

SOUND HEALTH & WELLNESS TRUST
MEDICAL, PRESCRIPTION DRUG AND VISION OPTIONS
FOR
SOUND PLAN
(over 36 months of employment)
2027 OPEN ENROLLMENT

Sound Health & Wellness Trust

Comparison of Medical/Prescription Drug/Vision Benefits Effective January 1, 2027

Sound Plan (over 36 months of employment)

	Sound PPO Plan	Sound Kaiser Permanente Plan
Prevention @ 100%	All covered in-network preventive care is paid in full - with no deductibles, coinsurance or co-pays.	
Tier 0 Prescriptions	Tier 0 is the Trust's therapeutically based prescription tier. For the highly cost-effective medications under Tier 0, there is \$0 co-pay for participants. Prescriptions under Tier 0 include cholesterol lowering medications (Simvastatin), proton pump inhibitors (Omeprazole – generic of Prilosec OTC, with physician prescription), non-sedating antihistamines (Loratadine - generic of Claritin, with physician prescription), Metformin (for diabetes), and Lancets for diabetes blood testing.	
Annual net deductible (per calendar year) ▪ Employee Only ▪ Family	\$300 for preferred providers \$600 for non-preferred providers \$600 for preferred providers \$1,800 for non-preferred providers For family coverage, the deductible applies to the family as a whole. Note: If you (and your enrolled spouse) do not update your contact information, take your Personal Health Assessment (PHA), choose a Primary Care Physician (PCP) and complete health actions during the available time period, your deductible will be higher.	\$300 for Kaiser (In-Network) Providers \$600 for Out of Network Providers \$600 for Kaiser (In-Network) Providers \$1,800 for Out of Network Providers For family coverage, the deductible applies to the family as a whole. Note: If you (and your enrolled spouse) do not update your contact information, take your Health Profile, choose a Primary Care Physician (PCP) and complete health actions during the available time period, your deductible will be higher.
Annual Out of Pocket (OOP) Maximum (per calendar year) ▪ Employee Only ▪ Family Deductible and co-insurance apply to the OOP maximum.	\$2,750 for preferred providers \$5,500 for non-preferred providers \$5,500 for preferred providers \$16,500 for non-preferred providers Overall in-network out-of-pocket limit on Essential Health Benefits: \$10,600 person / \$21,200 family For employees with Family coverage, the "Employee Only coverage" maximum will apply to each covered individual until the "Family	\$2,750 for Kaiser (In-Network) Providers \$5,500 for Out of Network Providers \$5,500 for Kaiser (In-Network) Providers \$16,500 for Out of Network Providers Overall in-network out-of-pocket limit on Essential Health Benefits: \$10,600 person / \$21,200 family For employees with Family coverage, the "Employee Only coverage" maximum will apply to each covered individual until the

The Trustees do not promise to continue any individual benefit or any level of benefits for any set period of time. They have the right to change, suspend, or discontinue a benefit under the Plan at any time. Changes they make will take effect only after notice to participants.

This Plan comparison provides a general overview of Plan benefits. Please refer to your Summary Plan Description for specifics about covered expenses as well as exclusions and limitations.

Sound Health & Wellness Trust Comparison of Medical/Prescription Drug/Vision

Benefits Effective January 1, 2027

Sound Plan (over 36 months of employment)

	Sound PPO Plan	Sound Kaiser Permanente Plan
	coverage" maximum is met. Note: If you (and your enrolled spouse) do not update your contact information, take your Personal Health Assessment (PHA), choose a Primary Care Physician (PCP) and complete health actions during the available time period, your out of pocket will be higher.	"Family coverage" maximum is met. Note: If you (and your enrolled spouse) do not update your contact information, take your Health Profile, choose a Primary Care Physician (PCP) and complete health actions during the available time period, your out of pocket will be higher.
Service Area	Covered services are available from any covered provider. However, if you use a Preferred Provider from the Aetna Choice POS all network for medical services your benefits will be greater. All services provided by non-preferred providers are subject to Usual, Customary and Reasonable (UCR) charges.	When you choose Kaiser In-Network care, you get access to all Kaiser providers. In addition, you have access to a number of contracted community physicians in the area. If you choose Out of Network care, you can see First Choice Health Network or First Health providers at a discounted rate. Or you can see any licensed provider you want for most covered services. Your out of pocket costs will be higher than if you choose care inside the Kaiser network.

The Trustees do not promise to continue any individual benefit or any level of benefits for any set period of time. They have the right to change, suspend, or discontinue a benefit under the Plan at any time. Changes they make will take effect only after notice to participants.

