




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, contact Anthem Blue Cross Blue Shield at (877) 811-3106. 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 [www.dol.gov/ebsa/healthreform.com](http://www.dol.gov/ebsa/healthreform.com) or call (303) 935-2475 or (833) 935-2475 to request a copy.

Important Questions	Answers	Why This Matters:
<b>What is the overall <u>deductible</u>?</b>	PPO and Non-PPO <u>providers</u> combined: \$2,500/individual or \$5,000/family	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 <u>deductible</u> expenses paid by all family members meets the overall family <u>deductible</u> .
<b>Are there services covered before you meet your <u>deductible</u>?</b>	Yes. PPO <u>preventive care</u> , PPO office visits, hearing services, PPO <u>urgent care</u> , PPO and Non-PPO <u>habilitation services</u> and In-Network outpatient <u>prescription drugs</u> 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 <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a> .
<b>Are there other <u>deductibles</u> for specific services?</b>	No.	You don't have to meet <u>deductibles</u> for specific services.
<b>What is the <u>out-of-pocket limit</u> for this <u>plan</u>?</b>	PPO <u>providers</u> : \$6,600/individual, \$13,200/family (this includes a <u>coinsurance</u> maximum of \$2,000/individual, \$4,000/family, as well as a \$1,500/individual, \$3,000/family maximum for <u>in-network prescription drugs</u> ). There is also a Non-PPO <u>provider coinsurance</u> maximum of \$4,000/individual, \$8,000/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 limit</u> has been met.
<b>What is not included in the <u>out-of-pocket limit</u>?</b>	<u>Premiums</u> , <u>balance-billing</u> charges, penalties for failure to obtain precertification, health care this <u>plan</u> doesn't cover, charges in excess of benefit maximums, dental and vision <u>plan</u> expenses, and Non-PPO cost sharing except <u>emergency room care</u> for an <u>emergency medical condition</u> . Certain specialty pharmacy drugs are considered non-essential health benefits and fall outside	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .

Important Questions	Answers	Why This Matters:
	the out-of-pocket limits. The cost of these drugs (though reimbursed by the manufacturer at no cost to you) will not be applied towards satisfying your out-of-pocket maximums.	
<b>Will you pay less if you use a <u>network provider</u>?</b>	Yes. See <a href="http://www.anthem.com">www.anthem.com</a> or call (877) 811-3106 for a list of PPO <u>providers</u> .	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.
<b>Do you need a <u>referral</u> to see a <u>specialist</u>?</b>	No.	You can see the <u>specialist</u> you choose without a <u>referral</u> .

