

Medical Benefit Highlights

Personal Choice PPO Silver Secure \$4,750/\$40/\$80/\$600

Covered Services	Your Costs (You pay)	
	In-Network	Out-of-Network
Benefits per Contract Year		
Deductible (Embedded) ¹ Individual/Family	\$4,750/\$9,500	\$8,500/\$17,000
Out-of-Pocket Maximum (Embedded) ² Individual/Family	\$8,550/\$17,100	\$25,000/\$50,000
Coinsurance	0%	50%
Preventive Services	In-Network	Out-of-Network
Preventive Care	No charge no deductible	50% no deductible
Preventive Colonoscopy		
Preventive Plus Providers	No charge no deductible	Not covered
Hospital Based	\$750 no deductible	50% no deductible
Physician Services	In-Network	Out-of-Network
Primary Care Physician (PCP) Office Visit	\$40 no deductible	50% after deductible
Specialist Office Visit	\$80 no deductible	50% after deductible
Retail Health Clinic Visit	\$40 no deductible	50% after deductible
Urgent Care Visit	\$100 no deductible	50% after deductible
Virtual Care³	In-Network	Out-of-Network
Telemedicine	No charge no deductible	Not covered
Teledermatology	No charge no deductible	Not covered
Telebehavioral Health	No charge no deductible	Not covered
Therapy Services	In-Network	Out-of-Network
Physical Therapy (30 visits/year) ⁴		
Freestanding	\$80 no deductible	50% after deductible
Hospital Based	\$110 no deductible	50% after deductible
Occupational Therapy (30 visits/year) ⁴		
Freestanding	\$80 no deductible	50% after deductible
Hospital Based	\$110 no deductible	50% after deductible
Speech Therapy (30 visits/year) ⁵	\$80 no deductible	50% after deductible
Emergency Services	In-Network	Out-of-Network
Emergency Room (copay not waived if admitted)	\$450 after deductible	Covered at In-Network level
Emergency Ambulance	No charge after deductible	Covered at In-Network level
Non-Emergency Ambulance	No charge after deductible	50% after deductible

Hospital Services	In-Network	Out-of-Network
Inpatient Hospital Services (In-Network: 365 days/year; Out-of-Network: 70 days/year) ⁶	Subject to deductible and \$600/Day; max of 5 copays per admission	50% after deductible
Maternity Hospital Services ⁶	Subject to deductible and \$600/Day; max of 5 copays per admission	50% after deductible
Inpatient Professional Services (includes Maternity)	No charge after deductible	50% after deductible
Outpatient Surgery	In-Network	Out-of-Network
Freestanding	40% (up to \$600 max) after deductible	50% after deductible
Hospital Based	40% (up to \$600 max) after deductible	50% after deductible
Outpatient Professional Services	No charge after deductible	50% after deductible
Outpatient Diagnostics	In-Network	Out-of-Network
Diagnostic Medical (EKG)	\$80 after deductible	50% after deductible
Routine Radiology (X-Ray)		
Freestanding	\$80 after deductible	50% after deductible
Hospital Based	\$200 after deductible	50% after deductible
Advanced Imaging (MRI/MRA,CT/CTA Scan, PET Scan)		
Freestanding	\$200 after deductible	50% after deductible
Hospital Based	\$400 after deductible	50% after deductible
Outpatient Lab and Pathology	In-Network	Out-of-Network
Freestanding	No charge no deductible	50% after deductible
Hospital Based	50% after deductible	50% after deductible
Other Medical Services	In-Network	Out-of-Network
Spinal Manipulations (20 visits/year) ⁵	\$80 no deductible	50% after deductible
Acupuncture (18 visits/year) ⁵	\$80 no deductible	50% after deductible
Standard Injectables	No charge no deductible	50% after deductible
Allergy Injections	No charge no deductible	50% after deductible
Biotech/Specialty Injectables		
Home/Office	\$100 no deductible	50% after deductible
Outpatient	\$200 no deductible	50% after deductible
Chemotherapy	No charge after deductible	50% after deductible
Dialysis	No charge after deductible	50% after deductible
Skilled Nursing Facility (120 days/year) ⁵	Subject to deductible and \$300/Day; max of 5 copays per admission	50% after deductible

