Haa !h1y3 Bee H1 Haz'1n7g77: Ha'1t'7ish Bee Haa !h1y3 D00 Dikw77 B33h Da'7l9 12/31/2020

Health Benefits Plan: Sierra Pacific Industries

Naaltsoos b1 hadilyaii: Employee + Dependents | Bik'ehgo haa

Inly32doo/g//:PPU

D77 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'lt'77 biniinaa d77 ho[b44h0zingo y1'1't44h? |
|--|---|--|
| Deductible t'11 1t'4gosh d7kw77 nijil44h? ? | \$250/individual or \$500/family | Azee'77[`7n7 providers hlk1 an7daalwo'go b33h da'azl99'7g77 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= <u>?</u> | Aoo'. Preventive care | D77 plan 47 azh3 deductible t'ahdoo a[tso b7ighah nij7l4eda nidi bee haa lhlyln7g77 d00 hlk1 anl'llwo', services, [a' t'll bik'4sti'. !kondi copayment d00 coinsurance [ahd00 bik'4 nijiil4h7g77 47 t'll lk0t'4eda doo. [Bik'ehgo aa'lhlyln7g77, plan, lniid [ahgo llyaii bik'ee'aan ah00t'i'7g77 47 k0t'4ego saad biih doodzoh: "T'00 bee hane'go, d77 bik'ehgo naa lhlyln7g77, plan, 47 at'77s y22h dahwiidoo['aa[ii bich'33h haa lhly3, preventive services haash99 daat'4h7g77 bik'4sti'go 4id7 47 [ahd00 t'll h0 ni'jiil4h7g77, cost sharing doo h01=-da d00 deductible a[d0' t'ladoo nij7l4h4 lk0t'4. Ats'77s y22h dahwiidoo['aa[ii bi'ch'33h haa lhly3, 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 lkl anl'llwo'7g77 47 doo bik'ehgo deductibles nihely4eda. |
| D77 shib4eso [ahd00 nihes[4h7g77 out- ofpocket limit 47 plan haa n4elt'e'j8' yee has'3?? | <pre>\$2,000/individual or \$4,000/family</pre> | Haa lhlyln7g77 bik'ehgo t'll[l'7 nllhaij8' hlkl anl'llwo'go b33h nida'iileeh7g77 ts'7dl atisdi ln4elt'e' nizhdool4e[go beehaz'ln7g77 47 Ooly4 out-of-pocket limit. [Haa lhly3 ha'l[ch7n7 bi[haghanii bik'4sti'7g77, plan choo'9 y7na'ni[tindi saad bl dahsijaa'. |

| Azee'77[17n7 bil Doo' See plan doo y1 naalnish7g77 out-of-network provider 47 [3 bik'4 nijil44h] | Ha'lt'7i 47 out-of- pocket limit, doo bi[0lta'da?? | Premiums, balance-billing charges, and health care this <u>plan</u> doesn't cover. | D77 bik'4 ni'jiizla'7g77, 47 doo out-of-pocket limit w0lta'7j7 bi[Olta'da. |
|---|---|--|---|
| Naaltsoos, referral, | aha'dee't1n7g77 choo'98go daats'7 | $\frac{www.anthem.com/ca}{(530)} $ or call | 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 |
| h0l=-go0sh 47 specialist h1k1 adoolwo[??Dooda.Azee'77[`7n7 t'11 [1h1go ats'77s yinaalnish7g77 specialist bich'8' jidoog11[naaltsoos, referral t'11g44d nidi | h0l=-go0sh 47 specialist h1k1 | Dooda. | |

Copayment d00 coinsurance nihely4 d77 naaltsoos bik11'7g77 47 deductible a[tso b7ighahgo niji144hd00 niji14, deductible h01==d33'.

