

COVID-19 NOTICE OF TEMPORARY SUMMARY OF BENEFIT CHANGES FOR ACTIVE & PRE-65 RETIREE MEDICAL, AND SUMMARY OF BENEFIT CHANGE FOR HEALTHCARE FSA, DEPENDENT CARE FSA, PARKING FSA AND COMMUTER FSA – WHICH ARE ALL SELF-FUNDED PLANS

When you enrolled in your Health Benefit Plan and/or a Flexible Spending Account (FSA) Plan you received a Summary Plan Description (SPD) document to help you understand your benefits. The following temporary changes have been made to your Plan(s).

For the purpose of this notice, cost share means the amount of co-payment, co-insurance and/or deductible which you

COVID-19 Testing and Testing-Related Visits

Effective March 23, 2020 and through the end of the Public Health Emergency period, as declared by the Secretary of the Department of Health and Human Services (HHS), you will not be responsible for any cost share for the following services: approved and authorized COVID-19 diagnostic testing, and testing-related visits at a physician's office, urgent care center, or emergency department of a hospital or alternate facility. Testing must be provided at approved locations in accordance with U.S. Centers for Disease Control and Prevention (CDC) guidelines. This cost share waiver applies to services received from both in-network and out-of-network providers.

COVID-19 Treatment

Effective April 1, 2020, through August 31, 2020, unless otherwise extended, you will not be responsible for any cost share, for services received during that period, for applicable covered health care services related to a COVID-19 diagnosis. This cost share waiver applies to office visits/telehealth, inpatient hospital, acute inpatient rehabilitation, long-term acute care, skilled nursing facilities, urgent care and emergency department visits, observation stays for COVID-19 applicable covered services received from both in-network and out-of-network providers. The plan will waive cost sharing (copays, coinsurance and deductibles) for emergency and medically necessary non-emergency ground ambulance transportation for COVID-19-related or suspected COVID-19-related services.

Virtual Visits through a Designated In-Network Provider

Effective March 23, 2020 through August 31, 2020, unless otherwise extended, you will not be responsible for any cost share for virtual visits received from a designated virtual network provider (AmWell, Doctor on Demand or Teladoc).

Other Virtual or Telehealth Services

Effective March 23, 2020 through August 31, 2020, unless otherwise extended, you will not be responsible for cost share for visits with your medical provider through live audio with video - conferencing or audio-only (telephonic) technology when the visit is related to COVID-19 testing. This cost share waiver applies to services received from both in-network and out-of-network providers.

Flexible Spending Accounts (FSA)

Effective April 15, 2020, Sandia is allowing a mid-year open enrollment for Dependent Care FSA, California Commuter FSA and Parking FSA.

Effective June 29, 2020 Sandia is allowing a mid-year open enrollment for Health Care FSA.

The COVID-19 situation provides several possible reasons to allow a mid-year election change for health care costs, including; change in employment within the household, substantial change in costs or change of provider/access to health care services resulting in change of cost.

Complete the COVID-19 mid-year request to opt-in, increase, or decrease your Health Care, Dependent Care, California Commuter Care and Parking [FSA annual election](#) via HR Self Service on hr.sandia.gov, or by calling (505) 284-4700 to submit a ticket.