 All copayment and coinsurance costs shown in this chart are after your deductible has been met, if a deductible applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		PPO Provider (You will pay the least)	Non-PPO Provider (You will pay the most)	
<b>If you visit a health care <u>provider's</u> office or clinic</b>	Primary care visit to treat an injury or illness	\$30 <u>copayment</u> /visit. <u>Deductible</u> does not apply.	40% <u>coinsurance</u>	Other cost shares may apply depending on services provided.
	<u>Specialist</u> visit	\$45 <u>copayment</u> /visit. <u>Deductible</u> does not apply.	40% <u>coinsurance</u>	Other cost shares may apply depending on services provided.
	<u>Preventive care/screening/immunization</u>	No charge. <u>Deductible</u> does not apply.	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.
<b>If you have a test</b>	<u>Diagnostic test</u> (x-ray, blood work)	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Professional/physician charges may be billed separately. Costs may vary by site of service.
	Imaging (CT/PET scans, MRIs)	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Members are responsible for confirming pre-authorizations are on file with Anthem. A \$200 penalty will apply if prior authorization is not obtained. Costs may vary by site of service.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		PPO Provider (You will pay the least)	Non-PPO Provider (You will pay the most)	
<p><b>If you need drugs to treat your illness or condition</b> More information about <b>prescription drug coverage</b> is available at <a href="http://www.medimpact.com">www.medimpact.com</a></p>	Generic drugs	Retail: 20% <u>coinsurance</u> , minimum of \$10 <u>copayment/script</u> ; Mail Order: \$20 <u>copayment/script</u>	Not covered	<ul style="list-style-type: none"> <li>• <u>Deductible</u> does not apply.</li> <li>• No charge for FDA-approved generic contraceptives (or brand name if a generic is medically inappropriate).</li> <li>• Covers up to a 30-day supply for retail prescription; 31-90 day supply for mail order prescription.</li> <li>• If you select a brand drug when a generic is available, and your <u>provider</u> did not require the brand drug, you will be required to pay the difference between the cost of the brand drug and the generic drug, in addition to any <u>coinsurance</u> or <u>copayments</u>. This amount will not count toward the <u>out-of-pocket limit</u>.</li> </ul>
	Preferred brand drugs	Retail: 30% <u>coinsurance</u> , minimum of \$20 <u>copayment/script</u> ; Mail Order: \$40 <u>copayment/script</u>	Not covered	
	Non-preferred brand drugs	Retail: 50% <u>coinsurance</u> , minimum of \$40 <u>copayment/script</u> ; Mail Order: \$80 <u>copayment/script</u>	Not covered	
	<p><u>Specialty drugs</u> If you need drugs to treat your illness or condition More information about prescription drug coverage is available at <a href="http://www.medimpact.com">www.medimpact.com</a></p>	<p>Drug Eligible for MedImpact Assist Specialty Cost Containment Program; if member qualifies, partial funding or 100% funding with no member cost share. If member does not qualify, for Essential Drugs \$75 Copay. For Non- Essential Drugs member responsible for full cost and does not accumulate to Out-of- Pocket Maximum.</p> <p>Drugs Not Eligible for MedImpact Assist Specialty Cost Containment Program; \$75 Copay</p>	Not covered	<p>Pharmaceutical manufacturers may sponsor MAPS and/or PAPs and charitable foundation assistance programs, which provide financial assistance to certain qualifying individuals.</p> <p>MedImpact or its subcontractor shall communicate directly with Client's Eligible Members identified by MedImpact to obtain required financial information from each Eligible Member necessary for MedImpact to perform its review. Such review will yield one of the following three outcomes for each Eligible Member identified by MedImpact:</p> <ol style="list-style-type: none"> <li><u>No Funding</u>: The Eligible Member does not qualify for a MAP or a PAP, or charitable foundation assistance programs; the Eligible Member's standard specialty benefit, including any Copayment amount will apply.</li> <li><u>Partial Funding</u>: The Eligible Member qualifies for and MedImpact secures a portion of the total costs of the drug from the MAP and/or PAP, or a charitable foundation assistance program.</li> <li><u>100% Funding</u>: The Eligible Member qualifies for, and MedImpact secures 100% funding to cover</li> </ol>

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		PPO Provider (You will pay the least)	Non-PPO Provider (You will pay the most)	
				the total cost of the drug from the MAP and/or PAP, or a charitable foundation assistance program; the Eligible Member has \$0 cost-share obligation.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Members are responsible for confirming pre-authorizations are on file with Anthem. A \$200 penalty will apply if prior authorization is not obtained.
	Physician/surgeon fees	20% <u>coinsurance</u>	40% <u>coinsurance</u>	You will pay any amount over the allowance for an assistant surgeon fee which will be limited to the maximum of one of the following: <ul style="list-style-type: none"> <li>• 20% of the allowed charge for the primary surgeon; OR</li> <li>• 10% of the allowed charge for the primary surgeon for a Physician Assistant, surgical assistant or a registered nurse (RN).</li> </ul>
If you need immediate medical attention	<u>Emergency room care</u>	\$100 <u>copayment</u> /visit, then 20% <u>coinsurance</u>	\$100 <u>copayment</u> /visit, then 20% <u>coinsurance</u>	Must be for an <u>emergency medical condition</u> . <u>Copayment</u> is waived if admitted directly from Emergency Room. Professional/physician charges may be billed separately. Non-PPO <u>cost sharing</u> for a non- <u>emergency medical condition</u> does not count toward the PPO <u>out-of-pocket limit</u> .
	<u>Emergency medical transportation</u>	20% <u>coinsurance</u>	20% <u>coinsurance</u>	Must be for an <u>emergency medical condition</u> . Professional/physician charges may be billed separately.
	<u>Urgent care</u>	\$45 <u>copayment</u> /visit. <u>Deductible</u> does not apply.	40% <u>coinsurance</u>	Professional/physician charges may be billed separately. Other cost shares may apply depending on services provided.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		PPO Provider (You will pay the least)	Non-PPO Provider (You will pay the most)	
<b>If you have a hospital stay</b>	Facility fee (e.g., hospital room)	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Members are responsible for confirming pre-authorizations are on file with Anthem. A \$200 penalty will apply if prior authorization is not obtained. Coverage generally only provided for semi-private room.
	Physician/surgeon fees	20% <u>coinsurance</u>	40% <u>coinsurance</u>	You will pay any amount over the allowance for an assistant surgeon fee which will be limited to the maximum of one of the following: <ul style="list-style-type: none"> <li>• 20% of the allowed charge for the primary surgeon; OR</li> <li>• 10% of the allowed charge for the primary surgeon for a Physician Assistant, surgical assistant or a registered nurse (RN).</li> </ul>
<b>If you need mental health, behavioral health, or substance abuse services</b>	Outpatient services	Office visits: \$30 <u>copayment</u> /visit. <u>Deductible</u> does not apply. Other outpatient services: 20% <u>coinsurance</u>	40% <u>coinsurance</u>	None.
	Inpatient services	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Members are responsible for confirming pre-authorizations are on file with Anthem. A \$200 penalty will apply if prior authorization is not obtained. Coverage is generally only provided for semi-private rooms.
<b>If you are pregnant</b>	Office visits	No charge, <u>deductible</u> does not apply.	40% <u>coinsurance</u>	<ul style="list-style-type: none"> <li>• Depending on the type of services, a <u>copayment</u>, <u>coinsurance</u>, or <u>deductible</u> may apply.</li> <li>• ACA <u>preventive care screenings</u> with a Non-PPO <u>provider</u> are not covered.</li> <li>• Maternity care may include tests and services described somewhere else in the SBC (i.e., ultrasound).</li> <li>• Coverage does not include Lamaze classes.</li> </ul>
	Childbirth/delivery professional services	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Members are responsible for confirming pre-authorizations are on file with Anthem. A \$200 penalty will apply if prior authorization is not obtained. Only if hospital stay is longer than 48 hours for vaginal delivery or 96 hours for C-section. Coverage is generally only provided for semi-private room.
	Childbirth/delivery facility services	20% <u>coinsurance</u>	40% <u>coinsurance</u>	

