S & What You Pay for Covered Services

Coverage Period: 01/01/2026 - 12/31/2026

Coverage for: Individual & Family | Plan Type: HMO

The Summary of Benefits and Coverage (SBC) document will help you choose a health <u>plan</u>. The SBC shows you how you and the <u>plan</u> would share the cost for covered health care services. NOTE: Information about the cost of this <u>plan</u> (called the <u>premium</u>) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, visit azblue.com/indresources. For general definitions of common terms, such as <u>allowed amount</u>, <u>balance billing</u>, <u>coinsurance</u>, <u>copayment</u>, <u>deductible</u>, <u>provider</u>, or other <u>underlined</u> terms see the Glossary. You can view the Glossary at www.healthcare.gov/sbc-glossary/ or call 1-877-475-8440 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	<b>\$3,000</b> /individual and <b>\$6,000</b> /family	Generally, you must pay all of the costs from <u>providers</u> up to the <u>deductible</u> amount before this <u>plan</u> begins to pay. If you have other family members on the <u>plan</u> , each family member must meet their own individual <u>deductible</u> until the total amount of <u>deductible</u> expenses paid by all family members meets the overall family <u>deductible</u> . Unless a <u>copay</u> , fee, or other percent is shown, the <u>coinsurance</u> percent of the <u>allowed amount</u> that you pay for most services is 40% <u>in-network</u> .
Are there services covered before you meet your deductible?	Yes. Preventive care; primary care and specialist office visits; generic (tier 1) and preferred brand (tier 2) prescription drugs; urgent care visits; mental health/substance use disorder outpatient office visits; outpatient speech therapy, occupational therapy, physical therapy; outpatient habilitation services; hospice services; child eye exams; children's eyeglasses; and children's dental checkups are covered in-network before you meet your deductible.	This <u>plan</u> covers some items and services even if you haven't yet met the annual <u>deductible</u> amount. But a <u>copayment</u> or <u>coinsurance</u> may apply.  For example, this <u>plan</u> covers certain <u>preventive</u> services without <u>cost sharing</u> and before you meet your <u>deductible</u> . See a list of covered <u>preventive</u> services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other <u>deductibles</u> for specific services?	No.	You don't have to meet deductibles for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	<b>\$7,400</b> /individual and <b>\$14,800</b> /family	The <u>out-of-pocket limit</u> is the most you could pay in a year for covered services. If you have other family members on this <u>plan</u> , they have to meet their own <u>out-of-pocket limits</u> until the overall family <u>out-of-pocket limit</u> has been met.
What is not included in the out-of-pocket limit?	Premiums and costs for health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .

Important Questions	Answers	Why This Matters:
Will you pay less if you use a <u>network provider</u> ?	Yes. See www.azblue.com or call 1-877-475-8440 for a list of in-network providers.	This <u>plan</u> does not cover services by <u>out-of-network providers</u> except in very limited circumstances. You will pay the most if you use an <u>out-of-network provider</u> . You will pay less if you use a <u>provider</u> in the <u>plan</u> 's network. Be aware your <u>network provider</u> might use an <u>out-of-network provider</u> for some services (such as lab work). You might receive a bill from an <u>out-of-network provider</u> for the difference between the <u>provider</u> 's charge and what your <u>plan</u> pays ( <u>balance billing</u> ). Check with your <u>provider</u> before you get services.
Do you need a <u>referral</u> to see a <u>specialist</u> ?	No.	You can see the <u>specialist</u> you choose without a <u>referral</u> .

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

Common Medical Event	Services You May Need	What Yo Network Provider (You will pay the least)	u Will Pay Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Primary care visit to treat an injury or illness		Not covered	\$40 <u>copay</u> for medical telehealth consultations through BlueCare Anywhere <sup>SM</sup> .
If you visit a health	Specialist visit	\$80 copay, deductible does not apply	Not covered	Specialist copay for most chiropractic services. Limit of 20 chiropractic visits per member/calendar year.
care <u>provider's</u> office or clinic		No charge	Not covered	Preventive services not required to be covered by state or federal law are not covered.  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.
If you have a test	Diagnostic test (x-ray, blood work)	40% coinsurance	Not covered	None.
	Imaging (CT/PET scans, MRIs)	40% coinsurance	Not covered	None.

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\* For more information about limitations, exceptions and prior authorization, see the plan or policy document at azblue.com/indresources.

