

\$3,000/\$6,000 deductible, 20% coinsurance

Wellness Drugs: No charge

Summary of Benefits and Coverage: What this Plan Covers & What You Pay for Covered Services

Coverage Period Begins: 01-01-2025

Coverage For: VEHI Plan Type: CDHP



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, <u>www.vehi.org/employee-health-plan-documents</u>. 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 underlined terms, see the Glossary. You can view the Glossary at <u>www.healthcare.gov/sbc-glossary</u> or call (800) 255-4550 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$3,000 individual / \$6,000 family.  Coinsurance and copayments do not apply to the deductible. This benefit combines your prescription drug and medical deductibles.	Generally, you must pay all of the costs from providers up to the <u>deductible</u> amount each <u>plan</u> year 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> . Your plan year: 01-01-2025 through 12-31-2025.
Are there services covered before you meet your deductible?	Yes, preventive services and wellness drugs	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 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 https://www.healthcare.gov/coverage/preventive-carebenefits/.
Are there other deductibles for specific services?	No. There are no other specific <u>deductibles</u> .	You don't have to meet <u>deductibles</u> for specific services.
What is the <u>out-of-</u> <u>pocket limit</u> for this <u>plan</u> ?	\$4,000 individual / \$8,000 family. Medical and prescription drug out-of-pocket limits are combined. Prescription drugs: \$1,650 individual / \$3,300 family.	The <u>out-of-pocket limit</u> is the most you could pay in a <u>plan</u> year for covered services. If you have other family members in 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. You have an aggregate prescription drug <u>out-of-pocket limit</u> .
What is not included in the <u>out-of-pocket limit</u> ?	Premiums, <u>balance-billing</u> charges, and health care this <u>plan</u> doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.

Important Questions	Answers	Why This Matters:
Will you pay less if you use a <u>network</u> <u>provider</u> ?	Yes. See www.bluecrossvt.org/find-doctor or call (800) 255-4550 for a list of network providers.	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</u> 's <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). For certain <u>emergency services</u> and/or services at an in-network hospital or surgical center (as explained below), the maximum amount you may pay is the <u>plan</u> 's in <u>network cost-sharing</u> amount. In these circumstances, the providers cannot balance bill you. 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		What You Will Pay		Limitations, Exceptions, & Other
Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Important Information
	Primary care visit to treat an injury or illness	20% <u>coinsurance</u> * for <u>primary</u> <u>care physician</u> and mental health / substance use	Not covered	Some services require <u>prior approval</u> . For clarification on mental health services visit www.bluecrossvt.org/members/coverage.
	Specialist visit	20% coinsurance*	Not covered	Some services require prior approval.
If you visit a health care provider's office or clinic	Other practitioner office visit	20% coinsurance* for chiropractic care, nutritional counseling, outpatient physical, speech and occupational therapy	Not covered	Some services require <u>prior approval</u> . Outpatient physical, speech and occupational therapy benefits are covered up to 30 visits combined.
	Preventive care/Screening/ Immunization	No charge	Not covered	You may have to pay for services that aren't preventive. Ask your <u>provider</u> if the services needed are preventive. Then check what your <u>plan</u> will pay for. For clarification on <u>preventive services</u> visit www.bluecrossvt.org/members/coverage.
If you have a test	Diagnostic test (x-ray, blood work)	20% <u>coinsurance</u> * for office- based and outpatient hospital	Not covered	Some services require <u>prior approval</u> .
	Imaging (CT/PET scans, MRIs)	20% coinsurance*	Not covered	Most services require prior approval.

<sup>\*</sup>Deductible applies to these services.

