# VEHI: [Platinum Plan, Gold Plan, Gold CDHP, Silver CDHP] HRA

Summary of Benefits and Coverage: HRA pays first dollar

Coverage for: VEHI | Plan Type: HRA

Coverage Period: Begins 1/1/21



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.vehi.org or by calling 1-800-247-2583.

Important Questions	Answers	Why this Matters:
What is the overall HRA deductible?	\$0	See page 1 of the SBC for your BCBSVT/VEHI primary coverage for the overall deductible amount. The HRA will reimburse you for expenses applied to your annual BCBSVT/VEHI deductible and coinsurance payments up to the HRA annual maximum.
Are there other deductibles for specific services?	No. There are no other specific deductibles.	
Is there an <u>out-of-pocket</u> <u>limit</u> on my expenses?	No.	There is no limit on out-of-pocket expenses under the HRA portion of your coverage. See page 1 of the BCBSVT/VEHI SBC for the plan out-of-pocket limit.
What is not included in the <u>out-of-pocket limit</u> ?		See page 1 of the BCBSVT/VEHI SBC for expenses not included in the calculation of the plan out-of-pocket limit.
Is there an overall annual limit on what the plan pays?	No, there is no annual limit on what the BCBSVT/VEHI health plan pays.	Your employer provided Health Reimbursement Arrangement (HRA) pays up to \$2,100
Is there an overall annual limit on what the HRA pays?	Yes, see HRA amounts in next column.	single / \$4,200 family per year to help cover your eligible Medical and Pharmacy expenses.
Does this plan use a <u>network</u> of <u>providers</u> ?	Yes.	The HRA plan providers are the same as the BCBSVT/VEHI providers when determining payment for the same services. See page 1 of the BCBSVT/VEHI SBC for more information.
Do I need a referral to see a specialist?	See page 1 of SBC	See page 1 of your BCBSVT/VEHI SBC.
Are there services this plan doesn't cover?	See page 1 of SBC	See page 1 of your BCBSVT/VEHI SBC.

Questions: Call 1-800-247-2583 or visit us at www.vehi.org.

If you aren't clear about any of the underlined terms used in this form, see the Glossary. You can view the Glossary at www.bcbsvt.com/glossary or call 1-800-247-2583 to request a copy.



\$25 PCP/\$35 Specialist co-payment,  $\$500/\$1,\!000$  deductible, 20% co-insurance

Pharmacy: \$4 co-payment (Tier 1), \$10 co-payment (Tier 2)/\$20 co-payment/50% co-insurance

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



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, www.bcbsvt.com/epopcp\_cert. For general definitions of common terms, such as <u>allowed amount</u>, <u>balance billing</u>, <u>co-insurance</u>, <u>co-payment</u>, <u>deductible</u>, <u>provider</u>, or other underlined terms see the Glossary. You can view the Glossary at <a href="http://www.bcbsvt.com/glossary">http://www.bcbsvt.com/glossary</a> or call (800) 255-4550 to request a copy.

<u> </u>		1.0
<b>Important Questions</b>	Answers	Why This Matters:
What is the overall deductible?	\$500 individual / \$1,000 family.  Co-insurance and co-payments do not apply to the deductible.	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 <u>plan</u> year: 01/01/2021 through 12/31/2021.
Are there services covered before you meet your deductible?	Yes, <u>preventive services</u> , office visits, <u>urgent care</u> , <u>emergency room care</u> and <u>prescription drugs</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>co-payment</u> or <u>co-insurance</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 <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a> .
Are there other <u>deductibles</u> 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-pocket</u> <u>limit</u> for this <u>plan</u> ?	\$1,500 individual / \$3,000 family. Medical and prescription drug out-of-pocket limits are separate.  Prescription drugs: \$1,300 individual / \$2,600 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 out-of-pocket limits until the overall family <u>out-of-pocket limit</u> has been met.
What is not included in the <b>out-of-pocket limit</b> ?	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 <u>out-of-pocket limit</u> .
Will you pay less if you use a network provider?	Yes. See www.bcbsvt.com/findadoctor or call (800) 255 -4550 for a list of <u>network</u> 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). 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> .

\*Deductible applies to these services.

1025115/

SNO/BPN:

Coverage Period Begins: 01/01/2021

Coverage For: VEHI Plan Type: EPO



\$25 PCP/\$35 Specialist co-payment,  $500/\$1,\!000$  deductible, 20% co-insurance

Pharmacy: \$4 co-payment (Tier 1), \$10 co-payment (Tier 2)/\$20 co-payment/50% co-insurance

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



All <u>co-payment</u> and <u>co-insurance</u> costs shown in this chart are after your <u>deductible</u> has been met, if a <u>deductible</u> applies.