Home Health (60 visits/year) ⁵	No charge after deductible	50% after deductible
Hospice	No charge after deductible	50% after deductible
Durable Medical Equipment (DME)	50% after deductible	50% after deductible
Mental Health – Outpatient (includes serious mental illness and substance abuse)	\$80 no deductible	50% after deductible
Mental Health – Inpatient (includes serious mental illness and substance abuse) ⁶	Subject to deductible and \$600/Day; max of 5 copays per admission	50% after deductible

- 1 Embedded deductible: Each covered family member only needs to satisfy his or her individual deductible, not the entire family deductible, prior to receiving plan benefits.
- 2 Embedded out-of-pocket maximum: Each covered family member only needs to satisfy his or her individual out-of-pocket maximum, not the entire family out-of-pocket maximum.
- 3 Telemedicine is provided by a designated telemedicine provider, please visit www.ibx.com/findcarenow.
- 4 Physical Therapy and Occupational Therapy combined visit limit in and out-of-network.
- 5 Combined in and out-of-network.
- 6 Inpatient hospital out-of-network day limit combined for all inpatient medical, maternity, mental health, serious mental illness, and substance abuse services.

Personal Choice®, our popular Preferred Provider Organization (PPO), gives you freedom of choice by allowing you to choose your own doctors and hospitals. You can maximize your coverage by accessing your care through Personal Choice's network of hospitals, doctors, and specialists, or by accessing care through preferred providers that participate in the BlueCard® PPO program. Of course, with Personal Choice, you have the freedom to select providers who do not participate in the Personal Choice network or BlueCard PPO program. However, if you receive services from out-of-network providers, you will have higher out-of-pocket costs and may have to submit your claim for reimbursement.

This summary represents only a partial listing of benefits and exclusions of the Medical Program described in this summary. If your employer purchases another program, the benefits and exclusions may differ. Also, benefits and exclusions may be further defined by medical policy. As a result, this managed care plan may not cover all of your health care expenses. Read your contract/member benefit booklet carefully for a complete listing of terms, limitations, and exclusions of the program. For more information about your coverage, or to get a copy of the complete terms of coverage, visit www.ibx.com/SGBooklet or call 1-800-ASK-BLUE (TTY: 711).

Benefits may be changed by Independence Blue Cross to comply with applicable federal/state laws and regulations.

Certain services require preapproval/precertification by the health plan prior to being performed. To obtain a list of services that require authorization, please log on to <http://www.ibx.com/preapproval> or call the phone number that is listed on the back of your identification card.

Benefits underwritten or administered by QCC Insurance Company, a subsidiary of Independence Blue Cross - Independent licensees of the Blue Cross and Blue Shield Association. www.ibx.com

Drug Benefit Highlights

Personal Choice PPO Silver Secure

Covered Services

Benefits per Contract Year

Deductible Individual/Family
Out-of-Pocket Maximum Individual/Family
Formulary ¹
Dispense as Written (DAW) Provision ²

Retail Pharmacy

Tier 1 Low-Cost Generic Drugs
Tier 2 Generic Drugs
Tier 3 Preferred Brand Drugs
Tier 4 Non-Preferred Drugs
Tier 5 Self-Administered Specialty Drugs
Dispensing Limits ³

Mail Order Pharmacy Available for maintenance drugs

Tier 1 Low-Cost Generic Drugs
Tier 2 Generic Drugs
Tier 3 Preferred Brand Drugs
Tier 4 Non-Preferred Drugs
Tier 5 Self-Administered Specialty Drugs
Dispensing Limits ⁴

Drug Coverage

ACA Preventive Drugs
Compound Medications
Contraceptives
Diabetic Supplies (i.e., test strips)
Glucometers
Insulin
Insulin Needles and Syringes
Lancets
Prescribed Tobacco Cessation Drugs (RX and OTC)
Retin-A (up to Age 35)
Allergy Serum
Biologicals, Investigational/Experimental Drugs

Your Costs (You pay)

In-Network

\$0/\$0
Combined with Medical
Value
Mandatory Generic

In-Network

\$3
\$15
\$60
\$150
50% up to \$1,000
30 day supply max

In-Network

\$6
\$30
\$120
\$300
Not covered
90 day supply max

In-Network

Covered
Covered
Covered
Covered
Covered
Covered
Covered
Covered
Covered
Covered
Covered
Covered
Not covered
Not covered

