### Important Questions

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
<th>Why This Matters:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>What is the overall deductible?</strong></td>
<td>$2,500 per member / $5,000 per family for a participating provider and $5,000 per member / $10,000 per family for a non-participating provider.</td>
<td>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.</td>
</tr>
<tr>
<td><strong>Are there services covered before you meet your deductible?</strong></td>
<td>Yes. Preventive care and ACA preventive drugs are covered before you meet your deductible.</td>
<td>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 <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a>.</td>
</tr>
<tr>
<td><strong>Are there other deductibles for specific services?</strong></td>
<td>Yes. $250 per member for participating provider prescription drug coverage.</td>
<td>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.</td>
</tr>
<tr>
<td><strong>What is the out-of-pocket limit for this plan?</strong></td>
<td>$5,500 per member / $11,000 per family for a participating provider and $11,000 per member / $22,000 per family for a non-participating provider.</td>
<td>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, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.</td>
</tr>
<tr>
<td><strong>What is not included in the out-of-pocket limit?</strong></td>
<td>Premiums, balance billing charges, and health care this plan doesn’t cover.</td>
<td>Even though you pay these expenses, they don’t count toward the out–of–pocket limit.</td>
</tr>
<tr>
<td><strong>Will you pay less if you use a network provider?</strong></td>
<td>Yes. See <a href="https://www.bswhealthplan.com/Pages/Provider.aspx">https://www.bswhealthplan.com/Pages/Provider.aspx</a> or call 844-633-5325 for a list of network providers.</td>
<td>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.</td>
</tr>
<tr>
<td><strong>Do you need a referral to</strong></td>
<td>No</td>
<td>You can see the specialist you choose without a referral.</td>
</tr>
<tr>
<td>Important Questions</td>
<td>Answers</td>
<td>Why This Matters:</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>-------------------------------------------------------------------------</td>
<td>-------------------</td>
</tr>
<tr>
<td>see a <strong>specialist</strong>?</td>
<td><strong>Why This Matters:</strong></td>
<td></td>
</tr>
</tbody>
</table>

All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

<table>
<thead>
<tr>
<th>Common Medical Event</th>
<th>Services You May Need</th>
<th>What You Will Pay</th>
<th>Limitations, Exceptions, &amp; Other Important Information</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Participating provider (You will pay the least)</td>
<td>Non-Participating provider (You will pay the most)</td>
</tr>
<tr>
<td><strong>If you visit a health care provider’s office or clinic</strong></td>
<td>Primary care visit to treat an injury or illness</td>
<td>Adult: $25 <strong>copayment</strong> per visit</td>
<td>50% after <strong>deductible</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pediatric: $25 <strong>copayment</strong> per visit</td>
<td>50% after <strong>deductible</strong></td>
</tr>
<tr>
<td></td>
<td>Specialist visit</td>
<td>$50 <strong>copayment</strong> per visit</td>
<td>50% after <strong>deductible</strong></td>
</tr>
</tbody>
</table>
|                      | Preventive care/screening/immunization | No charge | 50% after deductible 
No charge for child immunizations through the 6th birthday. |
| **If you have a test** | Diagnostic test (X-ray, blood work) | 20% after deductible | 50% after deductible |