This Plan comparison provides a general overview of Plan benefits. Please refer to your Summary Plan Description for specifics about covered expenses as well as exclusions and limitations.

Sound Health & Wellness Trust

Comparison of Medical/Prescription Drug/Vision Benefits Effective January 1, 2027

Sound Plan (over 36 months of employment)

	Sound PPO Plan	Sound Kaiser Permanente Plan
Benefit percentages apply after deductibles have been met (unless otherwise stated).		
Hospital		
▪ Room and Board	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers
▪ Ancillary Services	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers
▪ Emergency Room (Copay applies only to the Essential Health Benefits OOP maximum)	\$100 copay, waived if admitted. In addition, subject to deductible and coinsurance. Copay does not apply to OOP maximum. Life endangering medical emergency at non-preferred hospital covered as if preferred hospital (subject to UCR).	\$100 copay at Kaiser designated and non-designated facilities, waived if admitted. In addition, subject to In-Network deductible and coinsurance. Copay does not apply to OOP max. Worldwide emergency care is covered.
Ambulance (air/ground)	80%	80%
Surgical Services	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers
Anesthesia	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers
Second Surgical Opinion	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers
Ambulatory Surgical Center	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers
Physician Visits (inpatient)	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers
Physician Visits (outpatient, non-preventive services)	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers

The Trustees do not promise to continue any individual benefit or any level of benefits for any set period of time. They have the right to change, suspend, or discontinue a benefit under the Plan at any time. Changes they make will take effect only after notice to participants.

This Plan comparison provides a general overview of Plan benefits. Please refer to your Summary Plan Description for specifics about covered expenses as well as exclusions and limitations.

Sound Health & Wellness Trust

Comparison of Medical/Prescription Drug/Vision Benefits Effective January 1, 2027

Sound Plan (over 36 months of employment)

	Sound PPO Plan	Sound Kaiser Permanente Plan
Diagnostic X-ray and Lab	80% for preferred providers / 60% for non-preferred providers Chiropractic x-rays limited to one set from one chiropractic visit, per calendar year	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers
Dental Treatment	80% for preferred providers / 60% for non-preferred providers for treatment for accidental injuries to natural teeth or fractured jaw if treatment is performed within six months from the date of accident. Routine dental treatment is not covered.	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers for treatment for accidental injuries to natural teeth or fractured jaw if treatment is performed within six months from the date of accident. Routine dental treatment is not covered.
Nursing Services (inpatient and outpatient)	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers
Blood Transfusion	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers
Medical Supplies and Equipment	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers
Prosthetic Devices	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers
Anesthetic Supplies	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers
Mental and Nervous Disorder - Inpatient - Outpatient	80% for preferred providers / 60% for non-preferred providers 80% for preferred providers / 60% for non-preferred providers	80% at Kaiser approved facility / 60% for Out of Network facilities 80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers

The Trustees do not promise to continue any individual benefit or any level of benefits for any set period of time. They have the right to change, suspend, or discontinue a benefit under the Plan at any time. Changes they make will take effect only after notice to participants.

This Plan comparison provides a general overview of Plan benefits. Please refer to your Summary Plan Description for specifics about covered expenses as well as exclusions and limitations.

Sound Health & Wellness Trust

Comparison of Medical/Prescription Drug/Vision Benefits Effective January 1, 2027

Sound Plan (over 36 months of employment)

	Sound PPO Plan	Sound Kaiser Permanente Plan
Preventive Care: ▪ Physical Exam ▪ Preventive Screenings, Lab Tests ▪ Immunizations/Flu Shots	All preventive services covered in accordance with the Plan's well care schedule: 100% for preferred providers (no deductible) 60% for non-preferred providers (after deductible)	All preventive services covered in accordance with Kaiser well care schedule: 100% for Kaiser (In-Network) Providers (no deductible) 60% for Out of Network Providers (after deductible)
Chiropractic Care	80% for preferred providers / 60% for non-preferred providers ▪ Benefit limited to \$60 per visit ▪ PPO providers provide a discount ▪ Maximum of 20 visits per calendar year (Excess of the \$60 per visit applies only to the Essential Health Benefits OOP maximum. Excess of the 20 visits per calendar year does not apply to the OOP maximums.)	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers ▪ Maximum of 10 self-referral visits for manipulative therapy of the spine and extremities per calendar year; additional visits available when approved by Kaiser (In-Network)
Podiatry	80% for preferred providers / 60% for non-preferred providers ▪ Benefit limited to \$60 per visit ▪ PPO providers provide a discount ▪ Maximum of 12 visits per calendar year (Excess of the \$60 per visit and 12 visits per calendar year applies only to the Essential Health Benefits OOP maximum.)	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers ▪ Routine foot care not covered, except in the presence of a non-related medical condition affecting the lower limbs
Acupuncture (Non-covered visits 9 through 12 apply only the Essential Health Benefits OOP maximum.)	80% for preferred providers / 60% for non-preferred providers ▪ Maximum of 8 visits per calendar year	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers ▪ Maximum of 8 self-referral visits per calendar year; additional visits available when approved by Kaiser (In-Network)
Naturopaths	80% for preferred providers / 60% for non-preferred providers ▪ Maximum of 5 visits per calendar year	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers ▪ Maximum of 5 self-referral visits per calendar year;

