

BlueCross BlueShield of Alabama

Blue Saver Gold for Business

Coverage For: Individual + Family Plan Type: PPO

The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) 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, call 1-800-292-8868 or visit us at AlabamaBlue.com/bb/2024BGB. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms, see the Glossary. You can view the Glossary at AlabamaBlue.com/SBCGlossary or call 1-800-292-8868 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall <u>deductible</u> ?	\$2,500 / individual or \$5,000 / family in-network. \$2,500 / individual or \$5,000 / family 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. 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 deductible expenses paid by all family members meets the overall family deductible.
Are there services covered before you meet your <u>deductible?</u>	Yes. In-network <u>preventive services</u> , outpatient hospital services, inpatient hospital services, most <u>physician services</u> , some pediatric dental services, drugs, non-covered services and balance-billed charges are covered before you meet your <u>deductible</u> .	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 <u>https://www.healthcare.gov/coverage/preventive-care-benefits/</u> .
Are there other <u>deductibles</u> for specific services?	Yes. \$1,000 per admission for out-of-network. There are no other specific <u>deductibles</u> .	You must pay all of the costs for these services up to the specific <u>deductible</u> amount before this <u>plan</u> begins to pay for these services.
What is the <u>out-of-</u> <u>pocket limit</u> for this <u>plan</u> ?	For in-network \$7,000 individual / \$14,000 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 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 limits</u> has been met.
What is not included in the <u>out–of–pocket limit</u> ?	All out-of-network <u>cost sharing</u> amounts (<u>deductibles</u> , <u>copays</u> and <u>coinsurance</u>), <u>premiums</u> , <u>balance-billing</u> charges, healthcare this <u>plan</u> doesn't cover, and <u>specialty drug</u> coupon programs payments. Exceptions include out-of-network medical <u>emergency services</u> (including mental health and substance abuse) and out-of-network air ambulance services.	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>AlabamaBlue.com</u> or call 1-800-810-BLUE for a list of <u>network providers</u> .	You pay the least if you use a provider in the Hospital Choice Network Lower Member Cost Share tier. You pay more if you use a <u>provider</u> in the Hospital Choice Network Higher Member Cost Share tier. You will pay the most if you use an out-of-network <u>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</u> <u>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> .



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		What You Will Pay		Limitations, Exceptions, & Other Important	
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Information	
	Primary care visit to treat an injury or illness	\$35 <u>copay</u> /visit <u>Deductible</u> does not apply	20% coinsurance	In Alabama, out-of-network <u>coinsurance</u> is 50%; precertification is required for some <u>provider</u>	
	<u>Specialist</u> visit	\$60 <u>copay</u> /visit <u>Deductible</u> does not apply	20% coinsurance	administered drugs; if no precertification is obtained, no benefits are available	
If you visit a health care <u>provider's</u> office or clinic	Preventive care/screening/ immunization	No Charge Deductible does not apply	Not Covered	Please visit <u>AlabamaBlue.com/PreventiveServices</u> and <u>AlabamaBlue.com/StandardACAPreventive</u> <u>DrugList</u> . You may have to pay for services that aren't preventive. Ask your <u>provider</u> if the services needed are preventive, then check your <u>plan</u> benefits for coverage. For a printed copy, please contact Customer Service at 1-800-292-8868 .	
	Diagnostic test (x-ray, blood work)	No Charge Deductible does not apply	20% coinsurance	Benefits listed are for <u>physician services</u> ; in Alabama, out-of-network <u>coinsurance</u> is 50%; Lower Member Cost Share facilities	
lf you have a test	Imaging (CT/PET scans, MRIs)	\$300 <u>copay</u> /visit <u>Deductible</u> does not apply	20% <u>coinsurance</u>	Lower Member Cost Share facilities subject to \$300 <u>copay</u> ; Higher Member Cost Share facilities subject to \$600 <u>copay</u> ; in Alabama, out-of-network facilities not covered; some <u>diagnostic tests</u> and imaging may require precertification; if no precertification is obtained, no benefits are available	
If you need drugs to	Tier 1 Drugs	\$10 <u>copay</u> (retail) \$25 <u>copay</u> (mail order) <u>Deductible</u> does not apply	Not Covered		
treat your illness or condition	Tier 2 Drugs	\$20 <u>copay</u> (retail) \$50 <u>copay</u> (mail order) <u>Deductible</u> does not apply	Not Covered	Benefits listed are only available through the ValueONE Retail Network and the Home Delivery Network; precertification is required for some drugs;	
More information about prescription drug coverage is available at	Tier 3 Drugs	\$50 <u>copay</u> (retail) \$125 <u>copay</u> (mail order) <u>Deductible</u> does not apply	Not Covered	if precertification is not obtained, no coverage; covered insulin products may have lower patient responsibility; select generic specialty and	
AlabamaBlue.com/202 4SourcePlusRx1DrugL ist	Tier 4 Drugs	\$90 <u>copay</u> (retail) \$225 <u>copay</u> (mail order) <u>Deductible</u> does not apply	Not Covered	biosimilar drugs on the Select Generic Specialty and Biosimilar Drug List will have lower member	
	Tier 5 Drugs (Preferred Specialty)	\$200 <u>copay</u> (retail) <u>Deductible</u> does not apply	Not Covered	cost share.	
	Tier 6 Drugs (Non-Preferred Specialty)	\$300 <u>copay</u> (retail) <u>Deductible</u> does not apply	Not Covered		