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.
<table>
<thead>
<tr>
<th>Common Medical Event</th>
<th>Services You May Need</th>
<th>What You Will Pay</th>
<th>Limitations, Exceptions, &amp; Other Important Information</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Participating provider</td>
<td>Non-Participating provider</td>
</tr>
<tr>
<td>Imaging (CT/PET scans, MRIs)</td>
<td>20% after deductible</td>
<td>50% after deductible</td>
<td></td>
</tr>
<tr>
<td>Affordable Care Act (ACA) preventive drugs</td>
<td>No charge</td>
<td>50% after deductible</td>
<td>Copayments are per 34-day supply. Two copayments apply for a 90-day supply if a maintenance drug is obtained through a Baylor Scott &amp; White pharmacy OR when using the mail order prescription service. Specific preventative medications will be covered with no cost to the member. Non-formulary drugs: 50% after Rx deductible; out-of-network: 50% after medical deductible.</td>
</tr>
<tr>
<td>Preferred generic drugs</td>
<td>$3 copayment per prescription, deductible does not apply</td>
<td>50% after deductible</td>
<td></td>
</tr>
<tr>
<td>Preferred brand drugs</td>
<td>50% after deductible</td>
<td>50% after deductible</td>
<td></td>
</tr>
<tr>
<td>Non-preferred generic drugs and non-preferred brand drugs</td>
<td>50% after deductible</td>
<td>50% after deductible</td>
<td></td>
</tr>
<tr>
<td>Specialty drugs and oral anticancer medications</td>
<td>Tier 1: 10% after deductible Tier 2: 20% after deductible Tier 3: 30% after deductible</td>
<td>50% after deductible</td>
<td>Non-formulary specialty drugs: 50% after deductible.</td>
</tr>
<tr>
<td>Facility fee (e.g., ambulatory surgery center)</td>
<td>20% after deductible</td>
<td>50% after deductible</td>
<td>Failure to obtain preauthorization of benefits, other than emergency care, will result in a penalty of the lesser of $500 or 50%.</td>
</tr>
<tr>
<td>Physician/surgeon fees</td>
<td>20% after deductible</td>
<td>50% after deductible</td>
<td></td>
</tr>
<tr>
<td>Emergency room care</td>
<td>20% after deductible</td>
<td>20% after deductible</td>
<td>Emergency room copayment waived if episode results in hospitalization for the same condition within 24 hours.</td>
</tr>
<tr>
<td>If you need drugs to treat your illness or condition</td>
<td>More information about prescription drug coverage is available at BSWHealthPlan.com/Group/Pages/Pharmacy</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>If you have outpatient surgery</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>If you need immediate medical attention</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Common Medical Event</td>
<td>Services You May Need</td>
<td>Participating provider (You will pay the least)</td>
<td>Non-Participating provider (You will pay the most)</td>
</tr>
<tr>
<td>----------------------</td>
<td>-----------------------</td>
<td>-----------------------------------------------</td>
<td>-------------------------------------------------</td>
</tr>
<tr>
<td>Emergency medical transportation</td>
<td>20% after deductible</td>
<td>20% after deductible</td>
<td>None</td>
</tr>
<tr>
<td>Urgent care</td>
<td>$75 copayment per visit</td>
<td>$75 copayment per visit</td>
<td></td>
</tr>
<tr>
<td>If you have a hospital stay</td>
<td>Facility fee (e.g., hospital room)</td>
<td>20% after deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td></td>
<td>Physician/surgeon fees</td>
<td>20% after deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td>If you need mental health, behavioral health, or substance abuse services</td>
<td>Outpatient services</td>
<td>Not covered</td>
<td>Not covered</td>
</tr>
<tr>
<td></td>
<td>Inpatient services</td>
<td>Not covered</td>
<td>Not covered</td>
</tr>
<tr>
<td>If you are pregnant</td>
<td>Office visits</td>
<td>Not covered</td>
<td>Not covered</td>
</tr>
<tr>
<td>Common Medical Event</td>
<td>Services You May Need</td>
<td>What You Will Pay</td>
<td>Limitations, Exceptions, &amp; Other Important Information</td>
</tr>
<tr>
<td>----------------------</td>
<td>-----------------------</td>
<td>-------------------</td>
<td>---------------------------------------------------------</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Participating provider (You will pay the least)</td>
<td>Non-Participating provider (You will pay the most)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Not covered</td>
<td>Not covered</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Not covered</td>
<td>Not covered</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>None</td>
</tr>
<tr>
<td></td>
<td>Childbirth/delivery professional services</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Childbirth/delivery facility services</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Home health care</strong></td>
<td>20% after deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td></td>
<td>Rehabilitation services</td>
<td>20% after deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td></td>
<td>Habilitation services</td>
<td>20% after deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td></td>
<td>Skilled nursing care</td>
<td>20% after deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td></td>
<td>Durable medical equipment</td>
<td>20% after deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td></td>
<td>Hospice services</td>
<td>20% after deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td></td>
<td><strong>Hospice services</strong></td>
<td>20% after deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td></td>
<td><strong>Children's eye exam</strong></td>
<td>20% after deductible</td>
<td>50% after deductible</td>
</tr>
</tbody>
</table>