The Trustees do not promise to continue any individual benefit or any level of benefits for any set period of time. They have the right to change, suspend, or discontinue a benefit under the Plan at any time. Changes they make will take effect only after notice to participants.

This Plan comparison provides a general overview of Plan benefits. Please refer to your Summary Plan Description for specifics about covered expenses as well as exclusions and limitations.

Sound Health & Wellness Trust

Comparison of Medical/Prescription Drug/Vision Benefits Effective January 1, 2027

Sound Plan (over 36 months of employment)

	Sound PPO Plan	Sound Kaiser Permanente Plan
		additional visits available when approved by Kaiser (In-Network)
Alcoholism and Drug Abuse	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers
Hearing Aid	80% for preferred providers / 60% for non-preferred providers - Maximum of \$2,000 in any 3 consecutive calendar years for exam and hearing aid - Rental charges covered for up to 30 days	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers for exams to determine hearing loss Hearing aids, including hearing aid exams, are covered up to a maximum of \$1,000 per ear, limited to one aid per ear during any 3-year period when authorized by a Kaiser physician (In-Network) or with a physician prescription (Out of Network)
Skilled Nursing Facility	80% for preferred providers / 60% for non-preferred providers	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers Maximum of 60 days per calendar year
Home Health Care	100% for preferred providers (no deductible) / 60% for non-preferred providers Must be in lieu of confinement in hospital or skilled nursing facility	Covered in full (Out of Network subject to UCR) Must be in lieu of confinement in hospital or skilled nursing facility
Hospice	100% for preferred providers (no deductible) / 60% for non-preferred providers	Covered in full (Out of Network subject to UCR)
Transplant Benefit	80% for preferred providers / 60% for non-preferred providers Covers only listed procedures	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers

The Trustees do not promise to continue any individual benefit or any level of benefits for any set period of time. They have the right to change, suspend, or discontinue a benefit under the Plan at any time. Changes they make will take effect only after notice to participants.

This Plan comparison provides a general overview of Plan benefits. Please refer to your Summary Plan Description for specifics about covered expenses as well as exclusions and limitations.

Sound Health & Wellness Trust

Comparison of Medical/Prescription Drug/Vision Benefits Effective January 1, 2027

Sound Plan (over 36 months of employment)

	Sound PPO Plan	Sound Kaiser Permanente Plan
Rehabilitation		
▪ Outpatient Services	80% for preferred providers / 60% for non-preferred providers ▪ Maximum of 45 visits per condition per calendar year for physical, occupational, restorative speech, hand and cardiac therapy combined, including services for neurodevelopmentally disabled children age 6 and under	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers ▪ Maximum of 45 visits per condition per calendar year for physical, occupational and restorative speech therapy combined, including services for neurodevelopmentally disabled children age 6 and under
▪ Inpatient Services	80% for preferred providers / 60% for non-preferred providers ▪ Maximum of 30 days per condition per calendar year for physical, occupational, restorative speech, hand and cardiac therapy combined, including services for neurodevelopmentally disabled children age 6 and under	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers ▪ Maximum of 30 days per condition per calendar year for physical, occupational and restorative speech therapy combined, including services for neurodevelopmentally disabled children age 6 and under

The Trustees do not promise to continue any individual benefit or any level of benefits for any set period of time. They have the right to change, suspend, or discontinue a benefit under the Plan at any time. Changes they make will take effect only after notice to participants.

This Plan comparison provides a general overview of Plan benefits. Please refer to your Summary Plan Description for specifics about covered expenses as well as exclusions and limitations.