* For more information about limitations and exceptions, see the plan or policy document at <u>AlabamaBlue.com/bb/2024BGB</u>.

Common		What You Will Pay		Limitations, Exceptions, & Other Important
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Information
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	Lower Member Cost Share \$300 copay/visit Higher Member Cost Share \$600 copay/visit Deductible does not apply	20% coinsurance	In Alabama, out-of-network not covered; precertification may be required; if no precertification is obtained, no benefits are available
	Physician/surgeon fees	0% <u>coinsurance</u>	20% coinsurance	In Alabama, out-of-network <u>coinsurance</u> is 50%
If you need immediate	Emergency room care	Accident: \$300 <u>copay</u> /visit <u>Deductible</u> does not apply Medical Emergency: \$300 <u>copay</u> /visit <u>Deductible</u> does not apply	Accident: \$300 <u>copay</u> /visit <u>Deductible</u> does not apply Medical Emergency: \$300 <u>copay</u> /visit <u>Deductible</u> does not apply	Physician charges will apply
medical attention	Emergency medical transportation	20% coinsurance	20% coinsurance	None
	Urgent care	\$35 <u>copay</u> /visit <u>Deductible</u> does not apply	20% coinsurance	In Alabama, out-of-network <u>coinsurance</u> is 50%
lf you have a hospital stay	Facility fee (e.g., hospital room)	Lower Member Cost Share \$300 <u>copay</u> /day for days 1-5 Higher Member Cost Share \$600 <u>copay</u> /day for days 1-5 Deductible does not apply	\$1,000 per admission deductible & 20% coinsurance	In Alabama, out-of-network benefits are only available for accidental injury and medical emergency; precertification is required; if no precertification is obtained, no benefits are available
	Physician/surgeon fees	0% <u>coinsurance</u>	20% <u>coinsurance</u>	In Alabama, out-of-network <u>coinsurance</u> is 50%; precertification is required; if no precertification is obtained, no benefits are available
If you need mental	Outpatient services	\$60 <u>copay</u> /visit <u>Deductible</u> does not apply	50% coinsurance	Precertification is required for intensive outpatient, partial <u>hospitalization</u> and inpatient
health, behavioral health, or substance abuse services	Inpatient services	Physician: No Charge Deductible does not apply Inpatient Hospital: Lower Member Cost Share \$300 copay/day for days 1-5 Higher Member Cost Share \$600 copay/day for days 1-5 Deductible does not apply	Physician: 20% <u>coinsurance</u> <u>Deductible</u> does not apply Inpatient Hospital: \$1,000 per admission <u>deductible</u> & 20% <u>coinsurance</u>	hospitalization; if no precertification is obtained, no benefits are available; outside Alabama, out-of-network outpatient <u>coinsurance</u> is 20% after <u>deductible</u> for professional services