		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	
	Primary care visit to treat an injury or illness	\$25 <u>co-payment</u> per visit for <u>primary care physician</u> and mental health / substance abuse	Not covered	Some services require <u>prior approval</u> . For clarification on mental health services visit www.bcbsvt.com/mental-health-primary-care.	
	Specialist visit	\$35 <u>co-payment</u> per visit	Not covered	Some services require <u>prior approval</u> .	
If you visit a health care provider's office or clinic	Other practitioner office visit	\$35 <u>co-payment</u> per visit for chiropractic care and nutritional counseling; 20% <u>co-insurance</u> * for outpatient physical, speech, and occupational therapy	Not covered	Some services require prior approval. Outpatient physical, speech and occupational therapy benefits are covered up to 30 visits combined. Nutritional counseling benefits are covered up to 3 visits. There is no limit on the number of nutritional counseling visits for treatment of diabetes.	
	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.bcbsvt.com/preventive.	
If you have a test	Diagnostic test (x-ray, blood work)	20% <u>co-insurance</u> * for office-based and outpatient hospital	Not covered	Some services require <u>prior approval</u> .	
	Imaging (CT/PET scans, MRIs)	20% co-insurance*	Not covered	Most services require <u>prior approval</u> .	

**SNO/BPN:** 1025115/

Coverage Period Begins: 01/01/2021

Coverage For: VEHI Plan Type: EPO

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



\$25 PCP/\$35 Specialist co-payment, \$500/\$1,000 deductible, 20% co-insurance

Pharmacy: \$4 co-payment (Tier 1), \$10 co-payment (Tier 2)/\$20 co-payment/50% co-insurance

Coverage Period Begins: 01/01/2021 Summary of Benefits and Coverage: What this Plan Covers & What You Pay for Covered Services Coverage For: VEHI Plan Type: EPO

		What You			
Common	Services You May Need	Network Provider Out-of-Network Provider		Limitations, Exceptions & Other	
Medical Event		(You will pay the least)	(You will pay the most)	Important Information	
If you need drugs to treat your illness or condition. More information about	Generic drugs	\$4 <u>co-payment</u> / \$8 <u>co-payment</u> (Tier 1); \$10 <u>co-payment</u> / \$20 <u>co-payment</u> (Tier 2)	Not covered	All generic and brand diabetic <u>prescription</u> drugs and diabetic supplies when obtained through your prescription drug benefit are covered at 100%.  Up to a 30-day supply retail / 90-day supply home delivery for most <u>prescription drugs</u> .  Some prescriptions require <u>prior approval</u> .	
prescription drug coverage is at www.bcbsvt.com/rxcenter. This plan follows the	Preferred brand drugs	\$20 <u>co-payment</u> / \$40 <u>co-payment</u>	Not covered	Up to a 30-day supply retail / 90-day supply home delivery for most <u>prescription drugs</u> . Some prescriptions require <u>prior approval</u> .	
National Performance Formulary (NPF).	Non-preferred brand drugs	50% co-insurance	Not covered	Up to a 30-day supply retail / 90-day supply home delivery for most <u>prescription drugs</u> . Some prescriptions require <u>prior approval</u> .	
	Wellness drugs	Wellness <u>prescription drugs</u> process the same as any other prescription.	Not covered	Up to a 30-day supply retail / 90-day supply home delivery for most <u>prescription drugs</u> . Some prescriptions require <u>prior approval</u> .	
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	20% co-insurance*	Not covered	Some services require <u>prior approval</u> .	
surgery	Physician/surgeon fees	20% <u>co-insurance</u> *	Not covered	Some services require <u>prior approval</u> .	
If you need immediate medical attention	Emergency room care	\$250 <u>co-payment</u> per visit for facility services; no charge for <u>physician services</u>	\$250 <u>co-payment</u> per visit for facility services; no charge for <u>physician</u> <u>services</u>	Must meet emergency criteria. Co-payment waived if admitted.	
	Emergency medical transportation	20% <u>co-insurance</u> *	20% <u>co-insurance</u> *	Must meet emergency criteria.	
	<u>Urgent care</u>	\$75 <u>co-payment</u> per visit	\$75 <u>co-payment</u> per visit	Applies to <u>urgent care</u> facilities.	
If you have a hospital stay	Facility fee (e.g., hospital room)		Not covered	Out-of-state inpatient care requires <u>prior</u> <u>approval</u> .	
	Physician/surgeon fee	20% co-insurance*	Not covered	Some services require <u>prior approval</u> .	
If you need mental health,	Outpatient services	20% co-insurance*	Not covered	Some services require <u>prior approval</u> .	
behavioral health, or substance abuse services	Inpatient services	20% co-insurance*	Not covered	Includes facility and physician fees. Requires prior approval.	