		What You Will Pay		Limitations, Exceptions, & Other	
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information	
	Generic drugs (Tier 1)	\$20 <u>copay</u> /30-day supply; <u>deductible</u> does not apply	Not covered	90-day supply is 3 <u>copays</u> retail pharmacy and 2 <u>copays</u> mail order for tier 1 <u>prescription</u> <u>drugs</u> .  Some drugs require <u>prior authorization</u> or a <u>formulary</u> exception and won't be covered without it.	
If you need drugs to treat your illness or condition  More information about prescription drug coverage is available at www.azblue.com	Preferred brand drugs (Tier 2)	\$40 <u>copay</u> /30-day supply; deductible does not apply	Not covered	90-day supply costs 3 <u>copays</u> retail and 2 <u>copays</u> mail for tier 2 <u>prescription</u> <u>drugs</u> . If a generic drug is available, pay the generic <u>copay</u> + the price difference between the <u>allowed amount</u> for the brand and generic. Some drugs require <u>prior</u> <u>authorization</u> or a <u>formulary</u> exception and won't be covered without it.	
	Non-preferred brand drugs (Tier 3)	\$80 <u>copay</u> /30-day supply; after <u>deductible</u>	Not covered	90-day supply costs 3 <u>copays</u> retail and 2 <u>copays</u> mail for tier 3 <u>prescription</u> <u>drugs</u> . If a generic drug is available, pay the generic <u>copay</u> + the price difference between the <u>allowed amount</u> for the brand and generic. Some drugs require <u>prior</u> <u>authorization</u> or a <u>formulary</u> exception and won't be covered without it.	
	Specialty drugs	\$350 <u>copay</u> ; after <u>deductible</u>	Not covered	Some drugs require <u>prior authorization</u> or a <u>formulary</u> exception and won't be covered without it. Specialty <u>copay</u> covers up to a 30-day supply.	
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	40% coinsurance	Not covered	None.	
surgery	Physician/surgeon fees	40% coinsurance	Not covered	None.	
If you need immediate medical attention	Emergency room care	40% coinsurance	40% coinsurance	Out-of-network providers can't balance bill for the difference between the allowed amount and the billed charge.	
	Emergency medical transportation	40% coinsurance	40% coinsurance	None.	

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\* For more information about limitations, exceptions and prior authorization, see the plan or policy document at azblue.com/indresources.

		What You Will Pay		Limitations, Exceptions, & Other
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information
If you need immediate medical attention	Urgent care	\$60 <u>copay/provider/day,</u> <u>deductible</u> does not apply	Not covered	None.
If you have a hospital stay	Facility fee (e.g., hospital room)	40% coinsurance	Not covered	None.
	Physician/surgeon fees	40% coinsurance	Not covered	None.
If you need mental health, behavioral health, or substance abuse services	Outpatient services	\$40 <u>copay</u> , <u>deductible</u> does not apply	Not covered	Cost share varies based on place of service and type of provider. \$40 copay for counseling and psychiatric telehealth consultations through BlueCare Anywhere <sup>SM</sup> .
	Inpatient services	40% coinsurance	Not covered	None.
	Office Visits	\$80 <u>copay</u> , <u>deductible</u> does not apply	Not covered	Depending on type of services, <u>copayment</u> , <u>coinsurance</u> , or <u>deductible</u> may apply. Maternity care may include tests and services described elsewhere in SBC (i.e. ultrasound). <u>Cost sharing</u> does not apply for <u>in-network preventive services</u> .
If you are pregnant	Childbirth/delivery professional services	40% coinsurance	Not covered	Only 1 <u>copay</u> is collected for services included in delivering physician's global charge. Depending on type of services, <u>copayment</u> , <u>coinsurance</u> , or <u>deductible</u> may apply.
	Childbirth/delivery facility services	40% coinsurance	Not covered	Depending on type of services, <u>copayment</u> , <u>coinsurance</u> , or <u>deductible</u> may apply.
If you need help recovering or have other special health needs	Home health care/Home infusion therapy	40% coinsurance	Not covered	Limit of 42 visits (of up to 4 hours)/calendar year

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\* For more information about limitations, exceptions and prior authorization, see the plan or policy document at azblue.com/indresources.

