Coverage For: Individual + Family Plan Type: PPO

Imperial Electric - Union PPO

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, call 1-800-783-2197 or visit us at AlabamaBlue.com. 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.bcbsal.org/sbcglossary/ or call 1-800-292-8868 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$250 / individual or \$500 / family in-network. \$500 / individual or \$1,000 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 <u>deductible</u> expenses paid by all family members meets the overall family <u>deductible</u> .
Are there services covered before you meet your deductible?	Yes. Preventive services innetwork 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 deductible for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	For in-network \$1,100 individual / \$2,200 family. For out-of-network \$2,200 individual / \$4,400 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 limit</u> until the overall family <u>out-of-pocket limit</u> has been met.
What is not included in the out-of-pocket limit?	Premiums, balance-billing charges, health care this plan doesn't cover, pre-certification penalties and specialty drug manufacturer assistance amounts for provider-administered drugs.	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 network providers.	This <u>plan</u> uses a <u>provider</u> network. You will pay less if you use a <u>provider</u> in the <u>plan's</u> network. 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 <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		What You	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	
	Primary care visit to treat an injury or illness	\$10 copay/visit Deductible does not apply	30% coinsurance	Precertification is required for some provider administered drugs; if no precertification is	
	Specialist visit	\$10 copay/visit Deductible does not apply	30% coinsurance	obtained, no benefits are available	
If you visit a health care <u>provider's</u> office or clinic	Preventive care/screening/immunization	No Charge <u>Deductible</u> does not apply	30% coinsurance	Please visit AlabamaBlue.com/PreventiveServices; additional services are available. You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.	
If you have a test	Diagnostic test (x-ray, blood work)	10% coinsurance	30% coinsurance	Benefits listed are <u>physician services</u> ; facility benefits are also available; precertification may	
ii you nave a test	Imaging (CT/PET scans, MRIs)	10% coinsurance	30% coinsurance	be required; if no precertification is obtained, no benefits are available	
	Tier 1 Drugs	20% coinsurance (retail) 20% coinsurance (mail order) Deductible does not apply	20% <u>coinsurance</u> (retail) <u>Deductible</u> does not apply	Pharmacy Coverage is provided by CVS Caremark. Certain drugs may require pre- authorization. In addition, you may be required to use a lower-cost drug(s) prior to benefits	
If you need drugs to treat your illness or condition	Tier 2 Drugs	20% coinsurance (retail) 20% coinsurance (mail order) Deductible does not apply	20% <u>coinsurance</u> (retail) <u>Deductible</u> does not apply	under your policy being available for certain prescribed drugs. Please note not all drugs are covered. You will need to obtain certain drugs, specialty medications, from a pharmacy	
More information about prescription drug coverage is available at caremark.com or call	Tier 3 Drugs	20% coinsurance (retail) 20% coinsurance (mail order) Deductible does not apply	20% <u>coinsurance</u> (retail) <u>Deductible</u> does not apply	designated by CVS Caremark. Preventive drugs based on the preventive drug list are covered at 100% of the allowed amount, no copay for each 30-day prescription. Drugs on	
1-800-552-8159.	Tier 4 Drugs	20% <u>coinsurance</u> (retail) <u>Deductible</u> does not apply	20% <u>coinsurance</u> (retail) <u>Deductible</u> does not apply	the Pharma Copayment Assistance Program List are subject to the greater of the applicable tier copay or the full amount of the available manufacturer cost share assistance program payments.	

^{*} For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>AlabamaBlue.com</u>.