| | | OMB Control Numbers 1545-2229, 1210-0147, and 0938-1146 | | |
|--|--|---|---|---|
| Biniy4 azee'77[`7n7 | !k1 an1'alwo' | D77 bik Azee'77['7 bi[| Released on April 6, 2016 | ee h1 |
| bich'8' jigh11h7g77 | 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% <u>coinsurance</u> | 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 <u>preventive</u> . Ask your <u>provider</u> if the services you need are preventive. Then check what your <u>plan</u> 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 | <pre>!k1 an1'alwo' choid77[`88[7g77</pre> | 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% <u>coinsurance</u> | 20% <u>coinsurance</u> | 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, <u>specialty drug</u> 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% <u>coinsurance</u> | 20% <u>coinsurance</u> | Preauthorization is required. |

[* For more information about limitations and exceptions, see your Plan Document/Summary Plan Description.]

| Biniy4 | | D77 bik'4 ni'd77144[| | | |
|---|---|---|---|--|--|
| azee'77[`7n7 bich'8' jigh11h7g77 | <pre>!k1 an1'alwo' choid77[`88[7g77</pre> | 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 | 200/ 20170000 | 2004 coincurance | Nana | |
| | [gizh7g77 b4eso yik'4 naashnish7g77 | 20% <u>coinsurance</u> | 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 | |
| | <u>Urgent care</u> | 20% coinsurance | 20% coinsurance | None | |
| If you have a hospital | Facility fee (e.g., hospital room) | 20% <u>coinsurance</u> | 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 | Preauthorization is required. Substance abuse treatment not covered. | |
| 16 | Office visits | 20% <u>coinsurance</u> | 20% coinsurance | Limited to employees and spouses. <u>Cost</u> <u>sharing</u> does not apply to certain <u>preventive</u> <u>services</u> . Depending on the type of services, <u>coinsurance</u> 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 recovering or have other special health needs | 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 | |
| | Habilitation services | Not covered | Not covered | Not covered | |
| | 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. | |

[* For more information about limitations and exceptions, see your Plan Document/Summary Plan Description.]

| 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[) | A 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 dental or eye care | Children's eye exam | 20% coinsurance | 20% coinsurance | 80% of \$200/24-months | |
| | Children's glasses | 20% coinsurance | 20% coinsurance | 00 % 01 \$200/24-months | |
| | 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.) | | | | |
|---|---|--------------------------|--|--|
| AcupunctureCosmetic surgery | Infertility treatmentLong-term care | Private-duty nursing | | |
| Other Covered Services (Limitations may apply to Bariatric surgery (Weight Management Program) Chiropractic care Dental care (Adult) | these services. This isn't a complete list. Please se Hearing aids Non-emergency care when traveling outside the U.S. | Routine eye care (Adult) | | |

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. 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 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: 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 the California Consumer Assistance Program operated by the California Department of Managed Health Care and Department of Insurance, at (888) 466-2219 or <u>http://www.healthhelp.ca.gov</u>. A list of states with Consumer Assistance Programs is available at: <u>www.dol.gov/ebsa/healthreform</u> and <u>http://www.cms.gov/CCIIO/Resources/Consumer-Assistance-Grants/</u>.

Does this plan provide Minimum Essential Coverage? Yes

If you don't have <u>Minimum Essential Coverage</u> 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 <u>plan</u> doesn't meet the <u>Minimum Value Standards</u>, you may be eligible for a <u>premium tax credit</u> to help you pay for a <u>plan</u> through the <u>Marketplace</u>.

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.--



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 r | months of in-network pre-natal care and a |
| | hospital delivery) |

| The plan's overall deductible | \$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: | |

Cost SharingDeductibles\$250Copayments\$0Coinsurance\$1,750What isn't coveredLimits or exclusions\$60The 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 plan's overall deductible | \$250 |
|---------------------------------|-------|
| Specialist coinsurance | 20% |
| Hospital (facility) coinsurance | 20% |
| Other <u>coinsurance</u> | 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 | |

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 <u>coinsurance</u> | 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 \$1,900

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.

The total Joe would pay is

\$2,500

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