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		PPO Provider (You will pay the least)	Non-PPO Provider (You will pay the most)	
<b>If you need help recovering or have other special health needs</b>	<u>Home health care</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Maximum of 100 days/year in lieu of inpatient care or <u>skilled nursing care</u> . <u>Provider</u> must certify initially and periodically.
	<u>Rehabilitation services</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Maximum of 20 visits/year (more than 20 visits in limited circumstances). Members are responsible for confirming pre-authorizations are on file with Anthem. A \$200 penalty will apply if prior authorization is not obtained.
	<u>Habilitation services</u>	20% <u>coinsurance</u> . <u>Deductible</u> does not apply.	40% <u>coinsurance</u> . <u>Deductible</u> does not apply.	Maximum of 20 visits/year per type of therapy for congenital defects and birth abnormalities (only for congenital defects as required under State law, including meeting the minimum required coverage for children ages 3-6).
	<u>Skilled nursing care</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Maximum of 60 days/year. Private room covered up to prevailing semi-private room rate in confined area.
	<u>Durable medical equipment</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Rental of equipment is covered unless purchase is less expensive. Replacement allowed once in a 5-year period due to pathological changes or normal growth.
	<u>Hospice services</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	Maximum of 8 days/lifetime for respite care and 6 visits for a Licensed/Certified Social Worker (to evaluate the home).
<b>If your child needs dental or eye care</b>	Children's eye exam	Not covered	Not covered	If your employer elects to include the optional vision plan, it will be through a separate VSP policy.
	Children's glasses	Not covered	Not covered	
	Children's dental check-up	Not covered	Not covered	If your employer elects to include the optional dental plan, it will be through a separate Delta Dental or Alpha Dental policy.

## 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
- Long-term care
- Private-duty nursing
- Dental care (Adult and Child) (unless your employer elects to include the optional dental coverage)
- Routine eye care (Adult and Child) (unless your employer elects to include the optional vision coverage)
- Routine foot care
- Weight loss programs (except as required by the health reform law)

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

- Chiropractic care (12 visits/person/year)
- Bariatric Surgery
- Hearing aids
- Infertility treatment
- Non-emergency care when traveling outside the U.S. (if a resident of U.S. and traveling for vacation, business, or schooling)

**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: Division of Insurance, ICARE Section, 1560 Broadway, Suite 850, Denver, Colorado 80202, (303) 894-7490, Department of Labor, Employee Benefits Security Administration, (866) 444-EBSA (3272), [www.dol.gov/ebsa/healthreform](http://www.dol.gov/ebsa/healthreform), or contact Anthem at the number on the back of your ID card. 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](http://www.HealthCare.gov) or call 1-800-318-2596

**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 CHT Administration at (303) 935-2475 or (833) 935-2475. You may also contact the Department of Labor's Employee Benefits Security Administration at (866) 444-EBSA (3272) or [www.dol.gov/ebsa/healthreform](http://www.dol.gov/ebsa/healthreform).

### Does this plan provide Minimum Essential Coverage? Yes

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

### Language Access Services:

Spanish (Español): Para obtener asistencia en Español, llame al (866) 837-4596.

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