Common	0 · V H H I	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)	10% coinsurance	30% coinsurance	Precertification may be required; if no precertification is obtained, no benefits are available	
	Physician/surgeon fees	10% coinsurance	30% coinsurance	None	
If you need immediate	Emergency room care	Accident: 10% coinsurance Medical Emergency: 10% coinsurance	Accident: 10% coinsurance Medical Emergency: 10% coinsurance	Physician charges will apply; subject to innetwork overall deductible	
medical attention	Emergency medical transportation	10% coinsurance	10% coinsurance	None	
	Urgent care	\$10 copay/visit	\$10 copay/visit	Benefits listed are Urgent Care Facility or Outpatient Facility; copay waived if admitted	
If you have a hospital stay	Facility fee (e.g., hospital room)	10% coinsurance	30% 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	10% coinsurance	30% coinsurance	None	
If you need mental health, behavioral	Outpatient services	\$10 copay/visit Deductible does not apply	30% coinsurance	Benefits listed are physician services. Precertification is required for intensive	
health, or substance abuse services	Inpatient services	10% coinsurance	30% coinsurance	outpatient, partial hospitalization and inpatient hospitalization; if no precertification is obtained, no benefits are available	
	Office visits	No Charge <u>Deductible</u> does not apply	30% coinsurance	Cost sharing does not apply for preventive services. Depending on the type of services, a	
	Childbirth/delivery professional services	10% coinsurance	30% coinsurance	copayment, coinsurance or deductible may apply. Maternity care may include tests and	
If you are pregnant	Childbirth/delivery facility services	10% coinsurance	30% coinsurance	services described elsewhere in the SBC (i.e., ultrasound); precertification may be required for some inpatient services; if no precertification is obtained, no benefits are available	

 $[\]hbox{* For more information about limitations and exceptions, see the $\underline{\text{plan}}$ or policy document at $\underline{\text{AlabamaBlue.com}}$.}$

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	
	Home health care	10% coinsurance	30% coinsurance	Precertification is required; if no precertification is obtained, no benefits are available; benefits are also available for home infusion services	
	Rehabilitation services	\$10 <u>copay</u> /visit <u>Deductible</u> does not apply	30% coinsurance	Benefits listed are for Rehabilitation and Habilitation services; limited to a maximum of	
If you need help recovering or have other special health	Habilitation services	\$10 <u>copay</u> /visit <u>Deductible</u> does not apply	30% coinsurance	60 visits/year for each therapy; includes occupational, physical and speech therapy; age limits do not apply; no age or visit limits for Autism Spectrum Disorders	
needs	Skilled nursing care	10% coinsurance	30% coinsurance	Precertification is required; if no precertification is obtained, no benefits are available	
	Durable medical equipment	10% coinsurance	30% coinsurance	Precertification may be required; if no precertification is obtained, no benefits are available	
	Hospice services	10% coinsurance	30% coinsurance	Precertification is required, if no precertification is obtained, no benefits are available; services must be authorized by a physician	
	Children's eye exam	Not covered except as required by Health Care Reform	Not covered except as required by Health Care Reform	Please visit <u>AlabamaBlue.com/PreventiveServices</u> ; 30% subject to overall <u>deductible</u> for out-of-network	
If your child needs	Children's glasses	Not Covered	Not Covered	Not covered; member pays 100%	
dental or eye care	Children's dental check-up	Not covered except as required by Health Care Reform	Not covered except as required by Health Care Reform	Please visit <u>AlabamaBlue.com/PreventiveServices</u> ; 60% subject to overall <u>deductible</u> for out-of-network services	

 $[\]hbox{* For more information about limitations and exceptions, see the $\underline{\text{plan}}$ or policy document at $\underline{\text{AlabamaBlue.com}}$.}$

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.)

Cosmetic surgery

Hearing aids

Routine foot care

• Dental care (Adult)

Long-term care

· Weight loss programs

· Glasses, child

Routine eye care (Adult)

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

• Acupuncture (limitations may apply)

Chiropractic care (limitations apply)

 Non-emergency care when traveling outside the U.S.

Bariatric surgery (limitations apply)

 Infertility treatment (Assisted Reproductive Technology not covered)

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 http://www.dol.gov/agencies/ebsa/about-ebsa/ask-a-question/ask-ebsa or your plan administrator at the phone number listed in your benefit booklet. 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 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 <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 <u>plan</u> 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 http://www.dol.gov/agencies/ebsa/about-ebsa/ask-a-question/ask-ebsa.

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 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 <u>plan</u> might cover costs for a sample medical situation, see the next section.

^{*} For more information about limitations and exceptions, see the plan or policy document at AlabamaBlue.com.

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.

