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Strive – Metro Region HSA Gold \$2,350 Plan 314

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

Coverage Period: Beginning on or after 1/1/2020 Coverage for: Single and family | Plan Type: HSA

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.bluecrossmnonline.com</u> or call 1-855-379-2583. 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 https://www.healthcare.gov/sbc-qlossary or call 1-855-379-2583 to request a copy.

| Important Questions | Answers | Why This Matters: |
|--|---|--|
| What is the overall deductible? | \$2,350/single medical and drug Network \$4,700/family medical and drug Network \$10,000/single medical and drug Out-of-Network \$20,000/family medical and drug Out-of-Network | 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. This <u>plan</u> has a non-embedded <u>deductible</u> . 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. The single <u>deductible</u> applies to single coverage only. |
| Are there services covered before you meet your deductible? | Yes. Well-child care, prenatal care and Network Preventive care services are covered before you meet your deductible. | 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-care-benefits/ . |
| Are there other deductibles for specific services? | No. | 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> ? | \$2,350/single medical and drug Network \$4,700/family medical and drug Network \$30,000/single medical and drug Out-of-Network \$60,000/family medical and drug Out-of-Network | The <u>out-of-pocket limit</u> is the most you could pay in a year for covered services. This <u>plan</u> has a non-embedded <u>out-of-pocket limit</u> . If you have other family members on this <u>plan</u> , the overall family <u>out-of-pocket limit</u> must be met. The single <u>out-of-pocket limit</u> applies to single coverage only. |
| What is not included in the <u>out-of-pocket limit?</u> | <u>Premiums</u> , <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 <u>out-of-pocket limit</u> . |

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| Will you pay less if you use a <u>network provider</u> ? | Yes. See www.bluecrossmnonline.com/find-a-doctor/#/home or call 1-855-379-2583 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's 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's</u> 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 specialist you choose without a referral. |



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 | Services You May Need | What You Will Pay | | Limitations, Exceptions, & Other |
|---|--|---|---|---|
| Medical Event | | Network Provider (You will pay the least) | Out-of-Network Provider | Important Information |
| | Primary care visit to treat an injury or illness | 0% coinsurance | 50% coinsurance | None |
| If you visit a boalth care | Specialist visit | 0% <u>coinsurance</u> | 50% <u>coinsurance</u> | None |
| If you visit a health care provider's office or clinic | Preventive care/screening/ immunization | No charge | Well child: No charge Adult: 50% <u>coinsurance</u> | You may have to pay for services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services you need are <u>preventive</u> . Then check what your <u>plan</u> will pay for. |
| If you have a test | Diagnostic test (x-ray, blood work) | 0% <u>coinsurance</u> | 50% <u>coinsurance</u> | None |
| ii you nave a test | Imaging (CT/PET scans, MRIs) | 0% <u>coinsurance</u> | 50% <u>coinsurance</u> | None |
| If you need drugs to treat your illness or condition. A Retail Pharmacy is any licensed pharmacy that you can physically | Tier 1 Prescription Drugs: Designated preventive Drugs (other than ACA preventive Drugs) in the following categories: diabetes, hypertension, cholesterol lowering | No charge/retail No charge/mail service No charge/90dayRx Retail | Not covered | Covers up to a 31-day supply (retail prescription); 93-day supply (mail order prescription and 90dayRx Retail prescription). |
| enter to obtain a prescription drug. A Mail Service Pharmacy | Tier 2 Prescription Drugs | Drugs 0% coinsurance/mail service Not covered the | Some over-the-counter drugs can be obtained with a prescription at the preventive level of benefits. No coverage for services from Out-of- | |
| dispenses prescription drugs through the U.S. Mail. | Tier 3 Prescription Drugs | 0% <u>coinsurance</u> /retail 0% <u>coinsurance</u> /mail service 0% <u>coinsurance</u> /90dayRx Retail | Not covered | Network Providers. |

