

HERITAGE SOUTHWEST ISD

A nonprofit corporation and independent licensee of the Blue Cross and Blue Shield Association

BEP HSA POS Certificate For Large Groups

Coverage for: All Contract Types | Plan Type: POS

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 <u>www.bcbsm.com</u> or call 1-800-662-6667 . 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 (<u>https://www.healthcare.gov/sbc-glossary</u>) or call 1-800-662-6667 to request a copy.

Important Questions	Answers: Member / Family	Why This Matters:
What is the overall <u>deductible</u> ?	In <u>Network</u> : \$1,600/\$3,200 Out of <u>Network</u> : \$3,200/\$6,400	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 policy, the overall family <u>deductible</u> must be met before the <u>plan</u> begins to pay.
Are there services covered before you meet your <u>deductible</u> ?	Yes. <u>Preventive care</u> and routine maternity care	This <u>plan</u> covers some items and services even if you haven't yet met the <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> <u>services</u> without <u>cost-sharing</u> and before you meet your <u>deductible</u> . See a list of covered <u>preventive services</u> at <u>https://www.healthcare.gov/coverage/preventive-care-benefits/</u>
Are there other <u>deductibles</u> for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services.
What is the <u>out–of–pocket limit</u> for this <u>plan</u> ?	In <u>Network</u> : \$4,000/\$8,000 Out of <u>Network</u> : \$8,000/\$16,000	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 in this <u>plan</u> ,the overall family <u>out-of-pocket limit</u> must be met.
What is not included in the out–of–pocket limit?	<u>Premium</u> s, balance billed charges and health care this <u>plan</u> does not cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit
Will you pay less if you use a <u>network provider</u> ?	Yes. See (<u>www.BCBSM.com</u>) or call customer service for a list of <u>network</u> <u>providers</u> and out-of-state coverage. 1-800-662-6667	This <u>plan</u> uses a <u>provider network</u> . You will pay less if you use a <u>provider</u> in the <u>plan's</u> <u>network</u> . You will pay the most if you use an <u>out-of-network provider</u> , and you might receive a bill from a <u>provider</u> for the difference between the <u>provider</u> 's charge and what your <u>plan</u> pays (<u>balance billing</u>). Be aware, your <u>network provider</u> might use an <u>out-of-network provider</u> for some services (such as lab work). 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> .



	Services You May Need	What You Will Pay		
Common Medical Event		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Primary care visit to treat an injury or illness	No charge	Not Applicable	No charge for in- <u>network</u> medical online visits with a BCN participating online <u>provider</u> . <u>Deductible</u> does not apply to <u>preventive</u> <u>services</u> .
If you visit a health care <u>provider's</u> office or clinic	<u>Specialist visit</u>	No charge	20% <u>coinsurance</u>	20% <u>coinsurance</u> for out of <u>network</u> online visits. 30 combined visits for spinal manipulations performed by a chiropractor or osteopathic physician; not covered out-of- <u>network</u> .
	Preventive care/screening/immunization	No charge, <u>deductible</u> does not apply.	Not covered	You may have to pay for services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services needed are <u>preventive</u> . Then check what your <u>plan</u> will pay for. Out of <u>Network</u> routine colonoscopy, mammography <u>screening</u> and routine prenatal care covered with 20% <u>coinsurance</u> .
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	No charge	20% <u>coinsurance</u>	May require <u>preauthorization</u> for non- preventive services.
	Imaging (CT/PET scans, MRIs)	No charge	20% coinsurance	Requires preauthorization.