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(9 months of in-network pre-natal care and a hospital delivery)

■ The plan's overall deductible	\$250
■ Specialist copayment	\$10
■ Hospital (facility) coinsurance	10%
■ Other copayment/coinsurance	\$10/20%

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)

Manag	Jing Joe's	Type 2	Diabetes
(a year of	f routine in-ne	etwork ca	are of a well-
	controlled	condition	1

■ The plan's overall deductible	\$250
■ Specialist copayment	\$10
■ Hospital (facility) coinsurance	10%
Other copayment/coinsurance	\$10/20%

This EXAMPLE event includes services like:

<u>Primary care physician</u> office visits (*including disease education*)

Diagnostic tests (blood work)

Total Example Cost

Prescription drugs

Durable medical equipment (glucose meter)

Mia's Simple Fracture

(in-network emergency room visit and follow up care)

0	■ The <u>plan's</u> overall <u>deductible</u>	\$250
0	■ Specialist copayment	\$10
%	■ Hospital (facility) coinsurance	10%
%	■ Other copayment/coinsurance	\$10/20%

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic tests (x-ray)

Total Example Cost

\$5,600

Durable medical equipment (crutches)

Rehabilitation services (physical therapy)

Total Example Cost \$12,700

In this example, Peg would pay:		
Cost Sharing		
<u>Deductibles</u>	\$250	
<u>Copayments</u>	\$0	
Coinsurance	\$850	
What isn't covered		
Limits or exclusions	\$60	
The total Peg would pay is	\$1,160	

In this example, Joe would pay:

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Cost Sharing	
<u>Deductibles</u>	\$250
Copayments	\$60
Coinsurance	\$790
What isn't covered	
Limits or exclusions	\$40
The total Joe would pay is	\$1,140

In this example, Mia would pay:

Ш	ii tilis example, iila would pay.			
	Cost Sharing			
	<u>Deductibles</u>	\$250		
	<u>Copayments</u>	\$60		
	Coinsurance	\$200		
	What isn't covered			
	Limits or exclusions	\$0		
	The total Mia would pay is	\$510		

\$2.800

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

Discrimination is Against the Law

Language Assistance Services, Auxiliary Aids 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 (consistent with the scope of sex discrimination described in 45 CFR § 92.101(a)(2)). We do not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

Blue Cross and Blue Shield of Alabama:

- Provides reasonable modifications and free appropriate auxiliary 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 assistance services to people whose primary language is not English, such as qualified interpreters and information written in other languages.

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance 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), 1557 Grievance@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 https://www.hhs.gov/ocr/office/file/index.html.

Notice of Availability of Language Assistance Services and Auxiliary Aids and Services

English: ATTENTION: Free language assistance services are available to you. Appropriate auxiliary aids and services to provide information in accessible formats are also available free of charge. Call 1-855-216-3144 (TTY: 711) or call Customer Service.

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Arabic: إذا كنت تتحدث العربية، تتوفر لك خدمات المساعدة اللغوية المجانية. كما تتوفر أيضًا المساعدات والخدمات الإضافية المناسبة لتوفير المعلومات بتنسيقات يسهل الوصول إليها مجانًا. اتصل بالرقم المساعدات والخدمات الإضافية المناسبة لتوفير المعلومات . 211-855-216-1 (الهاتف النصى: 711) أو الاتصال بخدمة العملاء
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Chinese: 请注意:如果您说 普通话,我们可免费为您提供语言协助服务。我们还免费提供适当的辅助工具和服务,以易读格式向您提供信息。请拨打 1-855-216-3144(TTY 用户请拨 711)或致电客户服务部。

French: À NOTER : Si vous parlez français, des services d'assistance linguistique gratuits sont à votre disposition. Des aides et des services auxiliaires appropriés pour fournir des informations dans des formats accessibles sont également disponibles gratuitement. Appelez le 1 855 216 3144 (TTY : 711) ou contactez le service client.

German: ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlose Sprachassistenzdienste zur Verfügung. Geeignete Hilfsmittel und Dienstleistungen zur Bereitstellung von Informationen in zugänglichen Formaten sind ebenfalls kostenlos erhältlich. Rufen Sie +1 855 216 3144 (Durchwahl: 711) oder den Kundendienst an.

