



This is only a summary. If you want more detail about your coverage and costs, you can get the complete terms in the policy or plan document at www.anthem.com or by calling 1-800-451-1527.

Important Questions	Answers	Why this Matters:
What is the overall <u>deductible</u> ?	\$500 Individual/ \$1,000 Family for In Network providers; \$750 Individual/ \$1,500 Family for Out of Network providers.	You must pay all the costs up to the <u>deductible</u> amount before this plan begins to pay for covered services you use. Check your policy or plan document to see when the <u>deductible</u> starts over (usually, but not always, January 1st). See the chart starting on page 2 for how much you pay for covered services after you meet the <u>deductible</u> .
Are there other <u>deductibles</u> for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services, but see the chart starting on page 2 for other costs for services this plan covers.
Is there an <u>out-of-pocket limit</u> on my expenses?	Yes. \$3,000 Individual/ 6,000 Family for In Network providers. \$4,500 Individual/ \$9,000 Family for Out of Network providers.	The <u>out-of-pocket limit</u> is the most you could pay during a coverage period (usually one year) for your share of the cost of covered services. This limit helps you plan for health care expenses.
What is not included in the <u>out-of-pocket limit</u> ?	Premiums, balance-billed charges, prescription drug cost share, routine vision cost share, cost of care received when the benefit limits have been reached and 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> .
Is there an overall annual limit on what the plan pays?	No.	The chart starting on page 2 describes any limits on what the plan will pay for specific covered services, such as office visits.

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Does this plan use a <u>network</u> of <u>providers</u> ?	Yes. See www.anthem.com or call 1-800-451-1527 for a list of In Network providers.	If you use an in-network doctor or other health care provider , this plan will pay some or all of the costs of covered services. Be aware, your in-network doctor or hospital may use an out-of-network provider for some services. Plans use the term in-network, preferred , or participating for providers in their network . See the chart starting on page 2 for how this plan pays different kinds of providers .
Do I need a referral to see a <u>specialist</u> ?	No	You can see the specialist you choose without permission from this plan
Are there services this plan doesn't cover?	Yes.	Some of the services this plan doesn't cover are listed on page 6. See your policy or plan document for additional information about excluded services .



- **Copayments** are fixed dollar amounts (for example, \$15) you pay for covered health care, usually when you receive the service.
- **Coinsurance** is *your* share of the costs of a covered service, calculated as a percent of the **allowed amount** for the service. For example, if the plan's **allowed amount** for an overnight hospital stay is \$1,000, your **coinsurance** payment of 20% would be \$200. This may change if you haven't met your **deductible**.
- The amount the plan pays for covered services is based on the **allowed amount**. If an out-of-network **provider** charges more than the **allowed amount**, you may have to pay the difference. For example, if an out-of-network hospital charges \$1,500 for an overnight stay and the **allowed amount** is \$1,000, you may have to pay the \$500 difference. (This is called **balance billing**.)
- This plan may encourage you to use In Network **providers** by charging you lower **deductibles**, **copayments** and **coinsurance** amounts.

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VCU Postdoctoral Fellows: KeyCare 25 Plan

Summary of Benefits and Coverage: What this Plan Covers & What it Costs

Coverage Period: 01/01/2014 – 12/31/2014

Coverage for: All Coverage Types | Plan Type: PPO

Common Medical Event	Services You May Need	Your Cost If You Use an In Network Provider	Your Cost If You Use an Out of Network Provider	Limitations & Exceptions
If you visit a health care <u>provider's</u> office or clinic	Primary care visit to treat an injury or illness	\$25 Copay/Visit	40% Coinsurance	Not subject to the deductible.
	Specialist visit	\$50 Copay/Visit	40% Coinsurance	Not subject to the deductible.
	Other practitioner office visit	<u>Manipulative Therapy</u> \$25 Copay <u>Acupuncturist</u> Not Covered	<u>Manipulative Therapy</u> 40% coinsurance <u>Acupuncturist</u> Not Covered	<u>Manipulative Therapy</u> Not subject to the deductible. Coverage is limited to 30 visits per year per member.
	Preventive care/screening/immunization	No Charge	40% Coinsurance	—————none—————
If you have a test	Diagnostic test (x-ray, blood work)	<u>Lab-Office</u> 20% Coinsurance <u>X-Ray-Office</u> 20% Coinsurance	<u>Lab-Office</u> 40% Coinsurance <u>X-Ray-Office</u> 40% Coinsurance	—————none—————
	Imaging (CT/PET scans, MRIs)	20% Coinsurance	40% Coinsurance	—————none—————

