252-4674

The Seafarers Health and Benefits Plan is a “grandfathered health plan” under the Patient Protection and Affordable Care Act.

As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that this Plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits.

Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the Plan Administrator at 1-800-252-4674. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans.

————— *To see examples of how this plan might cover costs for a sample medical situation, see the next section.* —————

About these Coverage Examples for Seafarers Health & Benefits Plan -- CORE PLUS (PUERTO RICO):



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. Note: Amounts to be paid in each example could be reduced if out-of-pocket maximum has been satisfied.

Peg is Having a Baby
(9 months of in-network pre-natal care and a hospital delivery)

- The [plan's](#) overall [deductible](#) \$250/\$100
- [Specialist](#) [[cost sharing](#)] \$0
- Hospital (facility) [[copayment](#)] \$450
- Other [[cost sharing](#)] [[coinsurance](#)] 10%
- Other [[cost sharing](#)] [[copayment](#)] \$0
- Other [[cost sharing](#)] [[excluded services](#)] \$60

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	\$250/\$10
Copayments	\$450
Coinsurance	\$530
<i>What isn't covered</i>	
Limits or exclusions	\$60
The total Peg would pay is	\$1,300

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

- The [plan's](#) overall [deductible](#) \$250/\$100
- [Specialist](#) [[cost sharing](#)] \$30
- Hospital (facility) [[copayment](#)] \$0
- Other [[cost sharing](#)] [[coinsurance](#)] 10%
- Other [[cost sharing](#)] [[copayment](#)] \$460
- Other [[cost sharing](#)] [[excluded services](#)] \$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:

<i>Cost Sharing</i>	
Deductibles	\$250/\$100
Copayments	\$460
Coinsurance	\$180
<i>What isn't covered</i>	
Limits or exclusions	\$20
The total Joe would pay is	\$1,010

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

- The [plan's](#) overall [deductible](#) \$250/\$100
- [Specialist](#) [[cost sharing](#)] \$30
- Hospital (facility) [[cost sharing](#)] 10%
- Other [[cost sharing](#)] [[coinsurance](#)] 10%
- Other [[cost sharing](#)] [[copayment](#)] \$0
- Other [[cost sharing](#)] [[excluded services](#)] \$0

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	\$250/\$5
Copayments	\$0
Coinsurance	\$255
<i>What isn't covered</i>	
Limits or exclusions	\$0
The total Mia would pay is	\$510