- **If you need help recovering or have other special health needs**

- **Home health care**
- **Rehabilitation services**
- **Habilitation services**
- **Skilled nursing care**
- **Durable medical equipment**
- **Hospice services**

- **Limitation, Exception, & Other Important Information**

- Failure to obtain [preauthorization](#) of benefits, other than emergency care, will result in a penalty of the lesser of $500 or 50%.

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- None

- Limited to one eye exam per plan year.
<table>
<thead>
<tr>
<th>Common Medical Event</th>
<th>Services You May Need</th>
<th>What You Will Pay</th>
<th>Limitations, Exceptions, &amp; Other Important Information</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Participating provider (You will pay the least)</td>
<td>Non-Participating provider (You will pay the most)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Children's glasses                                                          Not covered</td>
<td>Not covered</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Children's dental check-up                                              Not covered</td>
<td>Not covered</td>
</tr>
</tbody>
</table>
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
- Bariatric surgery
- Chiropractic care
- Cosmetic surgery
- Dental care (Adult and Child)
- Infertility treatment
- Long-term care
- Non-emergency care when traveling outside the U.S.
- 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.)

- Hearing aids (Limited to one device per ear every 3 years for members through the age of 18)
- Private duty nursing when medically necessary and preauthorized

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: Baylor Scott & White Insurance Company at 844-633-5325 or BSWHealthPlan.com; Texas Department of Insurance at 800-578-4677 or tdi.texas.gov; Department of Labor’s Employee Benefits Security Administration at 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 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 on how 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: Baylor Scott & White Insurance Company at 844-633-5325 or BSWHealthPlan.com; Department of Labor’s Employee Benefits Security Administration at 866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform; Texas Department of Insurance at 800-578-4677 or tdi.texas.gov.

Does this plan provide Minimum Essential Coverage? No

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? No

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:


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: $2,500
- Specialist copayment: Not covered
- Hospital (facility): Not covered
- Other coinsurance: Not covered

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:**

<table>
<thead>
<tr>
<th>Cost Sharing</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductibles</td>
<td>N/A</td>
</tr>
<tr>
<td>Copayments</td>
<td>N/A</td>
</tr>
<tr>
<td>Coinsurance</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**What isn’t covered**

Limits or exclusions: N/A

**The total Peg would pay is:** $12,700

---

### Managing Joe’s Type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

- The plan’s overall deductible: $2,500
- Specialist copayment: $50
- Hospital (facility): 20% after deductible
- Other coinsurance: 20% after deductible

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:**

<table>
<thead>
<tr>
<th>Cost Sharing</th>
<th>$2,400</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductibles</td>
<td>$1,000</td>
</tr>
<tr>
<td>Copayments</td>
<td>$0</td>
</tr>
<tr>
<td>Coinsurance</td>
<td></td>
</tr>
</tbody>
</table>

**What isn’t covered**

Limits or exclusions: $20

**The total Joe would pay is:** $5,020

---

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

- The plan’s overall deductible: $2,500
- Specialist copayment: $50
- Hospital (facility): 20% after deductible
- Other coinsurance: 20% after deductible

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:**

<table>
<thead>
<tr>
<th>Cost Sharing</th>
<th>$400</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductibles</td>
<td>$1,500</td>
</tr>
<tr>
<td>Copayments</td>
<td>$0</td>
</tr>
<tr>
<td>Coinsurance</td>
<td></td>
</tr>
</tbody>
</table>

**What isn’t covered**

Limits or exclusions: $0

**The total Mia would pay is:** $1,900

---

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

ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-844-633-5325 (TTY: 711).