		What You Will Pay			
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Importar Information	
	Preferred Generic Tier	\$10/30 days	Not covered	The deductible is used for some other	
	Non-Preferred Generic Tier	\$30/30 days	Not covered	The <u>deductible</u> is waived for <u>preventive</u> prescription drugs (in addition to those defined	
If you need drugs to treat	Preferred Brand Tier	\$60/30 days	Not covered	by the Affordable Care Act). The applicable	
your illness or condition More information about	Non-Preferred Brand Tier	\$80/30 days	Not covered	tiered <u>copay</u> or <u>coinsurance</u> still applies as defined in your prescription drug rider.	
prescription drug coverage is available at (<u>https://www.bcbsm.com/c</u> ustombmosixtier-druglist)	Preferred Specialty Tier	20% <u>coinsurance</u>	Not covered	\$200 <u>copay</u> max. Limited to a 30 day supply. <u>Specialty Drugs</u> are covered only within the Exclusive <u>Specialty</u> Pharmacy <u>Network</u> .	
ustomhmosixtier-druglist)	Non-Preferred Specialty Tier	20% <u>coinsurance</u>	Not covered	\$300 <u>copay</u> max. Limited to a 30 day supply. <u>Specialty Drugs</u> are covered only within the Exclusive <u>Specialty</u> Pharmacy <u>Network</u> .	
lf you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No charge	20% <u>coinsurance</u>	May require <u>preauthorization</u> /50% <u>coinsurance</u> for weight reduction, TMJ, orthognathic surgery, reduction mammoplasty, male mastectomy. Out of <u>network</u> weight reduction procedures are not covered.	
	Physician/surgeon fees	No charge	20% <u>coinsurance</u>	See "Outpatient surgery facility fee"	
	Emergency room care	No charge	No charge	None	
If you need immediate medical attention	Emergency medical transportation	No charge	No charge	Non-emergent transport is covered when preauthorized.	
	Urgent care	No charge	No charge	None	
lf you have a hospital stay	Facility fee (e.g., hospital room)	No charge	20% <u>coinsurance</u>	Preauthorization is required. 50% coinsurance for weight reduction procedures. 50% coinsurance for TMJ, orthognathic surgery, reduction mammoplasty, male mastectomy. No charge for in and out of <u>network</u> transplant surgery. Transplants must be performed in an approved designated facility. Out of <u>network</u> weight reduction procedures are not covered.	
	Physician/surgeon fee	No charge	20% <u>coinsurance</u>	See "Hospital stay facility fee"	

		What You Will Pay		
Common Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you need behavioral	Outpatient services	No charge	20% <u>coinsurance</u>	None
health services (mental health and substance use disorder)	Inpatient services	No charge	20% coinsurance	Preauthorization is required.
lf you are pregnant	Office visits	No charge for routine prenatal care. <u>Deductible</u> does not apply.	20% <u>coinsurance</u>	Deductible does not apply to routine maternity services. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound) and depending on the type of services, <u>cost share</u> may apply.
	Childbirth/delivery professional services	No charge	20% <u>coinsurance</u>	None
	Childbirth/delivery facility services	No charge	20% <u>coinsurance</u>	None

	Services You May Need	What You Will Pay		
Common Medical Event		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Home health care	No charge	20% coinsurance	Requires <u>preauthorization</u> . Custodial care not covered.
If you need help recovering or have other	Rehabilitation services	No charge	20% <u>coinsurance</u>	Requires <u>preauthorization</u> /Up to 60 visits per calendar year for any combination of outpatient re <u>habilitation</u> therapies. Subject to meaningful improvement within 60 days.
	Habilitation services	ABA - No charge /No charge for PT/OT/ST	20% <u>coinsurance</u>	<u>Habilitation services</u> are limited to Applied Behavior Analysis (ABA) and Physical, Speech, and Occupational Therapy services associated with the treatment of Autism Spectrum Disorders. PT/OT/ST for autism spectrum disorder has unlimited visits. Requires <u>preauthorization</u> .
special health needs	Skilled nursing care	No charge	20% coinsurance	Requires <u>preauthorization</u> /Limited to 45 days per calendar year. Custodial care not covered.
	Durable medical equipment	50% <u>coinsurance</u>	Not covered	Requires <u>preauthorization</u> and must be obtained from a BCN supplier. Convenience and comfort items not covered. Diabetic supplies covered in full. Certain diabetic supplies are covered through the pharmacy benefit. Applicable pharmacy cost-sharing will apply.
	Hospice services	No charge	20% coinsurance	Inpatient care requires <u>preauthorization</u> . Housekeeping and custodial care not covered.
	Children's eye exam	Not covered	Not covered	Contact your benefit administrator for coverage information.
dental or eye care	Children's glasses	Not covered	Not covered	Contact your benefit administrator for coverage information.
	Children's dental check-up	Not covered	Not covered	Contact your benefit administrator for coverage information.

