

Summary of Material Modifications to the Asante Employee Benefits Plan

This Summary of Material Modification ("SMM") modifies some of the information contained in the Summary Plan Description ("SPD") for the Asante Employee Benefits Plan (the "Plan") that describes the Plan as of January 1, 2022.

Note: In the event of any discrepancy between this SMM and the SPD, the provisions of this SMM will govern.

Modification(s)

Important changes to certain benefits under the Plan will go into effect on January 1, 2022. In particular, coverage for Medical/Rx, Dental, and Section 125 shall be amended as follows:

Medical/Rx:

• **Asante PPO Health Plan:**

- Add coverage for acupuncture & chiropractic (spinal manipulation) services as follows: Category 1 @ \$10 copayment, Category 2 @ \$25 copayment, Category 3 @ \$75 copayment, Category 4 @ 50% coinsurance. Visit limits apply as follows: 12 acupuncture visits per year, 12 chiropractic (spinal manipulation) visits per year.
- Naturopaths will be covered at appropriate benefit level for services within the scope of their license
- Allergy injections will change to one copay per day per provider
- Add coverage for biofeedback as follows: Category 1 @ 15% coinsurance, Category 2 @ 30% coinsurance, Category 3 @ 40% coinsurance, Category 4 @ 50% coinsurance
- Out-of-network cost share will be aligned at 50% coinsurance
- Add coverage for palliative care: Category 1 @ 15% coinsurance, Category 2 @ 30% coinsurance, Category 3 @ 40% coinsurance, Category 4 @ 50% coinsurance

○ **Asante Savings Health Plan:**

- Removing \$2,000 combined maximum for acupuncture & chiropractic (spinal manipulation) services. Visit limits will apply as follows: 12 acupuncture visits per year, 12 chiropractic (spinal manipulation) visits per year. Coinsurance applies as follows: Category 1 @ 10% coinsurance, Category 2 @ 15% coinsurance, Category 3 @ 40% coinsurance, Category 4 @ 50% coinsurance.
- Allergy injections will be covered as follows: Category 1 @ 10% coinsurance, Category 2 @ 15% coinsurance, Category 3 @ 40% coinsurance, Category 4 @ 50% coinsurance
- Add coverage for biofeedback as follows: Category 1 @ 10% coinsurance, Category 2 @ 30% coinsurance, Category 3 @ 40% coinsurance, Category 4 @ 50% coinsurance
- Out-of-network cost share will be aligned at 50% coinsurance
- Add coverage for palliative care: Category 1 @ 10% coinsurance, Category 2 @ 30% coinsurance, Category 4 @ 40% coinsurance, Category 4 @ 50% coinsurance

○ **Asante Reimbursement Health Plan:**

- Removing \$2,000 combined maximum for acupuncture & chiropractic (spinal manipulation) services. Visit limits will apply as follows: 12 acupuncture visits per year, 12 chiropractic (spinal manipulation) visits per year. Cost share applies as follows: Category 1 @ \$10 copayment, Category 2 @ \$25 copayment, Category 3 @ \$75 copayment, Category 4 @ 50% coinsurance
- Allergy injections will change to one copay per day per provider
- Add coverage for biofeedback as follows: Category 1 @ 10% coinsurance, Category 2 @ 30% coinsurance, Category 3 @ 40% coinsurance, Category 4 @ 50% coinsurance
- Out-of-network cost share will be aligned at 50% coinsurance
- Add coverage for palliative care: Category 1 @ 10% coinsurance, Category 2 @ 30% coinsurance, Category 4 @ 40% coinsurance, Category 4 @ 50% coinsurance

Vision:

- The SunCare program will be renamed LightCare

Employee Contributions: There will be an increase to the plans as follows:

- Asante PPO Health Plan: +4%
- Asante Savings Health Plan: 0%
- Asante Reimbursement Health Plan: +2%
- MetLife Core Plan: 0%
- MetLife Buy-up Plan: 0%
- Willamette Dental Plan: 0%

Hospital Indemnity Plan:

- Certain insurance policies are available to Asante employees. The policies are not part of an Employee Retirement Income Security Act of 1974, or ERISA, plan or an employee welfare benefit plan sponsored by Asante. Beginning Jan. 1, 2022, hospital indemnity is available through The Standard
 - Hospital indemnity claims: Standard Insurance Company PO Box 85508
Lincoln, NE 68501-5508 (866) 851-5505

If you have questions about these changes in benefits, please contact your Plan Administrator at 541-789-4244. Employees can go to myHR (<https://hr.asante.org>) or asante.org/employee-benefits for more information.

This document serves as a Summary of Material Modifications under ERISA and amends the terms of the 2018 Summary Plan Description for the plan and any other Summaries of Material Modifications to the plan issued after the issuance of the 2018 Summary Plan Description

Please note: In the event of any discrepancy between this document and the 2018 Summary Plan Description, the provisions of this document will govern.