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If you need drugs to treat your illness or condition More information about <u>prescription drug coverage</u> is available at www.anthem.com	Tier 1 – Typically Generic	\$10 Copay/ Prescription for Retail Pharmacy and Home Delivery		Covers up to a 30 day supply (retail pharmacy), Covers up to a 90 day supply (home delivery program)
	Tier 2 – Typically Preferred/Formulary Brand	\$30 Copay/ Prescription for Retail Pharmacy; \$60 Copay/ Prescription for Home Delivery		If the member selects a brand drug when a generic equivalent is available the member is responsible for the generic copay plus the cost difference between the generic and brand equivalent even if the physician indicates no substitutions. Covers up to a 30 day supply (retail pharmacy), Covers up to a 90 day supply (mail order program).
	Tier 3 – Typically Non-preferred/Non-formulary and Specialty Drugs	The greater of \$50 Copay/Prescription or 20% Coinsurance with a \$200 prescription maximum for Retail Pharmacy; The greater of \$150 Copay/Prescription or 20% Coinsurance with a \$400 prescription maximum for Home Delivery		If you have a prescription filled at a non-participating pharmacy, you must complete and submit a claim form. Reimbursements are based on the negotiated rate and may be subject to balance billing, edits, and exclusions. \$3,500 per member and \$12,700 per family out-of-pocket annual maximum.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% Coinsurance	40% Coinsurance	_____none_____
	Physician/surgeon fees	20% Coinsurance	40% Coinsurance	_____none_____

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If you need immediate medical attention	Emergency room services	20% Coinsurance	20% Coinsurance	—————none—————
	Emergency medical transportation	20% Coinsurance	20% Coinsurance	—————none—————
	Urgent care	\$25 or \$50 Copay	40% Coinsurance	—————none—————
If you have a hospital stay	Facility fee (e.g., hospital room)	20% Coinsurance	40% Coinsurance	Failure to obtain preauthorization may result in non-coverage or reduced coverage.
	Physician/surgeon fee	20% Coinsurance	40% Coinsurance	—————none—————
If you have mental health, behavioral health, or substance abuse needs	Mental/Behavioral health outpatient services	<u>Mental/Behavioral Health Office Visit</u> \$25 copay <u>Mental/Behavioral Health Facility Visit-Facility Charges</u> 20% coinsurance	<u>Mental/Behavioral Health Office Visit</u> 40% coinsurance <u>Mental/Behavioral Health Facility Visit-Facility Charges</u> 40% coinsurance	<u>Mental/Behavioral Health Office Visit</u> Not subject to the deductible.
	Mental/Behavioral health inpatient services	20% Coinsurance	40% Coinsurance	—————none—————
	Substance abuse disorder outpatient services	<u>Substance Abuse Office Visit</u> \$25 copay <u>Substance Abuse Facility Visit-Facility Charges</u> 20% coinsurance	<u>Substance Abuse Office Visit</u> 40% coinsurance <u>Substance Abuse Facility Visit-Facility Charges</u> 40% coinsurance	<u>Substance Abuse Health Office Visit</u> Not subject to the deductible.
	Substance abuse disorder inpatient services	20% Coinsurance	40% Coinsurance	—————none—————
If you are pregnant	Prenatal and postnatal care	20% Coinsurance	40% Coinsurance	Your doctor's charges for delivery are part of prenatal and postnatal care.
	Delivery and all inpatient services	20% Coinsurance	40% Coinsurance	Applies to inpatient facility. Other cost shares may apply depending on services provided.

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If you need help recovering or have other special health needs	Home health care	20% Coinsurance	40% Coinsurance	Coverage is limited to 100 visits per year
	Rehabilitation services	20% Coinsurance	40% Coinsurance	Coverage is limited to 30 combined visits per year for Physical and Occupational therapy combined 30 visits per year for Speech therapy. Limit does not apply to autism services, if applicable. Services from In-Network Provider and Non-Network Provider count towards your limit.
	Habilitation services	20% Coinsurance	40% Coinsurance	Rehabilitation and Habilitation visits count towards your Rehabilitation limit.
	Skilled nursing care	20% Coinsurance	40% Coinsurance	Coverage is limited to 100 days per stay. Services from In-Network Provider and Non-Network Provider count towards your limit.
	Durable medical equipment	20% Coinsurance	40% Coinsurance	—————none—————
	Hospice service	No cost share	40% Coinsurance	Not subject to the deductible.
If your child needs dental or eye care	Eye exam	\$15 Copay/Visit	\$30 allowance	Services cover an annual routine eye exam..
	Glasses	Not Covered	Not Covered	Discounts are available.
	Dental check-up	Not Covered	Not Covered	—————none—————

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Excluded Services & Other Covered Services:

Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services.)