Excluded Services & Other Covered Services:

Services Your <u>Plan</u> Generally Does NOT Cover (Check your policy or <u>plan</u> document for more inform	nation and a list of any other <u>excluded services</u> .)		
Acupuncture	Long-term care	Routine foot care		
Cosmetic surgeryDental Care (Adult)	 Non-emergency care when traveling outside th U.S. 	 Weight loss programs 		
 Hearing aids 	Private-duty nursingRoutine eye care (Adult)			
Other Covered Services (Limitations may apply t		see vour plan document.)		
Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.) Bariatric surgery (Limited to one per lifetime. Requires preauthorization) Chiropractic care Infertility treatment (Coverage includes diagnosis/counseling/treatment of infertility when medically necessary and preauthorized by BCN. See Certificate of Coverage for exclusions) 				

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: U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.doi.gov/ebsa/healthreform., or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov. 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. For more

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 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 Care Network, Appeals and Grievance Unit, MC C248, P.O. Box 284, Southfield, MI 48086 or fax. 1-866-522-7345. For state of Michigan assistance contact the Department of Insurance and Financial Services, Office of General Counsel-Appeals Section, 530 W. Allegan Street, 7th Floor, P. O. Box 30220, Lansing, MI 48909-7720, <u>http://www.michigan.gov/difs;</u> call 1-877-999-6442 or fax: 517-284-8838.

For Department of Labor assistance contact the Employee Benefits Security Administration at 1-866-444- EBSA (3272) or www.dol.gov/ebsa/healthreform

Additionally, a consumer assistance program can help you file your appeal. Contact the Michigan Health Insurance Consumer Assistance Program (HICAP), Department of Insurance and Financial Services, P. O. Box 30220, Lansing, MI 48909-7720, <u>http://www.michigan.gov/difs</u> or <u>difs-HICAP@michigan.gov</u>

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 Standard? Yes

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>. (IMPORTANT: Blue Care Network of Michigan is assuming that your coverage provides for all Essential Health Benefits (EHB) categories as defined by the State of Michigan. The minimum value of your <u>plan</u> may be affected if your <u>plan</u> does not cover certain EHB categories, such as <u>prescription drugs</u>, or if your <u>plan</u> provides coverage for specific EHB categories, for example, <u>prescription drugs</u>, through another carrier.)

Translation available

To get help reading in your language call the customer service number on the back of your ID card.

-To see examples of how this plan might cover costs for a sample medical situation, see the next page.-----

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 plan's overall deductible	\$1600
Specialist copayment	\$0
Hospital (facility) <u>coinsurance</u>	0%
Other <u>coinsurance</u>	0%

This EXAMPLE event includes services like:

<u>Specialist</u> office visits (*prenatal care*) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services <u>Diagnostic tests</u> (*ultrasounds and blood work*) <u>Specialist</u> visit (*anesthesia*)

Total Example Cost	\$12,700
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In this example, Peg would pay:

<u>Cost Sharing</u>		
Deductibles	\$1,600	
<u>Copayments</u>	\$10	
Coinsurance	\$0	
What isn't covered		
Limits or exclusions	\$60	
The total Peg would pay is	\$1,670	

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

The plan's overall deductible	\$1600
Specialist copayment	\$0
Hospital (facility) <u>coinsurance</u>	0%
Other coinsurance	0%

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:

Cost Sharing		
\$1,600		
\$800		
\$0		
\$20		
\$2,420		

Mia's Simple Fracture (in-network emergency room visit and

follow up care)

The plan's overall deductible	\$1600
Specialist copayment	\$0
Hospital (facility) <u>coinsurance</u>	0%
Other coinsurance	0%

This EXAMPLE event includes services like:

Emergency room care (including medical supplies) Diagnostic tests (x-ray) Durable medical equipment (crutches) Rehabilitation services (physical therapy)

Total Example Cost	\$2,800
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In this example, Mia would pay:

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<u>Cost Sharing</u>	
<u>Deductibles</u>	\$1,600
<u>Copayments</u>	\$10
Coinsurance	\$100
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$1,710

If you are also covered by an account-type <u>plan</u> such as an integrated health reimbursement arrangement (HRA), and/or an health savings account (HSA), then you may have access to additional funds to help cover certain <u>out-of-pocket expenses</u>-like <u>deductible</u>, <u>copayments</u>, or <u>coinsurance</u> or benefits not otherwise covered.