Common Medical		What You Will Pay		Limitations, Exceptions, & Other
Event 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 drugs to treat your illness or condition More information about	Generic drugs	20% coinsurance*	Not covered	All generic and brand diabetic prescription drugs and diabetic supplies when obtained through your prescription drug benefit are covered at 100%. Up to a 30-day supply / 90-day supply for most prescription drugs. Some prescriptions require prior approval.
prescription drug coverage is available at www.bluecrossvt.org/	Preferred brand drugs	20% coinsurance*	Not covered	Up to a 30-day supply / 90-day supply for most prescription drugs. Some prescriptions require prior approval.
pharmacies-medications. This plan follows the National Performance Formulary (NPF).	Non-preferred brand drugs	20% coinsurance*	Not covered	Up to a 30-day supply / 90-day supply for most prescription drugs. Some prescriptions require prior approval.
	Wellness drugs	No charge	Not covered	Up to a 30-day supply / 90-day supply for most prescription drugs. Some prescriptions require prior approval.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% coinsurance*	Not covered	Some services require <u>prior approval</u> . If you see an <u>out-of-network provider</u> at an innetwork facility, the most the <u>provider</u> may bill you is the in-network <u>cost-sharing</u> amount.
	Physician/surgeon fees	20% coinsurance*	Not covered	Some services require <u>prior approval</u> . If you see an <u>out-of-network provider</u> at an innetwork facility, the most the <u>provider</u> may bill you is the in-network <u>cost-sharing</u> amount.
If you need immediate medical attention	Emergency room care	20% coinsurance* for facility and physician services	20% coinsurance* for facility and physician services	Must meet emergency criteria. If you have an emergency medical condition, and get emergency services from an <u>out-of-network provider</u> or facility, the maximum you may pay is the standard in-network <u>cost-sharing</u> amount and you cannot be balance billed.

Common Medical		What You Will Pay		Limitations Franctions 9 Other
Event 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
	Emergency medical transportation	20% coinsurance*	20% coinsurance*	Must meet emergency criteria. If you have an emergency medical condition, and get emergency services from an <u>out-of-network provider</u> or facility, the maximum you may pay is the standard in-network <u>cost-sharing</u> amount and you cannot be balance billed.
	<u>Urgent care</u>	20% coinsurance*	20% coinsurance*	Applies to urgent care facilities. If you have an emergency medical condition, and get emergency services from an out-of-network provider or facility, the maximum you may pay is the standard in-network cost-sharing amount and you cannot be balance billed.
If you have a beautial	Facility fee (e.g., hospital room)	20% coinsurance*	Not covered	If you receive care from an <u>out-of-network</u> <u>provider</u> at an in-network hospital or ambulatory surgical center, the most the <u>provider</u> may bill you is the in-network <u>cost-sharing</u> amount and the <u>provider</u> cannot balance bill you.
If you have a hospital stay	Physician/surgeon fees	20% coinsurance*	Not covered	Some services require <u>prior approval</u> . If you receive care from an <u>out-of-network</u> <u>provider</u> at an in-network hospital or ambulatory surgical center, the most the <u>provider</u> may bill you is the in-network <u>cost-sharing</u> amount and the <u>provider</u> cannot balance bill you.
If you need mental health, behavioral	Outpatient services	20% coinsurance*	Not covered	Some services require <u>prior approval</u> .
health, or substance abuse services	Inpatient services	20% coinsurance*	Not covered	Includes facility and physician fees. Requires <u>prior approval</u> .

Common Medical		What You Will Pay		Limitations Evacutions 9 Other
Event 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 are pregnant	Office visits	20% coinsurance*	Not covered	Cost sharing does not apply for preventive services. Depending on the type of services, a copayment, coinsurance, or deductible may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound.). For a list of services visit www.bluecrossvt.org/members/coverage.
	Childbirth/delivery professional services	20% coinsurance*	Not covered	Out-of-state inpatient care requires <u>prior</u> <u>approval</u> .
	Childbirth/delivery facility services	20% coinsurance*	Not covered	Out-of-state inpatient care requires <u>prior</u> <u>approval</u> .
If you need help recovering or have other special health needs	Home health care	20% coinsurance*	Not covered	Home infusion therapy requires <u>prior</u> <u>approval</u> . Outpatient physical, speech and occupational therapy benefits are covered up to 30 visits combined.
	Rehabilitation services	20% coinsurance* inpatient; 20% coinsurance* cardiac / pulmonary services	Not covered	Inpatient rehabilitation services require prior approval.
	Habilitation services	20% <u>coinsurance</u> * for inpatient services	Not covered	Requires <u>prior approval</u> . Outpatient physical, speech and occupational therapy benefits are covered up to 30 visits combined.
	Skilled nursing care (facility)	20% coinsurance*	Not covered	Requires prior approval.
	<u>Durable medical equipment</u> (including supplies)	20% coinsurance*	Not covered	May require <u>prior approval</u> .
	Hospice services	20% coinsurance*	Not covered	None
If your child needs	Eye exam	\$20 <u>copayment</u> per child exam; \$20 <u>copayment</u> per adult exam	We pay up to our allowed price less your \$20 copayment	One routine exam per calendar year.
dental or eye care	Glasses	Not covered	Not covered	None
	Dental check-up	Not covered	Not covered	None