| Common | | What You Will Pay | | Limitations, Exceptions, & Other | |
|---|--|--|--|--|--|
| Medical Event | Services You May Need | Network Provider (You will pay the least) | Out-of-Network Provider | Important Information | |
| More information about prescription drug coverage is available at | Tier 4 Prescription Drugs | 0% <u>coinsurance</u> /retail 0% <u>coinsurance</u> /mail service 0% <u>coinsurance</u> /90dayRx Retail | Not covered | | |
| www.bluecrossmn.com/b asicrxsmallgrouphsa2020 | Tier 5 Prescription Drugs: Specialty drugs | 0% <u>coinsurance</u> | Not covered | Covers up to a 31-day supply (participating Specialty Drug Network Supplier prescription). No coverage for services from Out-of-Network Providers. | |
| If you have outpatient | Facility fee (e.g., ambulatory surgery center) | 0% <u>coinsurance</u> for outpatient hospital facility services 0% <u>coinsurance</u> for ambulatory surgery center services | 50% <u>coinsurance</u> | None | |
| surgery | Physician/surgeon fees | 0% <u>coinsurance</u> for outpatient hospital facility services 0% <u>coinsurance</u> for ambulatory surgery center services | 50% <u>coinsurance</u> | None | |
| If you need immediate medical attention | Emergency room care Emergency medical transportation Urgent care | 0% coinsurance 0% coinsurance 0% coinsurance | 0% coinsurance 0% coinsurance 50% coinsurance | None | |
| If you have a hagnital | Facility fee (e.g., hospital room) | 0% coinsurance | 50% coinsurance | None | |
| If you have a hospital stay | Physician/surgeon fees | 0% <u>coinsurance</u> | 50% coinsurance | None | |
| If you need mental | Outpatient services | 0% <u>coinsurance</u> | 50% coinsurance | | |
| health, behavioral health, or substance abuse services | Inpatient services including residential adult mental health treatment | 0% <u>coinsurance</u> | 50% <u>coinsurance</u> | Services for marriage/couples counseling are not covered. | |
| If you are pregnant | Office visits | Prenatal Care: No charge Postnatal Care: 0% coinsurance | Prenatal Care: No charge Postnatal Care: 50% coinsurance | Cost sharing does not apply to certain preventive services. Depending on the type of services, | |
| | Childbirth/delivery professional services | 0% <u>coinsurance</u> | 50% coinsurance | other <u>cost sharing</u> may apply. Maternity care may include tests | |
| | Childbirth/delivery facility services | 0% coinsurance | 50% coinsurance | and services described elsewhere in the SBC (i.e. ultrasound). | |

| Common | | | What You Will Pay | | Limitations, Exceptions, & Other |
|---|-------------|-----------------------|--|---|--|
| Medical Event | | Services You May Need | Network Provider (You will pay the least) | Out-of-Network Provider | Important Information |
| If you need help recovering or have other special health needs | Home | e health care | 0% <u>coinsurance</u> | Not covered | Network: 120 visits per person per benefit period. No coverage for services from Out-of-Network Providers. |
| | <u>Reha</u> | bilitation services | 0% coinsurance for occupational therapy 0% coinsurance for physical therapy 0% coinsurance for speech therapy | 50% <u>coinsurance</u> for occupational therapy 50% <u>coinsurance</u> for physical therapy 50% <u>coinsurance</u> for speech therapy | None |
| | | itation services | 0% <u>coinsurance</u> for occupational therapy 0% <u>coinsurance</u> for physical therapy 0% <u>coinsurance</u> for speech therapy | 50% <u>coinsurance</u> for occupational therapy 50% <u>coinsurance</u> for physical therapy 50% <u>coinsurance</u> for speech therapy | None |
| | Skille | d nursing care | 0% coinsurance | 50% coinsurance | Combined Network and Out-of-Network: 120 days per person per benefit period. |
| | Durak | ole medical equipment | 0% coinsurance | 50% coinsurance | None |
| | Hospi | ice services | 0% coinsurance | Not covered | No coverage for services from Out-of-Network Providers. |
| If your child needs dental or eye care | Childr | ren's eye exam | No charge | Through age 5: No charge Age 6 through 18: 50% coinsurance | None |
| | Childr | ren's glasses | 0% <u>coinsurance</u> | Not covered | Maximum of one standard frame and one pair of lenses or one pair of contact lenses or one year supply of disposable contact lenses per calendar year for members age 18 and younger. No Coverage for Out-of-Network Providers. |
| | Childr | ren's dental check-up | Not covered | Not covered | No coverage for these services. |

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 (except as specified in <u>plan</u> benefits)
- Bariatric Surgery
- Cosmetic Surgery (except as specified in <u>plan</u> benefits)
- Dental Care (except as specified in plan benefits)
- Infertility Treatment
- Long-Term Care

- Routine Foot Care
- Weight Loss Programs

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

- Chiropractic Care
- Hearing Aids for individuals 18 years of age or younger (as required by state law)
- Non-emergency care when traveling outside the U.S.
- Private Duty Nursing (as required by state law)
- Routine eye care (Adult)