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

SNO/BPN: 1025115/



\$25 PCP/\$35 Specialist co-payment,  $\$500/\$1,\!000$  deductible, 20% co-insurance

Pharmacy: \$4 co-payment (Tier 1), \$10 co-payment (Tier 2)/\$20 co-payment/50% co-insurance

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

Coverage Period Begins: 01/01/2021

Coverage For: VEHI Plan Type: EPO

		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 are pregnant	Office Visits	\$25 <u>co-payment</u> (one <u>co-payment</u> covers all maternity office visits by one <u>network provider</u> )	Not covered	Cost sharing does not apply for preventive services. Depending on the type of services, a co-payment, co-insurance, 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.bcbsvt.com/preventive.	
	Childbirth/delivery professional services	20% co-insurance*	Not covered	Out-of-state inpatient care requires <u>prior</u> <u>approval</u> .	
	Childbirth/delivery facility services	20% co-insurance*	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% co-insurance*	Not covered	Home infusion therapy requires <u>prior approval</u> . Outpatient physical, speech and occupational therapy benefits are covered up to 30 visits combined.	
	Rehabilitation services	20% <u>co-insurance</u> * inpatient; cardiac / pulmonary services 20% <u>co-insurance</u> *	Not covered	Inpatient <u>rehabilitation services</u> require <u>prior approval</u> .	
	Habilitation services	20% <u>co-insurance</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% co-insurance*	Not covered	Requires <u>prior approval</u> .	
	Durable medical equipment (including supplies)	20% co-insurance*	Not covered	May require <u>prior approval</u> . Diabetic supplies and <u>durable medical equipment</u> obtained at a <u>durable medical equipment</u> supplier are covered at 100%.	
	<u>Hospice</u>	20% <u>co-insurance</u> *	Not covered	None	
If your child needs dental or eye care	Eye exam	\$20 <u>co-payment</u> per child exam; \$20 <u>co-payment</u> per adult exam	We pay up to our allowed price less your \$20 co-payment	One routine exam per calendar year.	
	Glasses	Not covered	Not covered	None	
	Dental check-up	Not covered	Not covered	None	

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

**SNO/BPN:** 1025115/



\$25 PCP/\$35 Specialist co-payment, \$500/\$1,000 deductible, 20% co-insurance

Pharmacy: \$4 co-payment (Tier 1), \$10 co-payment (Tier 2)/\$20 co-payment/50% co-insurance

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

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

- Hearing aids
- Routine foot care (except for treatment of diabetes)
- **Infertility Medications**
- Sexual dysfunction drugs

Weight loss programs

Long-term care

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

- Bariatric surgery
- Private-duty nursing (covered up to 14 hours per plan year)
- Chiropractic Care (requires prior approval after 12 visits)
- Routine eye care (one routine eye exam per child and adult member per calendar year)
- Non-emergency care when traveling outside the U.S. (www.bcbsvt.com/coveragewhiletraveling)

Coverage Period Begins: 01/01/2021

Coverage For: VEHI Plan Type: EPO

#### **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 www.dol.gov/ebsa/healthreform, or the Department of Health and Human Services at (877) 267-2323 x61565 or www.cciio.cms.gov. You may also contact the plan at (800) 247-2583. 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, visit www.HealthCare.gov or call (800) 318-2596.

## **Your Grievance and Appeals Rights:**

There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: (800) 255-4550.