The <u>plan</u> would be responsible for the other costs of these EXAMPLE covered services.

ADDENDUM – LANGUAGE ACCESS SERVICES and NON-DISCRIMINATION

We speak your language

If you, or someone you're helping, needs assistance, you have the right to get help and information in your language at no cost. To talk to an interpreter, call the Customer Service number on the back of your card, or 877-469-2583, TTY: 711 if you are not already a member.

Si usted, o alguien a quien usted está ayudando, necesita asistencia, tiene derecho a obtener ayuda e información en su idioma sin costo alguno. Para hablar con un intérprete, llame al número telefónico de Servicio al cliente, que aparece en la parte trasera de su tarjeta, o 877-469-2583, TTY: 711 si usted todavía no es un miembro.

إذا كنت أنت أو سَخص آخر نَساعده بحاجة لمساعدة، فلديك الحق في الحصول على المساعدة والمعلومات الضرورية بلغتك دون أية تكلفة. للتحدث إلى مترجم اتصل برقم خدمة العملاء الموجود على ظهر بطاقتك، أو برقم 117:711 873-469-877، إذا لم تكن مستركا بالفعل.

如果您,或是您正在協助的對象,需要協助,您有權利 免費以您的母語得到幫助和訊息。要洽詢一位翻譯員, 請撥在您的卡背面的客戶服務電話;如果您還不是會員, 請撥電話 877-469-2583,TTY:711。

ى ئەسەر مەنى بىر قەرەقەم دەمەرەلەن ، ھىبىم مەنى خىزلام، ئەرمەن ، ئىرلالمەن خىمەتكە دۇملىلەن خىزلام ەخەدكىمىلام دىلىمەن دىلى بىرىم، لىۋەرىخىلام خىر بىر دىزلار بىخىكە، مەنى خل بۇلىمى بىرىكە بىرىم خلاشى سەرەپ بىر دىلىمى مەنى مەنى مىلەر بىرى ھىرەمەرى.

Nếu quý vị, hay người mà quý vị đang giúp đỡ, cần trợ giúp, quý vị sẽ có quyền được giúp và có thêm thông tin bằng ngôn ngữ của mình miễn phí. Để nói chuyện với một thông dịch viên, xin gọi số Dịch vụ Khách hàng ở mặt sau thẻ của quý vị, hoặc 877-469-2583, TTY: 711 nếu quý vị chưa phải là một thành viên.

Nëse ju, ose dikush që po ndihmoni, ka nevojë për asistencë, keni të drejtë të merrni ndihmë dhe informacion falas në gjuhën tuaj. Për të folur me një përkthyes, telefononi numrin e Shërbimit të Klientit në anën e pasme të kartës tuaj, ose 877-469-2583, TTY: 711 nëse nuk jeni ende një anëtar. 만약 귀하 또는 귀하가 돕고 있는 사람이 지원이 필요하다면, 귀하는 도움과 정보를 귀하의 언어로 비용 부담 없이 얻을 수 있는 권리가 있습니다. 통역사와 대화하려면 귀하의 카드 뒷면에 있는 고객 서비스 번호로 전화하거나, 이미 회원이 아닌 경우 877-469-2583, TTY: 711로 전화하십시오.

