Health Benefits Plan: Sierra Pacific Industries

Naaltsoos bl hadilyaii: Employee + Dependents Bik'ehgo haa

Inly32doo/q//: PPU

bik'ehgo naa 1h1y3 d00 bee n7k1 1'doolwo[7g77 benefits and coverage (SBC) naaltsoos bik11'7g77 47 binahj8' bik'ehgo naa 1h1y32doo, plan, n1 hasht'e dooln77[. SBC 47 ni d00 plan bi[a[ch'ishd66' 1k1 i'iilyeed b33h da'717n7g77 bik'4 ni'iily4edoo7g77 baa hane'. !{TS\$: B4eso 1ch'33h naa'nil bee naa 1h1y32doo7g77 bik'4 nihely4, (premium a[d0' woly4) 47 t'11 sahdii baa hodoonih. D77 47 t'00 ch'7'7t'32go hane' 1t'4. Hane' t'11 1t'4 naa 1h1y32doo baa hodoonih, 47 doodago naaltsoos bee shaa doo'ni[jin7zingo 47 kwe'4 na'7d7d77[ki[Health Benefits Department (530) 378-8200. Saad chodaa'7n7n7g77, allowed amount, balance billing, coinsurance, copayment, deductible, provider 47 doodago saad biyaa da'7dzo 47d7 47 naaltsoos7g77 Glossary woly4, 47 11h ha'n7n7g77 dabik11. Glossary 47 kwe'4. www.healthcare.gov/sbc-glossary haji[ki' 11d00 koj8' hod77lnih (530) 378-8200 1ko hach'8' 1dooln77[.

Na'7d7kid danil7n7g77	Na'7d44kid N1't33' Baa Hane'	Ha'1t'77 biniinaa d77 ho[b44h0zingo y1'1't44h?
Deductible t'11 1t'4gosh d7kw77 nijil44h? ?	\$250/individual or \$500/family	Azee'77['7n7 providers h1k1 an7daalwo'go b33h da'az199'7g77 deductible b7ighah yileehj8' a[tso nijil44hd00 7nda d77 plan ni'iil4 yileeh. [Haa 1h1y3 ha'1[ch7n7 bi[haghanii bik'4sti'7g77 47 instructions, plan choo'9 y7na'ni[tindi saad b1 dahsijaa'.]
Deductible t'ahdoo b7ighah ni'j7144g00 daats'7 1k1 an1'11wo' haa 1h1y3 b7k'4sti'7g77 h01=?	Aoo'. Preventive care	D77 plan 47 azh3 deductible t'ahdoo a[tso b7ighah nij714eda nidi bee haa 1h1y1n7g77 d00 h1k1 an1'11wo', services, [a' t'11 bik'4sti'. !kondi copayment d00 coinsurance [ahd00 bik'4 nijii14h7g77 47 t'11 1k0t'4eda doo. [Bik'ehgo aa'1h1y1n7g77, plan, 1niid [ahgo 11yaii bik'ee'aan ah00t'i'7g77 47 k0t'4ego saad biih doodzoh: "T'00 bee hane'go, d77 bik'ehgo naa 1h1y1n7g77, plan, 47 at'77s y22h dahwiidoo['aa[ii bich'33h haa 1h1y3, preventive services haash99 daat'4h7g77 bik'4sti'go 4id7 47 [ahd00 t'11 h0 ni'jii14h7g77, cost sharing doo h01=-da d00 deductible a[d0' t'1adoo nij714h4 1k0t'4. Ats'77s y22h dahwiidoo['aa[ii bi'ch'33h haa 1h1y3, preventive services, hak'4sti'ii naaltsoos dabik11' 47 kwe'4 yaa halne' https://www.healthcare.gov/coverage/preventive-care-benefits/.
Ak1 i'iilyeed daats'7 [a' t'11 sahdii deductible b1 h01=-go haa n4elt'e'?	Dooda.	Ts'7dl 1kl anl'1lwo'7g77 47 doo bik'ehgo deductibles nihely4eda.
D77 shib4eso [ahd00 nihes[4h7g77 out-ofpocket limit 47 plan haa n4elt'e'j8' yee has'3??	\$2,000/individual or \$4,000/family	Haa 1h1y1n7g77 bik'ehgo t'11[1'7 n11haij8' h1k1 an1'11wo'go b33h nida'iileeh7g77 ts'7d1 atisdi 1n4elt'e' nizhdool4e[go beehaz'1n7g77 47 0oly4 out-of-pocket limit. [Haa 1h1y3 ha'1[ch7n7 bi[haghanii bik'4sti'7g77, plan choo'9 y7na'ni[tindi saad b1 dahsijaa'.