		What You	ı Will Pay:	Limitations, Exceptions, & Other	
Common Medical Event	Services You May Need	Network Provider	Out-of-Network Provider	Important Information	
	Rehabilitation services	(You will pay the least) 40% coinsurance	(You will pay the most)  Not covered	Annual limits: 90 inpatient days for Extended Active Rehabilitation Facility (EAR) and Skilled Nursing Facility (SNF) combined, and 60 outpatient visits each for rehabilitative and habilitative services.  \$40 copay/visit applies to outpatient physical therapy, speech therapy, and occupational therapy; deductible does not apply.	
If you need help recovering or have other special health needs	<u>Habilitation services</u>	\$40 <u>copay</u> /visit; deductible does not apply	Not covered	Annual limits: 90 inpatient days for EAR and SNF combined, and 60 outpatient visits each for rehabilitative and habilitative services.  40% coinsurance applies to inpatient services.	
	Skilled nursing care	40% coinsurance	Not covered	Annual limits: 90 <u>inpatient</u> days for EAR and SNF combined, and 60 <u>outpatient</u> visits each for <u>rehabilitative</u> and <u>habilitative</u> services.	
	<u>Durable medical equipment</u>	40% coinsurance	Not covered	None.	
	Hospice services	No charge	Not covered	None.	
If your child needs dental or eye care	Children's eye exam	No charge	Not covered	Limit of 1 routine vision exam/calendar year.	
	Children's glasses	No charge	Not covered	Limit of 1 pair of glasses or contact lenses/calendar year. None.	
	Children's dental check-up	No charge	Not covered	Limit of 2 dental check-ups & cleanings/calendar year.	

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\* For more information about limitations, exceptions and prior authorization, see the plan or policy document at azblue.com/indresources.

#### **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.)

- Abortion
- Acupuncture
- Adult routine vision exam
- Alternative medicine
- Care that is not medically necessary
- Cosmetic surgery, cosmetic services & supplies
- Custodial care
- Dental care and orthodontic services (Adult) except as stated in <u>plan</u>
- <u>DME</u> rental/repair charges that exceed <u>DME</u> allowed amount

- Experimental and investigational treatments except

   as stated in plan
- Eyewear except as stated in plan
- Fertility and infertility medication and treatment
- Flat feet treatment and services
- Genetic and chromosomal testing except as stated in plan
- <u>Long-term care</u>, except long-term acute care
- Massage therapy other than allowed under evidence-based criteria
- Non-emergency care when traveling outside the U.S.

- Orthodontic services (Pediatric) that are not dentally necessary
- Private-duty nursing, except when <u>medically</u> necessary or when skilled nursing not available
- Respite care
- Routine foot care
- Services from <u>providers</u> outside the <u>network</u>, except in emergencies and other limited situations when use preauthorized
- Sexual dysfunction treatment and services
- Weight loss programs

## Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

Bariatric surgery

Chiropractic services

Hearing aids, up to 1 per ear, per calendar year

<sup>\*</sup> For more information about limitations, exceptions and prior authorization, see the plan or policy document at azblue.com/indresources.

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:

- Arizona Department of Insurance at 602-364-2499, or 1-800-325-2548 in Arizona but outside the Phoenix area or <a href="https://difi.az.gov/consumer/i/health/">https://difi.az.gov/consumer/i/health/</a>
- Healthcare.gov at www.HealthCare.gov or call 1-800-318-2596
- Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or <a href="https://www.cciio.cms.gov">www.cciio.cms.gov</a>.

For more information on your rights to continue coverage, contact the insurer at 1-877-475-8440. You may also contact your state insurance department at 602-364-2499, or 1-800-325-2548 in Arizona but outside the Phoenix area.

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 1-800-318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your <u>plan</u> for a denial of a <u>claim</u>. This complaint is called a <u>grievance</u> or <u>appeal</u>. For more information about your rights, look at the explanation of benefits you will receive for that medical <u>claim</u>. Your <u>plan</u> documents also provide complete information on how to submit a <u>claim</u>, <u>appeal</u>, or a <u>grievance</u> for any reason to your <u>plan</u>. For more information about your rights, this notice, or assistance, contact:

- Blue Cross Blue Shield of Arizona at 1-877-475-8440.
- You may also contact the Arizona Department of Insurance at 602-364-2499, or 1-800-325-2548 in Arizona but outside the Phoenix area.