Out-of-Network

\$0/\$0
Combined with Medical

Out-of-Network

30% Reimbursement
30% Reimbursement
30% Reimbursement
30% Reimbursement
Not covered
30 day supply max

Out-of-Network

Not covered
Not covered
Not covered
Not covered
Not covered
Not covered

Out-of-Network

Covered
Covered
Covered
Covered
Covered
Covered
Covered
Covered
Covered
Covered
Not covered
Not covered

Blood, Blood Plasma	Not covered	Not covered
Drugs used for Cosmetic Purposes	Not covered	Not covered
Immunization Agents	Not covered	Not covered
Injectable Fertility Drugs	Not covered	Not covered
Non-Federal Legend Drugs	Not covered	Not covered
Over-The-Counter Drugs (Non-Prescription)	Not covered	Not covered
Weight Control Drugs	Not covered	Not covered

- 1 Benefits will be provided for Covered Drugs and medicines appearing on the Drug Formulary. To check the formulary status of a drug or view a copy of the most recent formulary, log onto www.ibx.com.
- 2 When a prescription drug is not available in a generic form, benefits will be provided for the brand drug and you will be responsible for the member cost sharing for a brand drug. When a prescription drug is available in a generic form, benefits will be provided for that drug at the generic drug level only. If you purchase a brand drug, you will be responsible for paying the dispensing pharmacy the difference between the negotiated discount price for the generic drug and the brand drug plus the appropriate member cost sharing for a brand drug.
- 3 Maintenance medications may also be available for up to a 90-day supply at participating Act 207 Retail pharmacies for the same mail order member cost sharing as indicated above.
- 4 Mail order cost-sharing for 1-30 day supplies is equal to the in-network retail cost-sharing. Up to a 90-day supply of drugs to treat chronic conditions also available at Walgreens.

This summary represents only a partial listing of benefits and exclusions of the Prescription Drug Program described in this summary. If your employer purchases another program, the benefits and exclusions may differ. Also, benefits and exclusions may be further defined by pharmacy policy. As a result, this program may not cover all of your health care expenses. Read your contract/member benefit booklet carefully for a complete listing of terms, limitations, and exclusions of the program. For more information about your coverage, or to get a copy of the complete terms of coverage, visit www.ibx.com/SGBooklet or call **1-800-ASK-BLUE** (TTY: 711).

Certain designated preventative medications will not be subject to any cost-sharing or deductibles, but will be subject to the terms and conditions of your benefits contract. Refer to your summary of benefits, member handbook, and/or benefit booklet to determine if your plan includes 100 percent coverage for in-network preventive services.

Any prescription refilled in excess of the number of refills specified by the physician, or any refill dispensed after one year from the physician's original order are not covered. Devices or supplies except those specifically listed under covered drugs are not covered. Drugs used to treat hemophilia are not covered.

The network required for this plan is the FutureScripts® Preferred Pharmacy Network. The FutureScripts® Preferred Pharmacy Network is a subset of the national retail pharmacy network, including most major chains and local pharmacies except Rite Aid. Out-of-Network benefits apply to prescriptions filled at Non-Preferred pharmacies and you must pay the full retail price for your prescription then file a paper claim for reimbursement. FutureScripts® is an independent company providing pharmacy benefit management service.

Benefits underwritten or administered by QCC Insurance Company, a subsidiary of Independence Blue Cross - Independent licensees of the Blue Cross and Blue Shield Association. www.ibx.com