Ha'lt'7i 47 out-of- pocket limit, doo bi[0lta'da??	Premiums, balance-billing charges, and health care this plan doesn't cover.	D77 bik'4 ni'jiizla'7g77, 47 doo out-of-pocket limit w0lta'7j7 bi[0lta'da.
Azee'77['7n7 bi[aha'dee't1n7g77 choo'98go daats'7 doo [3 nijii14eda?	Aoo' See www.anthem.com/ca or call (530) 378-8200 for a list of network providers.	D77 bik'ehgo haa 1h1y1n7g77 plan 47 azee'77['7n7 b1 nidaalnish7g77, provider network chodayoo['9. Azee'77['7n7, provider, plan y1 nidaalnish7g77 chojoo['98go 47 t'11 a'ohgo bik'4 nijiil4. Azee'77['7n7 plan doo y1 naalnish7g77 out-of-network provider 47 [3 bik'4 nijil44h, d00 azee'77['7n7 provider yik'4 naashnish7g77 plan bee haa 1h1y1n7d66' yik'4 as[1h7g77 bil1ahdi 1n4elt'e' naah h11['1 n7igo 7'iilaago 47 (balance billing) 1yiilaadoo. Baa 1ko n7n7zindoo, azee'77[7n7 plan nih7gii y1 naalnish7g77 network provider 47 n11n1 [a' azee'77['7n7 plan doo y1 naalish7g77 out-of-network provider yidoo['aa[(ats'77s naalkaahda biniy4). Ne'azee'77['7n7 provider nab7d7d77[ki[t'1adoo 1k0n4he
Naaltsoos, referral, h01=-go0sh 47 specialist h1k1 adoolwo[??	Dooda.	Azee'77['7n7 t'11 [1h1go ats'77s yinaalnish7g77 specialist bich'8' jidoog11[naaltsoos, referral t'11g44d nidi

Copayment d00 coinsurance nihely4 d77 naaltsoos bik11'7g77 47 deductible a[tso b7ighahgo niji144hd00 nijii14, deductible h01==d33'.

OMB Control Numbers 1545-2229, 1210-0147, and 0938-1146

Biniy4		D// bik p	Released on April 6, 2016	
azee′77[\7n7 bich′8′ jigh11h7g77	!k1 an1'alwo' choid77[\88[7g77	a[ha'deet'1n7g77 (A'ohgo nid77144[)	bi[a[ha'deet'1n7g77 ({3 nid77144[)	hoo'aah doo7g77
	T7dinilyaago 47 doodago nitah doo h00ts'77dg00 hwe'azee'77['7n7 h1k1 iilwo'	20% coinsurance	20% coinsurance	Dooda
Azee'77[\7n7 bich'8' a[n11j7d1ahgo	Azee'77['7n7 <u>Specialist</u> hon44['99'	20% coinsurance	20% coinsurance	Dooda
	<pre>@ahdahwiidoo['aa[ii bik'ij8' haa 1h1y32go Preventive care/screening/immu nization</pre>	Dooda ah-tah- gi-jah	Dooda ah-tah-gi- jah	You may have to pay for services that aren't preventive. Ask your provider if the services you need are preventive. Then check what your plan will pay for.
Hats'77s naalkaah	Hats'77s naalkaah Diagnostic test	20% coinsurance	20% coinsurance	Dooda