### Does this plan provide Minimum Essential Coverage? Yes

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? Not Applicable

If your <u>plan</u> doesn't meet the <u>Minimum Value Standards</u>, you may be eligible for a <u>premium tax credit</u> to help you pay for a <u>plan</u> through the <u>Marketplace</u>.

<sup>\*</sup> For more information about limitations, exceptions and prior authorization, see the plan or policy document at azblue.com/indresources.

#### Notice of Availability of Language Assistance Services and Auxiliary Aids and Services

**English:** Free language assistance services are available to you. Appropriate auxiliary aids and services to provide information in accessible formats are also available free of charge. Call 1-877-475-4799.

**Spanish:** Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. También están disponibles de forma gratuita ayuda y servicios auxiliares apropiados para proporcionar información en formatos accesibles. Llame al 602-864-4884.

Navajo: Diné bee yánitti'gogo, saad bee aná'awo' bee áka'anída'awo'ít'áá jiik'eh ná hóló. Bee ahit hane'go bee nida'anishí t'áá ákodaat'éhígíí dóó bee áka'anída'wo'í áko bee baa hane'í bee hadadilyaa bich'j' ahoot'i'ígíí éí t'áá jiik'eh hóló. Kohij' 1-877-475-4799.

Chinese Simplified: 如果您说[中文],我们将免费为您提供语言协助服务。我们还免费提供适当的辅助工具和服务,以无障碍格式提供信息。致电 1-877-475-4799。

Chinese Traditional: 如果您說[中文],我們可以為您提供免費語言協助服務。也可以免費提供適當的輔助工具與服務,以無障礙格式提供資訊。請致電 1-877-475-4799。

**Tagalog:** Kung nagsasalita ka ng Tagalog, magagamit mo ang mga libreng serbisyong tulong sa wika. Magagamit din nang libre ang mga naaangkop na auxiliary na tulong at serbisyo upang magbigay ng impormasyon sa mga naa-access na format. Tumawag sa 1-877-475-4799.

**French:** Si vous parlez Français, des services d'assistance linguistique gratuits sont à votre disposition. Des aides et services auxiliaires appropriés pour fournir des informations dans des formats accessibles sont également disponibles gratuitement. Appelez le 1-877-475-4799.

Vietnamese: Nếu bạn nói tiếng Việt, chúng tôi cung cấp miễn phí các dịch vụ hỗ trợ ngôn ngữ. Các hỗ trợ dịch vụ phù hợp để cung cấp thông tin theo các định dạng dễ tiếp cận cũng được cung cấp miễn phí. Vui lòng gọi theo số 1-877-4759.

**German:** Wenn Sie Deutsch sprechen, stehen Ihnen kostenlose Sprachassistenzdienste zur Verfügung. Entsprechende Hilfsmittel und Dienste zur Bereitstellung von Informationen in barrierefreien Formaten stehen ebenfalls kostenlos zur Verfügung. Rufen Sie 1-877-475-4799.

Korean: 한국어 를 사용하시는 경우 무료 언어 지원 서비스를 이용하실 수 있습니다. 이용 가능한 형식으로 정보를 제공하는 적절한 보조 기구 및 서비스도 무료로 제공됩니다. 1-877-475-4799.

Russian: Если вы говорите на русский, вам доступны бесплатные услуги языковой поддержки. Соответствующие вспомогательные средства и услуги по предоставлению информации в доступных форматах также предоставляются бесплатно. Позвоните по телефону 1-877-475-4799.

#### Arabic

تنبيه: إذا كنت تتحدث اللغة العربية، فستتوفر لك خدمات المساعدة اللغوية المجانية. كما تتوفر وسائل مساعدة وخدمات مناسبة لتوفير المعلومات بتنسيقات يمكن الوصول إليها مجانًا. اتصل على الرقم 877-475-47.

Hindi: यदि आप हिंदी बोलते हैं, तो आपके लिए निःशुल्क भाषा सहायता सेवाएं उपलब्ध होती हैं। सुलभ प्रारूपों में जानकारी प्रदान करने के लिए उपयुक्त सहायक साधन और सेवाएँ भी निःशुल्क उपलब्ध हैं। 1-877-475-4799 ।

#### Farsi (Persian)

با شماره همچنین کمکها و خدمات پشتیبانی مناسب برای ارائه اطلاعات در قالبهای قابل دسترس، بهطور رایگان موجود میباشند. صحبت میکنید، خدمات پشتیبانی زیانی رایگان در دسترس شما قرار دارد.فارسیاگر توجه: -877-475-1.