## 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 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 page.-

**Template Name:** MedGroup-2-Network-012020



\$25 PCP/\$35 Specialist co-payment, \$500/\$1,000 deductible, 20% co-insurance

Pharmacy: \$4 co-payment (Tier 1), \$10 co-payment (Tier 2)/\$20 co-payment/50% co-insurance

### **Coverage Examples**

Coverage Period Begins: 01/01/2021 Coverage For: VEHI Plan Type: EPO

# **About these Coverage Examples:**

4	A	
	H	

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>co-payments</u> and <u>co-insurance</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)		Managing Joe's type 2 Diabetes (a year of routine in-network care of a well-controlled condition)		Mia's Simple Fracture (in-network emergency room visit and follow up care)	
■ The plan's overall deductible ■ Specialist co-payment ■ Hospital (facility) co-insurance ■ Other co-insurance  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)	\$500 \$35 20% 20%	<ul> <li>The plan's overall deductible</li> <li>Specialist co-payment</li> <li>Hospital (facility) co-insurance</li> <li>Other co-insurance</li> <li>This EXAMPLE event includes services like: Primary care physician office visits (including education)</li> <li>Diagnostic tests (blood work)</li> <li>Prescription drugs</li> <li>Durable medical equipment (glucose meter)</li> </ul>	\$500 \$35 20% 20% disease	<ul> <li>The plan's overall deductible</li> <li>Specialist co-payment</li> <li>Hospital (facility) co-insurance</li> <li>Other co-insurance</li> <li>This EXAMPLE event includes services like: Emergency room care (including medical supplies)</li> <li>Diagnostic test (x-ray)</li> <li>Durable medical equipment (crutches)</li> <li>Rehabilitation services (physical therapy)</li> </ul>	\$500 \$35 20% 20%
Total Example Cost  In this example, Dog would now	\$12,700	Total Example Cost In this example, Joe would pay:	\$7,400	Total Example Cost	\$1,900
In this example, Peg would pay:		Cost Sharing		In this example, Mia would pay:	
Cost Sharing Deductibles	\$500	Deductibles	\$500	Cost Sharing  Deductibles	\$500
Co-payments	\$30	Co-payments	\$650	Co-payments	\$500
Co-insurance	\$980	Co-insurance	\$270	Co-insurance	\$70
What isn't covered		What isn't covered		What isn't covered	
Limits or exclusions	\$60	Limits or exclusions	\$60	Limits or exclusions	\$0
The total Peg would pay is	\$1,570	The total Joe would pay is	\$1,480	The total Mia would pay is	\$1,070

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

The prescription drug out-of-pocket limit might not be included in the above Coverage Examples.

**Custom Summary Name:** 

## **NOTICE:** Discrimination is Against the Law

Blue Cross and Blue Shield of Vermont (BCBSVT) 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.

BCBSVT 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).

BCBSVT 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, please call (800) 247-2583. If you would like to file a grievance because you believe that BCBSVT has failed to provide services or discriminated on the basis of race, color, national origin, age, disability, gender identity or sex, contact:

Civil Rights Coordinator Blue Cross and Blue Shield of Vermont PO Box 186 Montpelier, VT 05601 (802) 371-3394 TDD/TTY: (800) 535-2227 civilrightscoordinator@bcbsvt.com

You can file a grievance by mail, or email at the contacts above. If you need assistance, our 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 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 (800) 368-1019 (800) 537-7697 (TDD)

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



# For free language-assistance services, call (800) 247-2583.

Para servicios gratuitos de للحصول على خدمات المساعدة asistencia con el idioma, اللغوية المجانية، اتصل على الرقم .(800) 247-2583

Kostenlose fremdsprachliche Unterstützung erhalten Sie unter (800) 247-2583.

llame al (800) 247-2583.

Pour obtenir des services d'assistance linguistique gratuits, appelez le (800) 247-2583.

ITALIAN

Per i servizi gratuiti di assistenza linguistica, chiamare il numero (800) 247-2583.

無料の通訳サービスの ご利用は、(800) 247-2583 までお電話ください。

नि:शल्क भाषा सहायता सेवाहरूका लागि, (800) 247-2583 मा कल गर्नुहोस्।

PORTUGUESE

Para serviços gratuitos de assistência linguística, ligue para o (800) 247-2583.

Чтобы получить бесплатные услуги переводчика, позвоните по телефону (800) 247-2583.

SERBO-CROATIAN (SERBIAN)

Za besplatnu uslugu prevođenja, pozovite na broj (800) 247-2583.

สำหรับการให้บริการความ ช่วยเหลือด้านภาษาฟรี โทร (800) 247-2583

TAGALOG

Para sa libreng mga serbisyo ng tulong pangwika, tumawag sa (800) 247-2583.

VIETNAMESE

Để biết các dịch vu hỗ trơ ngôn ngữ miễn phí, hãy goi số (800) 247-2583.

CHINESE

如需免費語言協 助服務,請致電 (800) 247-2583 °

CUSHITE (OROMO)

Tajaajila gargaarsa afaan hiikuu kaffaltii malee argachuuf (800) 247-2583 bilbilaa.