#### **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.)

- Acupuncture
- Cosmetic Surgery (except with prior approval for reconstruction)
- Dental care (child and adult)

- Hearing aids
- Infertility Medications
- Long-term care

- Sexual dysfunction drugs
- Weight loss programs

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

- Abortion
- Bariatric surgery

- Chiropractic care (requires prior approval after 12 visits)
- Non-emergency care when traveling outside the U.S. (www.bluecrossvt.org/members/coverage)
- Private-duty nursing (covered up to 14 hours per plan year)
- Routine eye care (one routine eye exam per child and adult member per calendar year)
  - Routine foot care

### **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: Department of Labor's Employee Benefits Security Administration at (866) 444-EBSA (3272) or <a href="www.dol.gov/ebsa/healthreform">www.dol.gov/ebsa/healthreform</a>, or the Department of Health and Human Services at (877) 267-2323 x61565 or <a href="www.cciio.cms.gov">www.cciio.cms.gov</a>. You may also contact the <a href="plan">plan</a> at (800) 247-2583. Other coverage options may be available to you, too, including buying individual insurance coverage through the <a href="health Insurance Marketplace">Health Insurance Marketplace</a>. For more information about the <a href="marketplace">Marketplace</a>, visit <a href="www.HealthCare.gov">www.HealthCare.gov</a> or call (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: (800) 255-4550.

# Does this plan provide Minimum Essential Coverage? Yes.

Minimum Essential Coverage generally includes plans, <u>health insurance</u> available through the <u>Marketplace</u> or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of <u>Minimum Essential Coverage</u>, you may not be eligible for the <u>premium</u> tax credit.

## Does this plan meet the Minimum Value Standards? Yes.

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

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 prenatal care and a hospital delivery)

■ The <u>plan's</u> overall <u>deductible</u>	\$3,000
■ Specialist coinsurance	20%
■ Hospital (facility) coinsurance	20%
■ Other coinsurance	20%

### 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

### In this example, Peg would pay:

Cost Sharing			
<u>Deductibles</u>	\$3,000		
<u>Copayments</u>	\$0		
Coinsurance	\$1,000		
What isn't covered			
Limits or exclusions	\$60		
The total Peg would pay is	\$4,060		

## **Managing Joe's Type 2 Diabetes**

(a year of routine in-network care of a well-controlled condition)

■ The plan's overall deductible	\$3,000
■ Specialist coinsurance	20%
■ Hospital (facility)	\$0
■ Other coinsurance	20%

#### This EXAMPLE event includes services like:

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

Diagnostic tests (blood work)

Prescription drugs

<u>Durable medical equipment</u> (glucose meter)

# Total Example Cost \$5,600

# In this example, Joe would pay:

Cost Sharing	
<u>Deductibles</u>	\$1,900
<u>Copayments</u>	\$0
Coinsurance	\$70
What isn't covered	
Limits or exclusions	\$20
The total Joe would pay is	\$1,990

# **Mia's Simple Fracture**

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

■ The <u>plan's</u> overall <u>deductible</u>	\$3,000
■ Specialist coinsurance	20%
■ Hospital (facility) coinsurance	20%
■ Other coinsurance	20%

#### This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

Durable medical equipment (crutches)

Rehabilitation services (physical therapy)

Total Example Cost	\$2,800

### In this example, Mia would pay:

Cost Sharing	
<u>Deductibles</u>	\$2,300
Copayments	\$0
Coinsurance	\$0
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$2,300

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# **DISCLAIMERS**

# **General Exclusions**

While your health plan covers a broad array of necessary services and supplies, it doesn't cover every possible medical expense. If you would like to review the list of general exclusions before enrolling, visit **bluecrossvt.org/contracts**, click on the plan in which you are enrolling and read the chapter entitled "General Exclusions." Once you enroll, you will receive an Outline of Coverage and a link to your Certificate of Coverage. Please read both carefully as they govern your specific benefits.

# **How We Protect Your Privacy**

The law requires us to maintain the privacy of your health information by using or disclosing it only with your authorization or as otherwise allowed by law. You may find information about our privacy practices at **bluecrossyt.org/privacypolicies**.