Thai: หมายเหตุ: หากคุณใช้ภาษา ไทย เรามีบริการความช่วยเหลือด้านภาษาฟรี นอกจากนี้ ยังมีเครื่องมือและบริการช่วยเหลือเพื่อให้ข้อมูลในรูปแบบที่เข้าถึงได้โดยไม่เสียค่าใช้จ่าย โปรดโทรติดต่อ 1-877-475-4799.

Japanese: 日本語を話される場合、無料の言語支援サービスをご利用いただけます。アクセシブル(誰もが利用できるよう配慮された)な形式で情報を提供するための適切な補助支援やサービスも無料でご利用いただけます。 1-877-475-4799 。

### **About These Coverage Examples**

To see examples of how this <u>plan</u> 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 <u>plan</u> might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your <u>providers</u> charge, and many other factors. Focus on the <u>cost sharing</u> amounts (<u>deductibles</u>, <u>copayments</u> and <u>coinsurance</u>) and <u>excluded services</u> under the <u>plan</u>. Use this information to compare the portion of costs you might pay under different health <u>plans</u>. 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 <u>plan's</u> overall <u>deductible</u>	\$3,000
Specialist copayment	\$80
■ Hospital (facility) coinsurance	40%
Other <u>coinsurance</u>	40%
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#### 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
Total Example 003t	Ψ12,100

### In this example, Peg would pay:

Cost Sharing		
<u>Deductibles</u> *	\$3,000	
Copayments	\$90	
Coinsurance	\$2,780	
What isn't covered		
Limits or exclusions	\$50	
The total Peg would pay is	\$5,920	

# Managing Joe's Type 2 Diabetes

(a year of routine in-network care of a wellcontrolled condition)

■ The plan's overall deductible	\$3,000
Specialist copayment	\$80
■ Hospital (facility) coinsurance	40%
Other coinsurance	40%

### This EXAMPLE event includes services like:

<u>Primary care physician</u> office visits (*including disease education*)

Diagnostic tests (blood work)

Prescription drugs

Durable medical equipment (*glucose meter*)

70,000	Total Example Cost	\$5,600
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### In this example, Joe would pay:

Cost Sharing	
<u>Deductibles</u> *	\$170
Copayments	\$1,250
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$20
The total Joe would pay is	\$1,440

### **Mia's Simple Fracture**

(in-network emergency room visit and follow up care)

■ The plan's overall deductible	\$3,000
■ Specialist copayment	\$80
■ Hospital (facility) coinsurance	40%
■ Other <u>coinsurance</u>	40%

#### This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

<u>Durable medical equipment</u> (crutches)

Rehabilitation services (physical therapy)

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### In this example, Mia would pay:

Cost Sharing	
Deductibles*	\$2,050
Copayments	\$330
Coinsurance	\$10
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$2,380

<sup>\*</sup>Note: This plan has other deductibles for specific services included in this coverage example. See "Are there other deductibles for specific services?" row above.

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

### Discrimination is Against the Law

Blue Cross® Blue Shield® of Arizona (AZ Blue) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex (including sex characteristics, intersex traits, pregnancy or related conditions, sexual orientation, gender identity, and sex stereotypes). AZ Blue does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

#### AZ Blue:

- Provides people with disabilities reasonable modifications and free appropriate auxiliary aids and services to communicate effectively with us, such as:
  - Qualified sign language interpreters
  - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language assistance services to people whose primary language is not English, which may include:
  - Qualified interpreters
  - Information written in other languages

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services, call 602-864-4884 for Spanish and 1-877-475-4799 for all other languages and other aids and services.

If you believe that **AZ Blue** 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:

Section 1557 Coordinator P.O. Box 13466 Phoenix, AZ 85002-3466 Call 602-864-2288; TTY 711 or email us at crc@azblue.com

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, **AZ Blue Section 1557 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 <a href="https://ocrportal.hhs.gov/ocr/portal/lobby.jsf">https://ocrportal.hhs.gov/ocr/portal/lobby.jsf</a>, 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 <a href="http://www.hhs.gov/ocr/office/file/index.html">http://www.hhs.gov/ocr/office/file/index.html</a>.

This notice is available at AZ Blue's website: <u>azblue.com/nondiscrimination-notice</u>.

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