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: Minnesota Department of Commerce, Attention: Consumer Concerns/Market Assurance Division, 85 7th Place East Suite 280, St. Paul, MN 55101-2198, or call 1-800-657-3602; for group health coverage subject to ERISA, contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform; or, Department of Health and Human Services, Center for Consumer Information and Insurance Oversight at 1-877-267-2323, extension 61565 or www.cciio.cms.gov. Other coverage options may be available to you too, including buying individual insurance coverage through MNsure. For more information about MNsure, visit www.mnsure.org or call 1-855-366-7873.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan 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: Member Service at <u>www.bluecrossmnonline.com</u> or call 1-855-379-2583 or the Minnesota Commissioner of Commerce by calling (651) 539-1600 or toll-free 1-800-657-3602. For group health coverage subject to ERISA, contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>www.dol.gov/ebsa/healthreform</u>. If you are covered under a plan offered by the State Health <u>plan</u>, a city, county, school district, or Service Coop, you may contact the Department of Health and Human Services Health Insurance team at 1-888-393-2789.

Does this plan provide Minimum Essential Coverage? Yes.

If you don't have Minimum Essential Coverage for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

Does this plan meet Minimum Value Standards? Yes.

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

-----To see examples of how this plan 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 network prenatal care and a hospital delivery)

| Ine <u>plan's</u> overall <u>deductible</u> | \$2,350 |
|---|---------|
| ■ Specialist copayment | \$0 |
| ■ Hospital (facility) coinsurance | 0% |
| Other coinsurance | 0% |

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 | \$12,800 |
|--------------------|----------|

In this example, Peg would pay:

| in time example, log media pay. | | |
|---------------------------------|---------|--|
| Cost Sharing | | |
| Deductibles | \$2,350 | |
| Copayments | \$0 | |
| Coinsurance | \$0 | |
| What isn't covered | | |
| Limits or exclusions | \$60 | |
| The total Peg would pay is | \$2,410 | |
| | | |

Managing Joe's type 2 Diabetes

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

| ■ The plan's overall deductible | \$2,350 |
|-----------------------------------|---------|
| ■ Specialist copayment | \$0 |
| ■ Hospital (facility) coinsurance | 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 | \$7,400 |
|--------------------|---------|

In this example, Joe would pay:

| Cost Sharing | | |
|----------------------------|---------|--|
| Deductibles | \$2,350 | |
| Copayments | \$0 | |
| Coinsurance | \$0 | |
| What isn't covered | | |
| Limits or exclusions | \$55 | |
| The total Joe would pay is | \$2,405 | |
| | | |

Mia's Simple Fracture

(network emergency room visit and follow up care)

| ■ The <u>plan's</u> overall <u>deductible</u> | \$2,350 |
|---|---------|
| ■ Specialist copayment | \$0 |
| ■ Hospital (facility) coinsurance | 0% |
| Other <u>coinsurance</u> | 0% |

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 | \$1,900 |
|--------------------|---------|
| | |

In this example, Mia would pay:

| Cost Sharing | |
|--------------------|--|
| \$1,900 | |
| \$0 | |
| \$0 | |
| What isn't covered | |
| \$0 | |
| \$1,900 | |
| | |

The total patient would pay amount assumes the patient is not using funds from a Flexible Spending Account (FSA), Health Savings Account (HSA), or an integrated Health Reimbursement Account (HRA), including an integrated HRA funded through a Voluntary Employee Beneficiary Association (VEBA-HRA). Account balances may provide you funds to help cover out-of-pocket expenses.

Note: These numbers assume the patient does not participate in the <u>plan's</u> wellness program. If you participate in the <u>plan's</u> wellness program, you may be able to reduce your costs.

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

Notice of Nondiscrimination Practices

Effective July 18, 2016

Blue Cross and Blue Shield of Minnesota and Blue Plus (Blue Cross) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or gender. Blue Cross does not exclude people or treat them differently because of race, color, national origin, age, disability, or gender.

Blue Cross provides resources to access information in alternative formats and languages:

- Auxiliary aids and services, such as qualified interpreters and written information available in other formats, are available free of charge to people with disabilities
 to assist in communicating with us.
- Language services, such as qualified interpreters and information written in other languages, are available free of charge to people whose primary language is not English.

If you need these services, contact us at 1-800-382-2000 or by using the telephone number on the back of your member identification card. TTY users call 711.