যদি আপনার, বা আপনি সাহায্য করছেন এমন কারো, সাহায্য প্রয়োজন হয়, তাহলে আপনার ভাষায় বিনামূল্যে সাহায্য ও তথ্য পাওয়ার অধিকার আপনার রয়েছে। কোনো একজন দোভাষীর সাথে কথা বলতে, আপনার কার্ডের পেছনে দেওয়া গ্লাহক সহায়তা নম্বরে কল করুন বা 877-469-2583, TTY: 711 যদি ইতোমধ্যে আপনি সদস্য না হয়ে থাকেন।

Jeśli Ty lub osoba, której pomagasz, potrzebujecie pomocy, masz prawo do uzyskania bezpłatnej informacji i pomocy we własnym języku. Aby porozmawiać z tłumaczem, zadzwoń pod numer działu obsługi klienta, wskazanym na odwrocie Twojej karty lub pod numer 877-469-2583, TTY: 711, jeżeli jeszcze nie masz członkostwa.

Falls Sie oder jemand, dem Sie helfen, Unterstützung benötigt, haben Sie das Recht, kostenlose Hilfe und Informationen in Ihrer Sprache zu erhalten. Um mit einem Dolmetscher zu sprechen, rufen Sie bitte die Nummer des Kundendienstes auf der Rückseite Ihrer Karte an oder 877-469-2583, TTY: 711, wenn Sie noch kein Mitglied sind.

Se tu o qualcuno che stai aiutando avete bisogno di assistenza, hai il diritto di ottenere aiuto e informazioni nella tua lingua gratuitamente. Per parlare con un interprete, rivolgiti al Servizio Assistenza al numero indicato sul retro della tua scheda o chiama il 877-469-2583, TTY: 711 se non sei ancora membro.

ご本人様、またはお客様の身の回りの方で支援を必要 とされる方でご質問がございましたら、ご希望の言語 でサポートを受けたり、情報を入手したりすることが できます。料金はかかりません。通訳とお話される場 合はお持ちのカードの裏面に記載されたカスタマーサ ービスの電話番号 (メンバーでない方は 877-469-2583, TTY: 711) までお電話ください。

Если вам или лицу, которому вы помогаете, нужна помощь, то вы имеете право на бесплатное получение помощи и информации на вашем языке. Для разговора с переводчиком позвоните по номеру телефона отдела обслуживания клиентов, указанному на обратной стороне вашей карты, или по номеру 877-469-2583, TTY: 711, если у вас нет членства. Ukoliko Vama ili nekome kome Vi pomažete treba pomoć, imate pravo da besplatno dobijete pomoć i informacije na svom jeziku. Da biste razgovarali sa prevodiocem, pozovite broj korisničke službe sa zadnje strane kartice ili 877-469-2583, TTY: 711 ako već niste član.

Kung ikaw, o ang iyong tinutulungan, ay nangangailangan ng tulong, may karapatan ka na makakuha ng tulong at impormasyon sa iyong wika ng walang gastos. Upang makausap ang isang tagasalin, tumawag sa numero ng Customer Service sa likod ng iyong tarheta, o 877-469-2583, TTY: 711 kung ikaw ay hindi pa isang miyembro.

Important disclosure

Blue Cross Blue Shield of Michigan and Blue Care Network comply with Federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability, or sex. Blue Cross Blue Shield of Michigan and Blue Care Network provide free auxiliary aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and information in other formats. If you need these services, call the Customer Service number on the back of your card, or 877-469-2583, TTY: 711 if you are not already a member. If you believe that Blue Cross Blue Shield of Michigan or Blue Care Network has failed to provide services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance in person, by mail, fax, or email with: Office of Civil Rights Coordinator, 600 E. Lafayette Blvd., MC 1302, Detroit, MI 48226, phone: 888-605-6461, TTY: 711, fax: 866-559-0578, email: CivilRights@bcbsm.com. If you need help filing a grievance, the Office of Civil Rights Coordinator is available to help you.

You can also file a civil rights complaint with the U.S. Department of Health & Human Services Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal available at

<u>https://ocrportal.hhs.gov/ocr/portal/lobby.jsf</u>, or by mail, phone, or email at: U.S. Department of Health & Human Services, 200 Independence Ave, S.W., Washington, D.C. 20201, phone: 800-368-1019, TTD: 800-537-7697, email: <u>OCRComplaint@hhs.gov</u>. Complaint forms are available at <u>http://www.hhs.gov/ocr/office/file/index.html</u>.