Baylor Scott & White Insurance Company complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Baylor Scott & White Insurance Company does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Baylor Scott & White Insurance Company:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
  - Written information in other formats (large print and accessible electronic formats)

- Provides free language services to people whose primary language is not English, such as:
  - Qualified interpreters
  - Information written in other languages

If you need these services, contact the Baylor Scott & White Insurance Company Compliance Officer at 1-214-820-8888 or send an email to HPCompliance@BSWHealth.org.

If you believe that Baylor Scott & White Insurance Company 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:

Baylor Scott & White Insurance Company, Compliance Officer
1206 West Campus Drive, Suite 151
Temple, Texas 76502

Compliance HelpLine; 1-888-484-6977 or https://app.mycompliancereport.com/report?cid=swhp

You can file a grievance in person or by mail, online, or email. If you need help filing a grievance, the Compliance Officer 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, D.C. 20201
1-800-368-1019, 1-800-537-7697 (TDD)

Complaint forms are available at https://www.hhs.gov/civil-rights/filing-a-complaint/index.html.

BSWIC_Nondiscrimination_Notice_12/2021
English:
ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-844-633-5325 (TTY: 711).

Spanish:
ATENCION: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-844-633-5325 (TTY: 711).

Vietnamese:

Chinese:
注意：如果使用繁體中文，可以免費獲得語言援助服務。請致電 1-844-633-5325 (TTY: 711)。

Korean:

Arabic:
)رقم 844-633-5325-1. ﻣﻠﺤﻮظة: إذا كنت تتحدث اذکرو اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجاني. اتصل برقم 1-844-633-5325 (رقم

Urdu:
ﺧﺒﺮدار: اﮔﺮ آپ اردو ﺑﻮﻟﺘﮯ ﮨﯿﮟ، ﺗﻮ آپ کو زبان کی مدد کی خدمات مفت مڈیز دستیاب بنی کھال

German:

Gujarati:
ogh पદ્ધતિ દ્વારથી કોને ભાષા સહાય સર્વે સાફે ઉપલ્બ્ધ હૈ. 1-844-633-5325 (TTY: 711) પર કોલ કરે.

Russian:
ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-844-633-5325 (телетайп: 711).

Japanese:
注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。1-844-633-5325 (TTY:711)まで、お電話にてご連絡ください。

Laotian:
ປປຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັຽຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທຣ 1-844-633-5325 (TTY:711).
ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-844-633-5325 (TTY: 711).

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  - Information written in other languages

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1206 West Campus Drive, Suite 151
Temple, Texas 76502

Compliance HelpLine; 1-888-484-6977 or https://app.mycompliancereport.com/report?cid=swhp

You can file a grievance in person or by mail, online, or email. If you need help filing a grievance, the Compliance Officer 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, D.C. 20201
1-800-368-1019, 1-800-537-7697 (TDD)

Complaint forms are available at https://www.hhs.gov/civil-rights/filing-a-complaint/index.html.

BSWIC_Nondiscrimination_Notice_12/2021
ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-844-633-5325 (TTY: 711).

Spanish:
ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-844-633-5325 (TTY: 711).

Vietnamese:

Chinese:
注意：如果使用繁體中文, 可以免費獲得語言援助服務。請致電 1-844-633-5325 (TTY：711)。

Korean:

Arabic:

Urdu:

Tagalog:

French:

Hindi:
ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-844-633-5325 (TTY: 711) पर कॉल करें।

Persian:
فرامهم می باشد. با (711) 1-844-633-5325 تماس بگیرید. توجه: آگر به زبان فارسی گفتگو می کنید، تسهیلات زبانی بصورت رایگان برای شما امکان دارد.

German:

Gujarati:
સુખદારા: તમે ગુજરાતી બોલતા હોવો તો તમારા માટે મુક્તભાવે ભાષા સહાય સેવાઓ બધું ઉપલબ્ધ છે। તમામ રશીડો 1-844-633-5325 (TTY: 711).

Russian:
ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-844-633-5325 (телефон: 711).

Japanese:
注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。1-844-633-5325 (TTY：711) まで、お電話にてご連絡ください。

Laotian: