NBA BENEFIT PLANS

\$2,000 Deductible Plan

Schedule of Benefits Summary

Effective January 1, 2024





NBA BENEFIT PLANS CONTACTS

Please note: This Schedule of Benefits Summary is intended to provide you with a brief overview of your benefits. It is not a contract and should not be regarded as one. In the event there are discrepancies between this document and the contract, the terms and the conditions of the contract will govern.

For more information about the NBA Benefit Plans and to access additional copies of the Benefits Summaries and the Benefit Coordinator login, visit **nebankers.org/benefit-plans**.

Phone: (888)-419-8322 or (402)-474-4376

For questions in their respective areas of expertise, please contact:

Karen (KC) Coufal | Vice President

- Assists members in the claim adjudication process whenever necessary and works closely with the insurance carrier personnel on enrollment changes and/or claims issues
- Emails pertinent information to members relating to carrier coverage updates
- Coordinates preparations for NBA VEBA Board meetings
- Oversees and manages activities related to the NBA Benefit Plans program
- Supervises Assistant Vice President (Jennifer) and Billing/Accounting Coordinator (James)

Jennifer Muehlhausen | Assistant Vice President-Active Enrollment

- Administrative assistance: New enrollment and enrollment changes; carrier liaison
- Enrollment and eligibility: Health, Dental, Vision, Life and Disability
- Online Portal: Assistance, training and navigation
- Life and Disability claims
- Bank Coordinator training

James Strickland | Billing/Accounting Coordinator

- Annual and monthly bank billing statements
- Accounts receivable and payable processes: Deposits, issuing checks, balancing bank statements and all month-end and year-end procedures
- Terminations and liaison with Navia on COBRA administration
- Active enrollment for the AD&D and Supplemental Benefits programs
- Back-up for active enrollment activities: Health, Dental, Life and Disability coverages

Kathy Reiss | Member Bank Education Coordinator

- NBA-member bank liaison: visits member banks across Nebraska to explain current benefits and promote additional benefits to Bank Coordinators and CEO/President
- Educate member banks about methods to maximize cost savings from NBA Benefit Plans
- Obtain feedback from Bank Coordinators and upper management on how they can be better served by the NBA Benefit Plans program

Scott Yank | Executive Vice President & CFO, NBISCO

- Oversees all operations of Nebraska Bankers Insurance & Services Corporation (NBISCO), including NBA Benefit Plans
- Oversees the financial operations of NBA and related organizations
- Ensures the compliance of NBA Benefit Plans
- Coordinates discussions between NBA Benefit Plans and NBA VEBA Board

Covered Services are reimbursed based on the allowable charge. Blue Cross and Blue Shield of Nebraska In-Network Providers have agreed to accept the benefit payment as payment in full, not including deductible, coinsurance and/or copayment amounts and any charges for non-covered services, which are the covered person's responsibility. That means that In-Network Providers, under the terms of their contract with Blue Cross and Blue Shield, can't bill for amounts over the contracted amount. In some situations, Out-of-Network Providers can bill for amounts over the out-of-network allowance.

In-Network Provider: The provider network is shown on your I.D. card. For help in locating In-Network Providers, visit **NebraskaBlue.com/Find-a-Doctor**.

Payment for Services	In-Network Provider	Out-of-Network Provider
Deductible		
(the amount the covered person pays each calendar		
year for covered services before the coinsurance is		
payable)		
Individual	\$2,000	\$4,000
Family (Embedded*)	\$4,000	\$8,000
Coinsurance		
(the percentage amount the covered person must		
pay for most covered services after the deductible has		
been met)		
Covered person pays	25%	50%
Plan pays	75%	50%
Out-of-Pocket Limit (includes: deductible,		
coinsurance and copays; does not include premium,		
penalty and amounts not covered by the plan)		
Individual	\$4,000	\$8,000
• Family	\$8,000	\$16,000

In-network and out-of-network deductible and out-of-pocket limits cross accumulate. All other limits (days, visits, sessions, dollar amounts, etc.) do cross accumulate between in-network and out-of-network, unless noted differently.