Biniy4		D77 bik'4	1 ni'd77144[
azee'77[\7n7 bich'8' jigh11h7g77	!k1 an1'alwo' choid77[\88[7g77	Azee'77['7 bi[a[ha'deet'1n7g77 (A'ohgo nid77144[)	Azee'77['7n7 doo bi[a[ha'deet'1n7g77 ({3 nid77144[)	K0n7zahj8' beehaz'3 d00 bee h1 hoo'aah doo7g77
	(Agh1'd7ldlaad, hadi[naalkaah)			
	Agh1'd7ldlaad hats'77s bee n4l'9 (CT/PET scans, MRIs)	20% coinsurance	20% coinsurance	Dooda
	Azee' Generic dei[n7igo a'ohgo b33h717n7g77	20% <u>coinsurance</u> (retail & mail order)	Dooda	Prescription receipt must be submitted to the Plan for reimbursement.
Azee' bee y2'2t'44h jidoolee[ii chojoo'9,	Azee' b7zhi' 1daalyaa, brand name dei[n7igo d00 7iyis77 choo'7n7g77, preferred brand drugs,a[d0' dei[n7	40% <u>coinsurance</u> (retail & mail order)	Dooda	Prescription receipt must be submitted to the Plan for reimbursement.
prescription drug coverage 47 kwe'4 baa hane' (530) 378- 8200	Azee' b7zhi' 1daalyaa, brand name dei[n7n7g77 d00 doo ay0o choo'7n7g77, non- preferred dei[n7	40% <u>coinsurance</u> (retail & mail order)	Dooda	Prescription receipt must be submitted to the Plan for reimbursement.
	Azee' t'11 [1h1go haz'3 bich'8' azee' 11yaa7g77, specialty drug dei[n7n7g77	40% coinsurance	Dooda	Prescription receipt must be submitted to the Plan for reimbursement.
Azee'1[\98gi doo yah aj77y1ada nidi naho'dishgizh	Azee' 11'98gi bee na'anish7 d00 ha'1t'7ida chodaa'7n7g77 bik'4 i'ii'n77[(azee'11'98gi na'algizh t'47 biniy4 n7da'	20% coinsurance	20% coinsurance	Preauthorization is required.

Biniy4		D77 bik'4	4 ni'd77144[
azee'77[\7n7 bich'8' jigh11h7g77	!k1 an1'alwo' choid77[\88[7g77	Azee'77['7 bi[a[ha'deet'1n7g77 (A'ohgo nid77144[)	Azee'77['7n7 doo bi[a[ha'deet'1n7g77 ({3 nid77144[)	K0n7zahj8' beehaz'3 d00 bee h1 hoo'aah doo7g77	
	aldahgi, ambulatory				
	surgery center)				
	Azee'77[\7n7/nida'a [gizh7g77 b4eso yik'4 naashnish7g77	20% coinsurance	20% coinsurance	None	
	Emergency room care	20% coinsurance	20% coinsurance.	None	
If you need immediate medical attention	Emergency medical transportation	20% coinsurance	20% coinsurance	None	
	Urgent care	20% coinsurance	20% coinsurance	None	
If you have a hospital	Facility fee (e.g., hospital room)	20% coinsurance	20% <u>coinsurance.</u> 25% penalty	Preauthorization is required.	
stay	Physician/surgeon fees	20% coinsurance	20% coinsurance	None	
If you need mental health, behavioral	Outpatient services	20% coinsurance	20% coinsurance	Substance abuse treatment not covered.	
health, or substance abuse services	Inpatient services	20% coinsurance	20% <u>coinsurance.</u> 25% penalty	<u>Preauthorization</u> is required. Substance abuse treatment not covered.	
If you are progrant	Office visits	20% coinsurance	20% coinsurance	Limited to employees and spouses. Cost sharing does not apply to certain preventive services. Depending on the type of services, coinsurance may apply.	
If you are pregnant	Childbirth/delivery professional services	20% coinsurance	20% coinsurance	Limited to employees and spouses.	
	Childbirth/delivery facility services	20% coinsurance	20% <u>coinsurance.</u> 25% penalty	Limited to employees and spouses.	
If you need help	Home health care	20% coinsurance	20% coinsurance	Registered nurses only. In Lieu of hospitalization only.	
	Rehabilitation services	20% coinsurance	20% coinsurance	18 visits/12 month limit	
recovering or have other special health	Habilitation services	Not covered	Not covered	Not covered	
needs	Skilled nursing care	20% coinsurance	20% coinsurance	Registered nurses only. In Lieu of hospitalization.	
	Durable medical equipment	20% coinsurance	20% coinsurance	Limited to DME on policy list.	