Vision Benefit Highlights

Pediatric/Adult Vision SML PPO Stnd w/o Med Ded

PEDIATRIC BENEFITS

Covered Services	Your Costs (You pay)	
Benefits	In-Network ¹	Out-of-Network
Annual Plan Maximum	Unlimited	Not covered
Deductible (Individual/Family)	\$0/\$0	Not covered
Out-of-Pocket Maximum (Individual/Family)	\$0/\$0	Not covered
Exam	In-Network ¹	Out-of-Network
Benefit Frequency	1 / Calendar Year	Not covered
Routine Eye Exam at Davis Participating Providers	No charge	Not covered
Lenses	In-Network ¹	Out-of-Network
Benefit Frequency	1 / Calendar Year	Not covered
Single Vision Lenses	No charge	Not covered
Bifocal Lenses	No charge	Not covered
Trifocal Lenses	No charge	Not covered
Lenticular Lenses	No charge	Not covered
Lens Options ²		
Standard Progressive Lenses	\$50	Not covered
Premium Progressive Lenses	\$90	Not covered
Ultra Progressive Lenses	\$140	Not covered
Ultimate Progressive Lenses	\$175	Not covered
Polycarbonate Lenses ³	No charge	Not covered
Photosensitive Lenses	\$65	Not covered
High-Index Lenses	\$55	Not covered
High-Index 1.74 Lenses	\$120	Not covered
Blue Light Lenses	\$15	Not covered
Polarized Lenses	\$75	Not covered
Lens Coatings		
Tinted Plastic Lenses	No charge	Not covered
UV-Coated Lenses	No charge	Not covered
Scratch-Resistant Lenses	No charge	Not covered
Scratch-Protection Plan Single Vision Lenses	\$20	Not covered
Scratch-Protection Plan Multifocal Vision Lenses	\$40	Not covered
Anti-Reflective Standard Lenses	\$35	Not covered
Anti-Reflective Premium Lenses	\$48	Not covered
Anti-Reflective Ultra Lenses	\$60	Not covered
Anti-Reflective Ultimate Lenses	\$85	Not covered

Frames	In-Network ¹	Out-of-Network
Benefit Frequency	1 / Calendar Year	Not covered
Davis Collection Fashion Frames	No charge	Not covered
Davis Collection Designer Frames	No charge	Not covered
Davis Collection Premier Frames	No charge	Not covered
Non-Davis Collection Frames	Up to \$150 Allowance ⁴	Not covered

Contact Lenses (in lieu of glasses)	In-Network ¹	Out-of-Network
Benefit Frequency	1 / Calendar Year	Not covered
Davis Collection Standard Daily Contact Lenses & Evaluation	No charge	Not covered
Davis Collection Specialty Contact Lenses & Evaluation	No charge	Not covered
Davis Collection Disposable Contact Lenses & Evaluation	No charge	Not covered
Medically-Necessary Contact Lenses ⁵	No charge	Not covered

ADULT BENEFITS

Covered Services	Your Costs (You pay)	
Benefits	In-Network ¹	Out-of-Network
Annual Plan Maximum	Unlimited	Not covered
Deductible (Individual/Family)	\$0/\$0	Not covered
Out-of-Pocket Maximum (Individual/Family)	\$0/\$0	Not covered

Exam	In-Network ¹	Out-of-Network
Benefit Frequency	1 / Calendar Year	Not covered
Routine Eye Exam at Davis Participating Providers	No charge	Not covered

Lenses	In-Network ¹	Out-of-Network
Benefit Frequency	1 / Calendar Year	Not covered
Single Vision Lenses	No charge	Not covered
Bifocal Lenses	No charge	Not covered
Trifocal Lenses	No charge	Not covered
Lenticular Lenses	No charge	Not covered
Lens Options ²		
Standard Progressive Lenses	\$65	Not covered
Premium Progressive Lenses	\$105	Not covered
Ultra Progressive Lenses	\$140	Not covered
Ultimate Progressive Lenses	\$175	Not covered
Polycarbonate Lenses ³	\$35	Not covered
Photosensitive Lenses	\$70	Not covered
High-Index Lenses	\$60	Not covered

High-Index 1.74 Lenses	\$120	Not covered
Blue Light Lenses	\$15	Not covered
Polarized Lenses	\$75	Not covered
Lens Coatings		
Tinted Plastic Lenses	\$15	Not covered
UV-Coated Lenses	No charge	Not covered
Scratch-Resistant Lenses	No charge	Not covered
Scratch-Protection Plan Single Vision Lenses	\$20	Not covered
Scratch-Protection Plan Multifocal Vision Lenses	\$40	Not covered
Anti-Reflective Standard Lenses	\$40	Not covered
Anti-Reflective Premium Lenses	\$55	Not covered
Anti-Reflective Ultra Lenses	\$69	Not covered
Anti-Reflective Ultimate Lenses	\$85	Not covered

Frames

	In-Network¹	Out-of-Network
Benefit Frequency	1 / Calendar Year	Not covered
Davis Collection Fashion Frames	No charge	Not applicable
Davis Collection Designer Frames	\$15	Not applicable
Davis Collection Premier Frames	\$40	Not applicable
Non-Davis Collection Frames	Up to \$130 Allowance (plus a 20% discount on any overage) ⁴	Not covered
Visionworks Frames Option	Up to \$180 Allowance (plus a 20% discount on any overage) at Visionworks locations nationwide ⁴	Not covered