Common		What Yo	u Will Pay	Limitations, Exceptions, & Other Important	
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Information	
	Office visits	0% coinsurance	20% coinsurance	Cost sharing does not apply for preventive services. Depending on the type of services, a	
	Childbirth/delivery professional services	0% coinsurance	20% coinsurance	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); in Alabama, out-of-network coinsurance is 50% for	
lf you are pregnant	Childbirth/delivery facility services	Lower Member Cost Share \$300 copay/day for days 1-5 Higher Member Cost Share \$600 copay/day for days 1-5 Deductible does not apply	\$1,000 per admission deductible & 20% coinsurance	professional services; precertification may be required for some inpatient services; if no precertification is obtained, no benefits are available	
	Home health care	No Charge Deductible does not apply	20% <u>coinsurance</u>	In Alabama, out-of-network not covered; benefits for home infusion services are also available; precertification is required outside of Alabama; if no precertification is obtained, no benefits are available	
lf you need help	Rehabilitation services	20% <u>coinsurance</u>	20% <u>coinsurance</u>	30 visits per member per calendar year; includes occupational, physical and speech therapy; children ages 0-18 with an autism diagnosis are allowed unlimited visits for occupational and speech therapy; in Alabama, out-of-network coinsurance is 50%	
recovering or have other special health needs	Habilitation services	20% coinsurance	20% <u>coinsurance</u>	30 visits per member per calendar year; includes occupational, physical and speech therapy; children ages 0-18 with an autism diagnosis are allowed unlimited visits for occupational and speech therapy; in Alabama, out-of-network coinsurance is 50%	
	Skilled nursing care	Not Covered	Not Covered	Not covered; member pays 100%	
	Durable medical equipment	20% coinsurance	20% coinsurance	In Alabama, out-of-network <u>coinsurance</u> is 50%; Precertification may be required; if no precertification is obtained, no benefits are available	
	Hospice services	No Charge <u>Deductible</u> does not apply	20% <u>coinsurance</u>	In Alabama, out-ot-network not covered; precertification is required outside of Alabama; if no precertification is obtained, no benefits are available	
If your child needs	Children's eye exam	20% coinsurance	Not Covered	Benefits include one eye exam (including refraction) each calendar year for members up to the end of the month in which the member turns 19	
dental or eye care	Children's glasses	20% coinsurance	20% <u>coinsurance</u>	Benefits include one pair of prescription glasses (lenses and frames) or contact lenses (limited to one 12-month supply) each calendar year for members up to the end of the month in which the member turns 19	
	Children's dental check-up	No Charge <u>Deductible</u> does not apply	Not Covered	Benefits include diagnostic and <u>preventive</u> <u>services</u> for members up to the end of the month in which the member turns 19; additional benefits available; limitations apply	

* For more information about limitations and exceptions, see the plan or policy document at AlabamaBlue.com/bb/2024BGB.

Abortion (except when necessary to prevent a	Dental care (Adult)	 Routine eye care (Adult)
serious health risk to the woman or as required by applicable laws)	Hearing aids	Routine foot care
Acupuncture	Long-term care	Skilled nursing care
Bariatric surgery	 Private-duty nursing 	 Weight loss programs
Cosmetic surgery		

- Chiropractic care (limited to 15 visits per member per calendar year)
- Infertility treatment (Assisted Reproductive Technology not covered)
- Non-emergency care when traveling outside the U.S.

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 1-866-444-EBSA (3272) or <u>https://www.dol.gov/agencies/ebsa/about-ebsa/ask-a-question/ask-ebsa</u> or Blue Cross and Blue Shield of Alabama at 1-800-292-8868. Other coverage options may be available to you too, including buying individual insurance coverage through the <u>Health Insurance Marketplace</u>. For more information about the <u>Marketplace</u>, visit <u>www.HealthCare.gov</u> 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: Your plan administrator at the phone number listed in your benefit booklet. You may also contact Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>www.dol.gov/ebsa/healthreform</u> or your state insurance department.

Does this plan provide Minimum Essential Coverage? Yes

<u>Minimum Essential Coverage</u> generally includes <u>plans</u>, <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 tax credit</u>.

Does this plan meet 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 **plan** might cover costs for a sample medical situation, see the next section.



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 Bab (9 months of in-network pre-natal hospital delivery)		Managing Joe's Type 2 Dia (a year of routine in-network care of controlled condition)		Mia's Simple Fracture (in-network emergency room visit an care)	
The <u>plan's</u> overall <u>deductible</u>	\$2,500	The <u>plan's</u> overall <u>deductible</u>	\$2,500	The <u>plan's</u> overall <u>deductible</u>	\$2,500
Specialist copayment	\$60	Specialist copayment	\$60	Specialist copayment	\$60
Hospital (facility)		Hospital (facility)		Hospital (facility)	
copayment	\$300	copayment	\$300	copayment	\$300
Other <u>copayment/coinsurance</u>	\$300/20%	Other <u>copayment/coinsurance</u>	\$300/20%	Other <u>copayment/coinsurance</u>	\$300/20%
This EXAMPLE event includes service Specialist office visits (prenatal care)	es like:	This EXAMPLE event includes servic Primary care physician office visits (include		This EXAMPLE event includes servi Emergency room care (including med	

<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*)