Day, session or visit limits for certain services shown on this summary are not applicable to mental illness and/or substance dependence and abuse.

Once the annual out-of-pocket limit is reached, most covered services are payable by the plan at 100% for the rest of the calendar year.

*Embedded – If you have single coverage, you only need to satisfy the individual deductible and out-of-pocket limit amounts. If you have family coverage, no one family member contributes more than the individual amount. Family members may combine their covered expenses to satisfy the required family deductible and out-of-pocket amounts.

Copayment(s) [copay(s)] apply to:

• Prescription drugs

The copay amount varies by the type of covered service. Refer to the appropriate category for benefit information.

Services may require preauthorization. Failure to obtain preauthorization will result in a denial of benefits.

Covered Services – Illness or Injury	In-Network Provider	Out-of-Network Provider
Physician Office		
Primary care physician office visit	Deductible and Coinsurance	Deductible and Coinsurance
Specialist physician office visit	Deductible and Coinsurance	Deductible and Coinsurance
Physician office services provided in	Deductible and Coinsurance	Deductible and Coinsurance
the office (with or without an office		
visit)		
Allergy injections and serum	Deductible and Coinsurance	Deductible and Coinsurance
Other injections	Deductible and Coinsurance	Deductible and Coinsurance
Convenient Care/Retail Clinics (Quick	Same as a primary	Deductible and Coinsurance
Care)	care physician	Deductible and Coinsurance
Urgent Care Facility Services	Deductible and Coinsurance	Deductible and Coinsurance
Telehealth/Virtual Care Services		
 Medical 	Deductible and Coinsurance	Not covered
 Mental health 	See mental health and/or	Not covered
	substance use disorder services	
Emergency Room Services (services		
received in a hospital emergency room		
setting)		
Facility	Deductible and Coinsurance	In-network level of benefits
Professional Services	Deductible and Coinsurance	In-network level of benefits
Outpatient Hospital or Facility Services		
Services such as surgery, laboratory and		
radiology, cardiac and pulmonary	Deductible and Coinsurance	Deductible and Coinsurance
rehabilitation, observation stays, and other		
services provided on an outpatient basis		
Inpatient Hospital or Facility Services		
Charges for room and board, diagnostic	Deductible and Coinsurance	Deductible and Coinsurance
testing, rehabilitation and other ancillary	Descendie and comparance	
services provided on an inpatient basis		
Orthopedic Specialty Hospital or Facility	Deductible and Coinsurance	Deductible and Coinsurance
Services	Descendie and comparation	Designation and comparation

NOTE: Deductibles and coinsurance may be waived if covered services are provided at a designated preferred Center. See **NebraskaBlue.com/PreferredCenters** for a list of covered services and designated hospitals.

Primary care physician is a physician who has a majority of his or her practice in internal or general medicine, obstetrics/gynecology, general pediatrics or family practice. A **physician assistant** is covered in the same manner as a primary care physician.

Specialist physician is a physician who is not a primary care physician.

Office visit benefits for primary care and specialist physician office visits include office visits (including the initial visit to diagnose pregnancy) and consultations.

Physician office services include but are not limited to: office visits, X-ray, laboratory and pathology services; allergy testing, injections and serums; supplies and/or drugs administered during the office visit; hearing exams or eye exams due to illness or injury excluding refractions.

Other covered services not part of the physician office benefit (refer to the appropriate category for benefit information) include: Advanced diagnostic imaging (CT, MRI, MRA, MRS, PET and SPECT scans and other nuclear medicine); pregnancy services, preventative services; radiation therapy and chemotherapy; surgery and anesthesia; therapy and manipulations; durable medical equipment; sleep studies; biofeedback; mental health and substance use disorders.