Sound Health & Wellness Trust

Comparison of Medical/Prescription Drug/Vision Benefits Effective January 1, 2027

Sound Plan (over 36 months of employment)

	Sound PPO Plan	Sound Kaiser Permanente Plan
If you do not identify yourself or dependents as a member of the Sound Health & Wellness Trust to the pharmacist when your prescription is filled, you will be assessed a processing fee in addition to the co-pay. The processing fee for generic is \$10; the processing fee for Brand is \$20.		
Retail (30-day supply)	Purchased at a "Trust Network" Pharmacy – copay per 30-day supply:	Copay per 30-day supply (no deductible):
Tier 0: Some highly cost-effective medications ▪ Cholesterol Lowering Medications (Simvastatin) ▪ Proton Pump Inhibitors (Omeprazole – generic of Prilosec OTC, with physician Rx) ▪ Non-sedating Antihistamines (Loratadine - generic of Claritin OTC, with physician RX) ▪ Diabetes products (Metformin and lancets)	\$0 copay	\$0 copay
Tier 1: Current Generics, some future generics	\$6 copay	\$6 copay for Generics if on formulary
Tier 2: Most brand drugs, and costlier or less desirable future generics	\$22 copay	\$22 copay for Brand if on formulary
Tier 3: Non-Preferred brand drugs and some undesirable future generics	\$35 copay	Not applicable
Brand Name Drug with Generic Available: If you fill a prescription for a brand name drug when there is a generic	Generic copay plus the actual difference in cost between the generic and the brand name drug	Generic copay plus the actual difference in cost between the generic and the brand name drug.

The Trustees do not promise to continue any individual benefit or any level of benefits for any set period of time. They have the right to change, suspend, or discontinue a benefit under the Plan at any time. Changes they make will take effect only after notice to participants.

This Plan comparison provides a general overview of Plan benefits. Please refer to your Summary Plan Description for specifics about covered expenses as well as exclusions and limitations.

Sound Health & Wellness Trust

Comparison of Medical/Prescription Drug/Vision Benefits Effective January 1, 2027

Sound Plan (over 36 months of employment)

	Sound PPO Plan	Sound Kaiser Permanente Plan
Maintenance “Mail” at Retail	Purchased at certain “Trust Network” pharmacies:	Not available
▪ Tier 3 maintenance drugs	\$66 for a 90-day supply	
Mail Order	Optional (up to 90-day supply) (copays listed are for a 90-day supply)	Optional (90-day supply) (copays listed are for a 90-day supply) – no deductible
▪ Tier 0	\$0 copay	▪ Must use Mail Order Program \$0 copay
▪ Tier 1	\$18 copay	\$18 copay for Generics if on formulary
▪ Tier 2	\$66 copay	\$66 copay for Brand if on formulary
▪ Tier 3	\$70 copay	Not applicable
Brand Name Drug with Generic Available	Generic copay plus the actual difference in cost between the generic and the brand name drug	Generic copay plus the actual difference in cost between the generic and the brand name drug

The Trustees do not promise to continue any individual benefit or any level of benefits for any set period of time. They have the right to change, suspend, or discontinue a benefit under the Plan at any time. Changes they make will take effect only after notice to participants.

This Plan comparison provides a general overview of Plan benefits. Please refer to your Summary Plan Description for specifics about covered expenses as well as exclusions and limitations.

Sound Health & Wellness Trust

Comparison of Medical/Prescription Drug/Vision Benefits Effective January 1, 2027

Sound Plan (over 36 months of employment)

	Sound PPO Plan	Sound Kaiser Permanente Plan
Exam	100% at a VSP provider, up to \$50 at a non-VSP provider after a \$10 copay, once each 12 months from last date of service	80% for Kaiser (In-Network) Providers / 60% for Out of Network Providers (no deductible), once each 12 consecutive months
Vision Hardware		
▪ Lenses	100% at a VSP provider, from \$50 to \$125 at a non-VSP provider; depending on the lenses, once each 12 months from last date of service	 Up to \$200 (no deductible); once each 12 consecutive months (Amounts over \$200 will apply to the Essential Health Benefits OOP maximum.)
▪ Frames	Up to \$170 allowance at a VSP provider, up to \$90 at a non-VSP provider; once each 24 months from last date of service	
▪ Contact lenses	Up to \$60 copay for contact lens exam (fitting and evaluation) \$170 allowance contact lenses at a VSP provider, up to \$145 at a non-VSP provider; once each 12 months from last date of service (contacts are in lieu of lenses)	

The Trustees do not promise to continue any individual benefit or any level of benefits for any set period of time. They have the right to change, suspend, or discontinue a benefit under the Plan at any time. Changes they make will take effect only after notice to participants.

This Plan comparison provides a general overview of Plan benefits. Please refer to your Summary Plan Description for specifics about covered expenses as well as exclusions and limitations.

FURTHER QUESTIONS?

**Sound PPO Plan
206-282-4500 or 800-225-7620
(Choose member, then option 2)**

**Sound Kaiser Permanente Plan
888-901-4636**