Biniy4 azee'77[\7n7 bich'8' jigh11h7g77	!k1 an1'alwo' choid77[\88[7g77	D77 bik'4 Azee'77['7 bi[a[ha'deet'1n7g77 (A'ohgo nid77144[)	ni'd77144[Azee'77['7n7 doo bi[a[ha'deet'1n7g77 ({3 nid77144[)	K0n7zahj8' beehaz'3 d00 bee h1 hoo'aah doo7g77
	Hospice services	Not covered	Not covered	Not covered
If your child needs	Children's eye exam	20% coinsurance	20% coinsurance	80% of \$200/24-months
dental or eye care	Children's glasses	20% coinsurance	20% coinsurance	0070 01 \$20072 1 HIOHAIO
dental of eye cale	Children's dental check-up	20% coinsurance	20% coinsurance	80% of \$1250/year

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.)

Acupuncture

- Infertility treatment
- Long-term care

Private-duty nursing

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

- Bariatric surgery (Weight Management Program)
- Chiropractic care

Cosmetic surgery

Dental care (Adult)

- Hearing aids
- Non-emergency care when traveling outside the U.S.
- Routine eye care (Adult)
- Routine foot care (excludes orthotics)
- Weight loss program

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: the 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, 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: the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. Additionally, a consumer assistance program can help you file your appeal. Contact the California Consumer Assistance Program operated by the California Department of Managed Health Care and Department of Insurance, at (888) 466-2219 or http://www.healthhelp.ca.gov. A list of states with Consumer Assistance Programs is available at: www.dol.gov/ebsa/healthreform and http://www.cms.gov/CCIIO/Resources/Consumer-Assistance-Grants/.

Does this plan provide Minimum Essential Coverage? Yes

If you don't have Minimum Essential Coverage for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

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 1-800-225-5254, customer code: 99937

[Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-225-5254, customer code: 99937

[Chinese (中文): 如果需要中文的帮助,请拨打这个号码1-800-225-5254, customer code: 99937 [Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-800-225-5254, customer code: 99937

—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>	\$250
■ Specialist coinsurance	20%
■ Hospital (facility) coinsurance	20%
■ Other 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	\$12,800

In this example. Peg would pay:

1 / 0 1 /		
Cost Sharing		
Deductibles	\$250	
Copayments	\$0	
Coinsurance	\$1,750	
What isn't covered		
Limits or exclusions	\$60	
The total Peg would pay is	\$2,060	

Managing Joe's type 2 Diabetes

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

■ The <u>plan's</u> overall <u>deductible</u>	\$250
■ Specialist coinsurance	20%
■ 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	\$7,400
--------------------	---------

In this example, Joe would pay:

Cost Sharing	
Deductibles	\$250
Copayments	\$0
Coinsurance	\$1,750
What isn't covered	
Limits or exclusions	\$500
The total Joe would pay is	\$2,500

Mia's Simple Fracture

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

■ The plan's overall deductible	\$250
■ Specialist coinsurance	20%
■ 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)

In this example, Mia would pay:

Cost Sharing	
Deductibles	\$250
Copayments	\$0
Coinsurance	\$30
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$280

Note: These numbers assume the patient does not participate in the <u>plan's</u> wellness program. If you participate in the <u>plan's</u> wellness program, you may be able to reduce your costs. For more information about the wellness program, please contact: the Health Benefits Department (530) 378-8200.