Cost Sharing

What isn't covered

Total Example Cost

Deductibles

Copayments

Coinsurance

Limits or exclusions

The total Peg would pay is

In this example, Peg would pay:

Thinking build bill bill bill bill bill bill bill b
education)
Diagnostic tests (blood work)
Prescription drugs
Durable medical equipment (glucose meter)

In this example, Joe would pay:

Total Example Cost

Deductibles

Copayments

Coinsurance

Limits or exclusions

The total Joe would pay is

\$12,700

\$2,500

\$600

\$0

\$60

\$3.160

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

_		
	Total Example Cost	\$2,800

In this example, Mia would pay:

\$5,600

\$200

\$700

\$0

\$40

\$940

Cost Sharing	
Deductibles	\$1,900
<u>Copayments</u>	\$400
Coinsurance	\$100
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$2,300

Note: These numbers assume the patient does not participate in the plan's wellness program. If you participate in the plan's wellness program, you may be able to
reduce your costs. For more information about the wellness program, please contact: AlabamaBlue.com
*Note: This plan has other deductibles for specific services included in this coverage example. See "Are there other deductibles for specific services?" row above.

Cost Sharing

What isn't covered

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

Language Access Services and Notice of Nondiscrimination only apply to administrative services that Blue Cross and Blue Shield of Alabama provides to your employer.

Language Access Services and Notice of Nondiscrimination:

Blue Cross and Blue Shield of Alabama, an independent licensee of the Blue Cross and Blue Shield Association, complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. We do not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Blue Cross and Blue Shield of Alabama:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as qualified interpreters and information written in other languages

If you need these services, contact our 1557 Compliance Coordinator. If you believe that we have 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 in person or by mail, fax, or email at: Blue Cross and Blue Shield of Alabama, Compliance Office, 450 Riverchase Parkway East, Birmingham, Alabama 35244, Attn: 1557 Compliance Coordinator, 1-855-216-3144, 711 (TTY), 1-205-220-2984 (fax), 1557Grievance@bcbsal.org (email). If you need help filing a grievance, our 1557 Compliance 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 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, 1-800-537-7697 (TDD). Complaint forms are available at http://www.hhs.gov/ocr/office/file/index.html.

Foreign Language Assistance

Spanish: ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-855-216-3144 (TTY: 711)

Korean: 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-855-216-3144 (TTY: 711)번으로 전화해 주십시오.

Chinese: 注意:如果您使用繁體中文,您可以免費獲得語言援助服務。請致電 1-855-216-3144 (TTY: 711)。

Vietnamese: CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-855-216-3144 (TTY: 711).

انتباه: إذا كنت تتحدث العربية، توجد خدمات مساعدة فيما يتعلق باللغة، بدون تكلفة، متاحة لك. اتصل ب314-216-216-1 (الهاتف النصى: 711).

German: ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-855-216-3144 (TTY: 711).

French: ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-855-216-3144 (ATS: 711).

French Creole: ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-855-216-3144 (TTY: 711).

Gujarati: ધ્યાન આપો: જો તમે ગુજરાતી બોલતા હોય, તો ભાષા સહાયતા સેવા, તમારા માટે િનઃશુલ્ક ઉપલબ્ધ છે. 1-855-216-3144 પર કૉલ કરો (TTY: 711).

Tagalog: PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-855-216-3144 (TTY: 711).

Hindi: ध्यान दें: अगर आपकी भाषा हिंदी है, तो आपके लिए भाषा सहायता सेवाएँ निःशुल्क उपलब्ध हैं। 1-855-216-3144 (TTY: 711) पर कॉल करें।

Laotian: ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍ ລຶ ການຊ່ວຍເຫຼື ອດ້ານພາສາ, ໂດຍບໍ່ ເສັ ງຄ່າ, ແມ່ ນມີ ພ້ອມໃຫ້ທ່ານ. ໂທຣ 1-855-216-3144 (ITY: 711).

Russian: ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-855-216-3144 (телетайп: 711).

Portuguese: ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1-855-216-3144 (TTY: 711).

Polish: UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-855-216-3144 (TTY: 711).

Turkish: DİKKAT: Eğer Türkçe konuşuyor iseniz, dil yardımı hizmetlerinden ücretsiz olarak yararlanabilirsiniz. 1-855-216-3144 (ITY: 711) irtibat numaralarını arayın.

Italian: ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-855-216-3144 (TTY: 711).

Japanese: 注意事項:日本語を話される場合、無料の言語支援をご利用いただけます。1-855-216-3144(TTY:711)まで、お電話にてご 連絡ください。