- | | | |
|---------------------|-------------------------|------------------------|
| • Acupuncture | • Dental care | • Long-term care |
| • Bariatric surgery | • Hearing aids | • Routine foot care |
| • Cosmetic surgery | • Infertility treatment | • Weight loss programs |

Other Covered Services (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)

- | | |
|------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| • Non-emergency care when traveling outside the U.S. | • Most coverage provided outside the United States. See www.bcbs.com/bluecardworldwide |
|------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|

Your Rights to Continue Coverage:

If you lose coverage under the plan, then, depending upon the circumstances, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in duration and will require you to pay a premium, which may be significantly higher than the premium you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply.

For more information on your rights to continue coverage, contact the plan at [1-800-451-1527]. You may also contact your state insurance department, the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov.

Your Grievance and Appeals Rights:

If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to appeal or file a grievance. For questions about your rights, this notice, or assistance, you can contact:

Anthem Blue Cross and Blue Shield
Attention: Corporate Appeals Department

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P.O. Box 27401
Richmond, VA 23279

Does this Coverage Provide Minimum Essential Coverage?

The Affordable Care Act requires most people to have health care coverage that qualifies as “minimum essential coverage.” **This plan or policy does provide minimum essential coverage.**

Does this Coverage Meet the Minimum Value Standard?

The Affordable Care Act establishes a minimum value standard of benefits of a health plan. The minimum value standard is 60% (actuarial value). **This health coverage does meet the minimum value standard for the benefits it provides.**

Language Access Services:

[Spanish (Español): Para obtener asistencia en Español, llame al 1-800-451-1527.]

[Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-451-1527.]

[Chinese (中文): 如果需要中文的帮助, 请拨打这个号码1-800-451-1527.]

[Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiiijigo holne' 1-800-451-1527.]

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

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About these Coverage Examples:

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.



This is not a cost estimator.

Don't use these examples to estimate your actual costs under this plan. The actual care you receive will be different from these examples, and the cost of that care will also be different.

See the next page for important information about these examples.

Having a baby (normal delivery)

- Amount owed to providers: \$7,540
- Plan pays \$5,520
- Patient pays \$2,020

Sample care costs:

Hospital charges (mother)	\$2,700
Routine obstetric care	\$2,100
Hospital charges (baby)	\$900
Anesthesia	\$900
Laboratory tests	\$500
Prescriptions	\$200
Radiology	\$200
Vaccines, other preventive	\$40
Total	\$7,540

Patient pays:

Deductibles	\$500
Copays	\$20
Coinsurance	\$1,350
Limits or exclusions	\$150
Total	\$2,020

Managing type 2 diabetes (routine maintenance of a well-controlled condition)

- Amount owed to providers: \$5,400
- Plan pays \$3,760
- Patient pays \$1,640

Sample care costs:

Prescriptions	\$2,900
Medical Equipment and Supplies	\$1,300
Office Visits and Procedures	\$700
Education	\$300
Laboratory tests	\$100
Vaccines, other preventive	\$100
Total	\$5,400

Patient pays:

Deductibles	\$500
Copays	\$820
Coinsurance	\$240
Limits or exclusions	\$80
Total	\$1,640

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Questions and answers about the Coverage Examples:

What are some of the assumptions behind the Coverage Examples?

- Costs don't include premiums.
- Sample care costs are based on national averages supplied by the U.S. Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- The patient's condition was not an excluded or preexisting condition.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from in-network providers. If the patient had received care from out-of-network providers, costs would have been higher.

What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how deductibles, copayments, and coinsurance can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

Does the Coverage Example predict my own care needs?

- ✗ **No.** Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

Does the Coverage Example predict my future expenses?

- ✗ **No.** Coverage Examples are not cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your providers charge, and the reimbursement your health plan allows.

Can I use Coverage Examples to compare plans?

- ✓ **Yes.** When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

Are there other costs I should consider when comparing plans?

- ✓ **Yes.** An important cost is the premium you pay. Generally, the lower your premium, the more you'll pay in out-of-pocket costs, such as copayments, deductibles, and coinsurance. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.

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