Preventative Services	In-Network Provider	Out-of-Network Provider
Preventative Services • Affordable Care Act (ACA) required preventative services may be subject to limits that include, but are not limited to,	Plan pays 100%	Plan pays 100%
 age, gender and frequency) ACA required covered preventative services (outside of limits) Other covered preventative services not 	Plan pays 100%	Plan pays 100%
required by ACA, such as: o Laboratory tests as specified by Us, including urinalysis and complete blood count; general health panel;	Plan pays 100%	Plan pays 100%
metabolic panel; prostate cancer screening (PSA) and hearing exams All other laboratory tests; radiology, cardiac stress tests; EKG; pulmonary function and other screenings and services	Plan pays 100%	Plan pays 100%
Immunizations		
 Pediatric (up to age 7) 	Plan pays 100%	Plan pays 100%
 Age 7 and older 	Plan pays 100%	Plan pays 100%
Related to an illness	Same as any other illness	Same as any other illness
Colorectal Cancer Screenings		
(starting at age 45)		
 Colonoscopy screening Diagnostic or preventative screening (one every five years) 	Plan pays 100%	Deductible and Coinsurance
 Screenings outside the age or frequency limit 	Same as any other illness	Deductible and Coinsurance
 Sigmoidoscopy/Proctoscopy screening Preventative Screening (one every five years) 	Plan pays 100%	Deductible and Coinsurance
 Screenings outside the age or frequency limit Barium enema, fecal occult blood tests, FIT DNA, CT of the colon and other tests as determined under ACA Preventative Services 	Same as any other illness	Deductible and Coinsurance
Preventative services	Plan pays 100%	Deductible and Coinsurance
o Diagnostic screenings	Same as any other illness	Deductible and Coinsurance
NOTE: Related services will pay in the same manne		

NOTE: Related services will pay in the same manner as the colorectal cancer screening when performed on the same date of service. Screening limits accumulate based on a calendar year.

Mental Illness and/or Substance Dependence and Abuse Covered Services	In-Network Provider	Out-of-Network Provider	
Inpatient Services	Deductible and Coinsurance	Deductible and Coinsurance	
Outpatient Services			
Office services	Deductible and Coinsurance	Deductible and Coinsurance	
 Telehealth/virtual care services 	Deductible and Coinsurance	Not covered	
 All other outpatient items & services 	Deductible and Coinsurance	Deductible and Coinsurance	
Office services include office visits, medication checks, psychological therapy and/or substance use disorder counseling, x-rays, laboratory tests, supplies and/or drugs administered during the office visit. Other covered services not part of the office benefit service are covered under all other outpatient items & services. This includes but is not limited to: psychological evaluations, assessments, testing, physical therapy, occupational therapy, speech therapy or any other covered mental health and/or substance use disorder services.			
Emergency Care Services (services received in a			
hospital emergency room setting)			
• Facility	Deductible and Coinsurance	In-network level of benefits	
 Professional services 	Deductible and Coinsurance	In-network level of benefits	