Gujarati: ધ્યાન આપો: જો તમે ગુજરાતી બોલો છો, તો તમારા માટે નિઃશુલ્ક ભાષા સહાય સેવાઓ ઉપલબ્ધ છે. સુલભ ફોર્મેટમાં માહિતી પ્રદાન કરવા માટેની યોગ્ય સહાય અને સેવાઓ પણ વિના મૂલ્યે ઉપલબ્ધ છે. 1-855-216-3144 (TTY: 711) પર અથવા ગ્રાહક સેવા પર કૉલ કરો.

Hindi: ध्यान दें: अगर आप हिन्दी बोलते हैं, तो आपके लिए निःशुल्क भाषा सहायता सेवाएँ उपलब्ध हैं। आसान प्रारूप में सूचना उपलब्ध कराने के लिए उपयुक्त सहायक साधन और सेवाएँ भी निःशुल्क उपलब्ध हैं। 1-855-216-3144 (TTY: 711) पर कॉल करें या ग्राहक सेवा को कॉल करें।

Japanese: ご案内: 日本語を話される方には、無料の言語アシスタントサービスをご用意しております。アクセシブルな形式で情報を提供するため、補助器具や支援サービスも無料で提供しております。1-855-216-3144 (TTY: 711) もしくは、カスタマーサービスにお電話でお問合せください。

Korean: 주의: 한국어을(를) 하시면 무료 언어 지원 서비스를 이용하실 수 있습니다. 접근 가능한 형식으로 정보를 제공하기 위한 적절한 보조 도구와 서비스도 무료로 제공됩니다. 1-855-216-3144(TTY: 711)로 전화하거나 고객 서비스에 문의하세요.

Lao: ເອົາໃຈໃສ່: ຖ້າເຈົ້າເວົ້າ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາຟຣີແມ່ນມີໃຫ້ທ່ານ. ການຊ່ວຍເຫຼືອ ແລະ ການບໍລິການທີ່ເໝາະສົມໃນການສະໜອງຂໍ້ມູນໃນຮູບແບບທີ່ສາມາດເຂົ້າເຖິງໄດ້ແມ່ນຍັງສາມາດໃຊ້ໄດ້ໂດຍບໍ່ເສຍຄ່າ. ໂທ 1-855-216-3144 (ITY: 711) ຫຼື ໂທຫາຝ່າຍບໍລິການລູກຄ້າ.

Portuguese: ATENÇÃO: Se você falar português, serviços gratuitos de assistência linguística estão disponíveis para você. Também estão disponíveis gratuitamente ajudas e serviços auxiliares adequados para fornecer informações em formatos acessíveis. Ligue para 1-855-216-3144 (TTY: 711) ou ligue para o Atendimento ao Cliente.

Russian: ВНИМАНИЕ. Если ваш язык русский язык, к вашим услугам бесплатная языковая помощь. Соответствующие вспомогательные средства и услуги по предоставлению информации в доступных форматах также предоставляются бесплатно. Позвоните по телефону 1-855-216-3144 (ТТҮ: 711) или обратитесь в службу поддержки клиентов.

Spanish: ATENCIÓN: Si usted habla español, hay disponibles servicios gratuitos de asistencia lingüística. También hay disponibles, de forma gratuita, ayudas y servicios auxiliares adecuados para dar información en formatos accesibles. Llame al 1-855-216-3144 (TTY: 711) o llame a Servicio al cliente.

Tagalog: ATTENTION: Kung nagsasalita ka ng Tagalog, available sa iyo ang mga libreng serbisyo sa tulong sa wika. Available rin ang naaangkop na mga pantulong na tulong at serbisyo nang walang bayad para magbigay ng impormasyon sa mga naa-access na format. Tumawag sa 1-855-216-3144 (TTY: 711) o tumawag sa Serbisyo sa Customer.

Turkish: DİKKAT Konuşmanız durumunda Türkçe, ücretsiz dil yardımı hizmetlerinden yararlanabilirsiniz. Erişilebilir formatlarda bilgi sağlamak için uygun yardımcı araçlar ve hizmetler de ücretsiz olarak sunulmaktadır. 1-855-216-3144 (TTY: 711) nolu telefonu veya Müşteri Hizmetlerini arayın.

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