Contact Lenses (in lieu of glasses)

	In-Network¹	Out-of-Network
Benefit Frequency	1 / Calendar Year	Not covered
Davis Collection Standard Daily Contact Lenses & Evaluation	No charge	Not applicable
Davis Collection Specialty Contact Lenses & Evaluation	No charge	Not applicable
Davis Collection Disposable Contact Lenses & Evaluation	No charge	Not applicable
Non-Davis Collection Contact Lenses & Evaluation	Up to \$130 Allowance (plus a 15% discount on any overage) ⁴	Not covered
Medically-Necessary Contact Lenses ⁵	No charge	Not covered

1 Participating Davis provider benefit.
 2 Spectacle lens options are available at most participating providers and member pays fixed discounted prices.
 3 Polycarbonate lenses for dependent children, monocular patients, and patients with prescriptions greater than or equal to +/6.00 diopters are covered at no cost.
 4 Member is responsible for balance. Additional discounts not applicable at Walmart, Costco, or Sam's Club locations.
 5 Covered with prior approval.



This summary represents only a partial listing of benefits of the Vision Care Program described in this summary. If your employer purchases another program, the benefits may differ. Also, benefits may be further defined by the vision policy. As a result, this vision plan may not cover all of your vision or health care expenses. Read your contract/member benefit booklet carefully for a complete listing of terms and limitations of the program. For more information about your coverage, or to get a copy of the complete terms of coverage, visit www.ibx.com/SGBooklet or call **1-800-ASK-BLUE** (TTY: 711).

Benefits may be changed by Independence Blue Cross to comply with applicable federal/state laws and regulations.

Administered by Davis Vision.

Benefits underwritten or administered by QCC Insurance Company, a subsidiary of Independence Blue Cross - Independent licensees of the Blue Cross and Blue Shield Association. www.ibx.com

Dental Benefit Highlights

Pediatric Dental SML PPO

PEDIATRIC BENEFITS

Covered Services	Your Costs (You pay)	
Benefits per Contract Year	In-Network	Out-of-Network
Annual Plan Maximum	Unlimited	Not covered
Deductible (per child)	\$50	Not covered
Out-of-Pocket Maximum (per child)	Medical out-of-pocket maximum applies.	Not covered
Medically Necessary Orthodontic Maximum (per child)	Unlimited	Not covered
Coverage Type	In-Network	Out-of-Network
Diagnostic & Preventive Services	No charge no deductible	Not covered
Basic Services	50% after deductible	Not covered
Major Services	50% after deductible	Not covered
Medically Necessary Orthodontics	50% no deductible	Not covered
Cosmetic Orthodontic Services	Not covered	Not covered
Key Covered Services	In-Network	Out-of-Network
Exams	No charge no deductible	Not covered
Cleanings	No charge no deductible	Not covered
Bitewing X-rays	50% no deductible	Not covered
Fluoride Treatments	No charge no deductible	Not covered
Sealants	No charge no deductible	Not covered
Basic Restorative (Fillings)	50% after deductible	Not covered
Oral Surgery	50% after deductible	Not covered
Endodontics	50% after deductible	Not covered
Periodontics	50% after deductible	Not covered
Crowns	50% after deductible	Not covered
Bridges	50% after deductible	Not covered
Dentures	50% after deductible	Not covered

This summary represents only a partial listing of benefits of the Dental Plan described in this summary. If your employer purchases another program, the benefits may differ. Also, benefits may be further defined by dental policy. As a result, this dental plan may not cover all of your dental or health care expenses. Read your contract/member benefit booklet carefully for a complete listing of terms and limitations of the program. For more information about your coverage, or to get a copy of the complete terms of coverage, visit www.ibx.com/SGBooklet or call 1-800-ASK-BLUE (TTY: 711).

Benefits may be changed by Independence Blue Cross to comply with applicable federal/state laws and regulations.

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Language Assistance Services

Spanish: ATENCIÓN: Si habla español, cuenta con servicios de asistencia en idiomas disponibles de forma gratuita para usted. Llame al 1-800-275-2583 (TTY: 711).