If you believe that Blue Cross has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or gender, you can file a grievance with the Nondiscrimination Civil Rights Coordinator

- by email at: Civil.Rights.Coord@bluecrossmn.com
- by mail at: Nondiscrimination Civil Rights Coordinator

Blue Cross and Blue Shield of Minnesota and Blue Plus

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PO Box 64560

Eagan, MN 55164-0560

• or by telephone at: 1-800-509-5312

Grievance forms are available by contacting us at the contacts listed above, by calling 1-800-382-2000 or by using the telephone number on the back of your member identification card. TTY users call 711. If you need help filing a grievance, assistance is available by contacting us at the numbers listed above.

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: https://ocrportal.hhs.gov/ocr/portal/lobby.jsf
- by telephone at: 1-800-368-1019 or 1-800-537-7697 (TDD)
- or by mail at: U.S. Department of Health and Human Services

200 Independence Avenue SW Room 509F, HHH Building Washington, DC 20201

Complaint forms are available at http://www.hhs.gov/ocr/office/file/index.html.

Language Access Services:

This information is available in other languages. Free language assistance services are available by calling the toll free number below. For TTY, call 711.

Si habla español, tiene a su disposición servicios gratuitos de asistencia con el idioma. Llame al 1-855-903-2583. Para TTY, llame al 711.

Yog tias koj hais lus Hmoob, muaj kev pab txhais lus pub dawb rau koj. Hu rau 1-800-793-6931. Rau TTY, hu rau 711.

Haddii aad ku hadasho Soomaali, adigu waxaad heli kartaa caawimo luqad lacag la'aan ah. Wac 1-866-251-6736. Markay tahay dad maqalku ku adag yahay (TTY), wac 711.

နမ့်ကတိုးကညီကိုဂ်င္စီး, တာ်ကဟ္္ဒာနာကိုဂ်တာမ်းစားကလီတဖဉ်န္ဥာလီး. ကိုး 1-866-251-6744 လ၊ TTY အဂ်ိုး, ကိုး 711 တက္စုံး

إذا كنت تتحدث العربية، تتوفر لك خدمات المساعدة اللغوية المجانية. اتصل بالرقم 9123-569-569-1. للهاتف النصى اتصل بالرقم 711.

Nếu quý vị nói Tiếng Việt, có sẵn các dịch vụ hỗ trợ ngôn ngữ miễn phí cho quý vị. Gọi số 1-855-315-4015. Người dùng TTY xin gọi 711.

Afaan Oromoo dubbattu yoo ta'e, tajaajila gargaarsa afaan hiikuu kaffaltii malee. Argachuuf 1-855-315-4016 bilbilaa. TTY dhaaf, 711 bilbilaa.

如果您說中文,我們可以為您提供免費的語言協助服務。請撥打 1-855-315-4017。聽語障專 (TTY),請撥打 711。

Если Вы говорите по-русски, Вы можете воспользоваться бесплатными услугами переводчика. Звоните 1-855-315-4028. Для использования телефонного аппарата с текстовым выходом звоните 711.

Si vous parlez français, des services d'assistance linguistique sont disponibles gratuitement. Appelez le +1-855-315-4029. Pour les personnes malentendantes, appelez le 711.

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한국어를 사용하시는 경우, 무료 언어 지원 서비스가 제공됩니다. 1-855-904-2583 으로 전화하십시오. TTY 사용자는 711 로 전화하십시오.

ຖ້າເຈົ້າເວົ້າພາສາລາວໄດ້, ມີການບໍລິການຊ່ວຍເຫຼືອພາສາໃຫ້ເຈົ້າຟຣີ. ໃຫ້ໂທຫາ 1-866-356-2423 ສໍາລັບ. TTY, ໃຫ້ໂທຫາ 711.

Kung nagsasalita kayo ng Tagalog, mayroon kayong magagamit na libreng tulong na mga serbisyo sa wika. Tumawag sa 1-866-537-7720. Para sa TTY, tumawag sa 711.

Wenn Sie Deutsch sprechen, steht Ihnen fremdsprachliche Unterstützung zur Verfügung. Wählen Sie 1-866-289-7402. Für TTY wählen Sie 711.

ប្រសិនបើអ្នកនិយាយភាសាខ្មែរមន អ្នកអាចរកបានសេវាជំនួយភាសាឥតគិតថ្លៃ។ ទូរស័ព្ទមកលេខ 1-855-906-2583។ សម្រាប់ TTY សូមទូរស័ព្ទមកលេខ 711។

Diné k'ehjí yánílt'i'go saad bee yát'i' éí t'áájíík'e bee níká'a'doowołgo éí ná'ahoot'i'. Kojį éí béésh bee hodíílnih 1-855-902-2583. TTY biniiyégo éí 711 ji' béésh bee hodíílnih.