**NOTICE:** Discrimination is Against the Law

Blue Cross® and Blue Shield® of Vermont (Blue Cross VT) and its affiliate The Vermont Health Plan (TVHP) comply with applicable federal and state civil rights laws and do not discriminate, exclude people or treat them differently on the basis of race, color, national origin, age, disability, gender identity or sex, ethnicity, sexual orientation, or HIV-status.

Blue Cross VT provides free aids and services to people with disabilities to communicate effectively with us. We provide, for example, qualified sign language interpreters and written information in other formats (e.g., large print, audio or accessible electronic format).

Blue Cross VT provides free language services to people whose primary language is not English. We provide, for example, qualified interpreters and information written in other languages.

If you need these services, contact civilrightscoordinator@bcbsvt.com.

If you believe that Blue Cross VT has failed to provide these services or discriminated in another way based on race, color, national origin, age, disability, gender identity or sex, ethnicity, sexual orientation, or HIV-Status,

you can file a grievance with: Kienan D. Christianson, Civil Rights Coordinator, P.O. Box 186, Montpelier, VT 05601-0186, call (800) 247-2583 (TTY/TDD: 711), fax (802) 229-0511, or email **civilrightscoordinator@bcbsvt.com**. You can file a grievance in person, by mail, via fax, or by email. If you need help filing a grievance, Kienan D. Christianson, Civil Rights 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 or through the Office for Civil Rights Complaint Portal, available at

https://ocrportal.hhs.gov/ocr/portal/lobby.jsf, 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, 800-537-7697 (TDD)

Complaint forms are available at

https://www.hhs.gov/ocr/complaints/index.html

# For free language-assistance service, call (800) 247-2583 (TTY/TDD: 711).

للحصول على خدمات المساعدة اللغوية المجانية ، اتصل

(800) 247 2583 (TTY/TDD: 711). lilhusul ealaa khadmat

almusaeadat allughawiat almajaaniat, atasal

(800) 247-2583 (TTY/TDD: 711).

CHINESE 如需免費語言支援服務, 請致電 (800) 247-2583

TTY/TDD: 711).

CUSHITE (OROMO) Tajaajila gargaarsa afaanii bilisaa argachuuf,

(800) 247-2583 (TTY/TDD: 711) bilbili.

FRENCH Pour des services d'assistance linguistique gratuits,

appelez le (800) 247-2583 (TTY/TDD: 711).

GERMAN Für kostenlose Sprachunterstützungsdienste rufen Sie

(800) 247-2583 (TTY/TDD: 711) an.

ITALIAN Per i servizi di assistenza linguistica gratuiti, chiamare il

numero (800) 247-2583 (TTY/TDD: 711).

JAPANESE 無料の言語支援サービスについては,

(800) 247-2583 (TTY/TDD: 711).

NEPALI निःशुल्क भाषा-सहायता सेवाहरूको लागि, कल गर्नुहोस्,

(800) 247-2583 (TTY/TDD: 711). Niḥśulka bhāṣā-

sahāyatā sēvāharūkō lāgi, kala garnuhōs

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PORTUGUESE Para serviços gratuitos de assistência linguística, ligue

para (800) 247-2583 (TTY/TDD: 711).

RUSSIAN Чтобы получить бесплатную языковую помощь,

позвоните по телефону (800) 247-2583

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SERBO-CROATIAN

(SERBIAN)

За бесплатне услуге језичке помоћи позовите

(800) 247-2583 (TTY/TDD: 711). Za besplatne usluge

jezičke pomoći pozovite (800) 247-2583

(TTY/TDD: 711).

SPANISH Para servicios gratuitos de asistencia lingüística, llame

al (800) 247-2583 (TTY/TDD: 711).

TAGALOG PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari

kang gumamit ng mga serbisyo ng tulong sa wika nang

walang bayad. Tumawag sa (800) 247-2583

(TTY/TDD: 711).

THAI สำหรับบริการช่วยเหลือด้านภาษาฟรี โทร,(800) 247-2583

(TTY/TDD: 711). Sahrab brikar chwyhelux dan phas'a

frī thor (800) 247-2583 (TTY/TDD: 711).

UKRAINIAN Щоб отримати безкоштовні мовні послуги,

телефонуйте

(800) 247-2583 (TTY/TDD: 711). Shchob otrymaty

bezkoshtovni movni posluhy, telefonuyte

(800) 247-2583 (TTY/TDD: 711)

VIETNAMESE Đối với các dịch vụ hỗ trợ ngôn ngữ miễn phí, hãy gọi

(800) 247-2583 (TTY/TDD: 711).