Chinese: 注意: 如果您讲中文, 您可以得到免费的语言协助服务。致电 1-800-275-2583。

Korean: 안내사항: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-800-275-2583 번으로 전화하십시오.

Portuguese: ATENÇÃO: se você fala português, encontram-se disponíveis serviços gratuitos de assistência ao idioma. Ligue para 1-800-275-2583.

Gujarati: સૂચના: જો તમે ગુજરાતી બોલતા હો, તો નિ:શુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. 1-800-275-2583 કોલ કરો.

Vietnamese: LƯU Ý: Nếu bạn nói tiếng Việt, chúng tôi sẽ cung cấp dịch vụ hỗ trợ ngôn ngữ miễn phí cho bạn. Hãy gọi 1-800-275-2583.

Russian: ВНИМАНИЕ: Если вы говорите по-русски, то можете бесплатно воспользоваться услугами перевода. Тел.: 1-800-275-2583.

Polish: UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-800-275-2583.

Italian: ATTENZIONE: Se lei parla italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-800-275-2583.

Arabic: ملحوظة: إذا كنت تتحدث اللغة العربية، فإن خدمات المساعدة اللغوية متاحة لك بالمجان. اتصل برقم 1-800-275-2583.

French Creole: ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-800-275-2583.

Tagalog: PAUNAWA: Kung nagsasalita ka ng Tagalog, magagamit mo ang mga serbisyo na tulong sa wika nang walang bayad. Tumawag sa 1-800-275-2583.

French: ATTENTION: Si vous parlez français, des services d'aide linguistique-vous sont proposés gratuitement. Appelez le 1-800-275-2583.

Pennsylvania Dutch: BASS UFF: Wann du Pennsylvania Deitsch schwetzsch, kannscht du Hilf griege in dei eegni Schprooch unni as es dich ennich eppes koschte zellt. Ruf die Nummer 1-800-275-2583.

Hindi: ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। कॉल करें 1-800-275-2583।

German: ACHTUNG: Wenn Sie Deutsch sprechen, können Sie kostenlos sprachliche Unterstützung anfordern. Wählen Sie 1-800-275-2583.

Japanese: 備考: 母国語が日本語の方は、言語アシスタンスサービス (無料) をご利用いただけます。1-800-275-2583へお電話ください。

Persian (Farsi):

توجه: اگر فارسی صحبت می کنید، خدمات ترجمه به صورت رایگان برای شما فراهم می باشد. با شماره 1-800-275-2583 تماس بگیرید.

Navajo: Díí baa akó nínízin: Díí saad bee yáníłti'go Diné Bizaad, saad bee áká'ánída'áwo'déé', t'áá jiik'eh. Hódííłnih koji' 1-800-275-2583.

Urdu:

توجه درکار ہے: اگر آپ اردو زبان بولتے ہیں، تو آپ کے لئے مفت میں زبان معاون خدمات دستیاب ہیں۔ کال کریں 1-800-275-2583.

Mon-Khmer, Cambodian: សូមមេត្តាចាប់អារម្មណ៍៖ ប្រសិនបើអ្នកនិយាយភាសាមន-ខ្មែរ ឬភាសាខ្មែរ នោះ ជំនួយផ្នែកភាសានឹងមានផ្តល់ជូនដល់លោកអ្នកដោយឥតគិតថ្លៃ។ ទូរសព្ទទៅលេខ 1-800-275-2583។

Discrimination is Against the Law

This Plan complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. This Plan does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

This Plan provides:

- Free aids and services to people with disabilities to communicate effectively with us, such as: qualified sign language interpreters, and written information in other formats (large print, audio, accessible electronic formats, other formats).
- Free language services to people whose primary language is not English, such as: qualified interpreters and information written in other languages.

If you need these services, contact our Civil Rights Coordinator. If you believe that This Plan has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with our Civil Rights Coordinator. You can file a grievance in the following ways: In person or by mail: ATTN: Civil Rights Coordinator, 1901 Market Street, Philadelphia, PA 19103, By phone: 1-888-377-3933 (TTY: 711) By fax: 215-761-0245, By email: civilrightscordinator@1901market.com. If you need help filing a grievance, our Civil Rights Coordinator is available to help you.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf> or by mail or phone at: U.S. Department of Health and Human Services, 200 Independence Avenue SW., Room 509F, HHH Building, Washington, DC 20201, 1-800-368-1019, 800-537-7697 (TDD). Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.