Other Covered Services – Illness or Injury	In-Network Provider	Out-of-Network Provider
Acupuncture	Not covered	Not covered
Advanced Diagnostic Imaging (CT, MRI,		
MRA, MRS, PET & SPECT scans and other	Deductible and Coinsurance	Deductible and Coinsurance
nuclear medicine)		
Ambulance (to the nearest facility for		
appropriate care)		
Ground ambulance	Deductible and Coinsurance	In-network level of benefits
Air ambulance	Deductible and Coinsurance	In-network level of benefits
Autism Spectrum Disorder		
Testing and diagnosis	Same as mental health	Same as mental health
Treatment	Same as mental health	Same as mental health
Biofeedback	Deductible and Coinsurance	Deductible and Coinsurance
Dermatological Services	Same as any other illness	Same as any other illness
Diabetic Services		
Services include education, self-	Deductible and Coinsurance	Deductible and Coinsurance
management training, podiatric appliances	Deductible and Comsulance	Deductible and Comsulative
and equipment		
Durable Medical Equipment and		
Supplies (including Prosthetics)		
(rental or purchase, whichever is least costly;	Deductible and Coinsurance	Deductible and Coinsurance
rental shall not exceed the cost of		
purchasing) Hearing Services		
Bone anchored hearing aids	Deductible and Coinsurance	Deductible and Coinsurance
_		
Cochlear implants Learing side (up to age 10)	Deductible and Coinsurance Deductible and Coinsurance	Deductible and Coinsurance Deductible and Coinsurance
Hearing aids (up to age 19, limited to \$7,000 avery 48.	Deductible and Coinsurance	Deductible and Comsurance
limited to \$3,000 every 48		
months) Home Health Care Services		
		D. hartilde and Gringer
Home health aide (limited to 60 days per calandary (car)	Deductible and Coinsurance	Deductible and Coinsurance
days per calendar year)		D. hartille and Gringer
Home infusion therapy Chilled reversion seems (ligation to 0)	Deductible and Coinsurance	Deductible and Coinsurance
Skilled nursing care (limited to 8	Deductible and Coinsurance	Deductible and Coinsurance
hours per day)	Dadwatible and Cainewan	Deductible and Coinsurance
Respiratory care (limited to 60	Deductible and Coinsurance	Deductible and Coinsurance
days per calendar year)	Deductible and Coinsurance	Deductible and Coinsurance
Hospice Services	Deductible and Coinsurance	Deductible and Coinsurance
Independent Laboratory	Doductible and Cair	In potygody lovel of learnests
Diagnostic	Deductible and Coinsurance	In-network level of benefits
D	Company of the time of time of time of the time of	Composition of the composition o
Preventative	Same as preventative services	Same as preventative services
In Contains	in-network level of benefits	in-network level of benefits
Infertility	C	6
Services to diagnose The state and the graph of a stilling.	Same as any other illness	Same as any other illness
Treatment to promote fertility	Not covered	Not covered

Other Covered Services – Illness or Injury	In-Network Provider	Out-of-Network Provider
Nicotine Addiction		
Medical services and therapy	Same as substance use disorder services	Same as substance use disorder services
 Nicotine addiction classes & alternative therapy, such as acupuncture 	Not covered	Not covered
Obesity		
Non-surgical treatmentSurgical treatment	Not covered Deductible and Coinsurance	Not covered Deductible and Coinsurance
Oral Surgery and Dentistry		
Services such as: impacted wisdom teeth; incision and drainage of abscesses; excision of tumors and cysts; and bone grafts to the jaw IV sedation for oral surgery and to remove	Deductible and Coinsurance	Deductible and Coinsurance
impacted teeth. Dental treatment when due to an	Deductible and Comsulance	Deductible and Comsurance
accidental injury to naturally healthy teeth (treatment related to accidents must be provided within 12 months of the date of injury)		
Organ and Tissue Transplantation	Deductible and Coinsurance	Deductible and Coinsurance
Ostomy Supplies	Deductible and Coinsurance	Deductible and Coinsurance
Physician Professional Services Inpatient and outpatient services, such as: surgery, surgical assistant, anesthesia, inpatient hospital visits and other non- surgical services	Deductible and Coinsurance	Deductible and Coinsurance
Pregnancy, Maternity and Newborn		
Pregnancy and maternity (payment for prenatal and postnatal care is included in the	Deductible and Coinsurance	Deductible and Coinsurance
 payment for the delivery) Newborn care (Newborns are covered at birth, subject to the plan's enrollment provisions.) 	Deductible and Coinsurance	Deductible and Coinsurance
NOTE: The plan pays 100% for the initial postpartum depression screening up to one year following a pregnancy or childbirth.		
Radiation Therapy and Chemotherapy	Deductible and Coinsurance	Deductible and Coinsurance
Radiology (X-ray) Services and other Diagnostic Test	Deductible and Coinsurance	Deductible and Coinsurance
Rehabilitation Services – Inpatient Facility	Deductible and Coinsurance	Deductible and Coinsurance

Other Covered Services – Illness or Injury	In-Network Provider	Out-of-Network Provider
Rehabilitation Services		
 Cardiac rehabilitation (limited to 18 	Deductible and Coinsurance	Deductible and Coinsurance
sessions per diagnosis)		
 Pulmonary rehabilitation (Chronic lung 	Deductible and Coinsurance	Deductible and Coinsurance
disease is limited to 18 sessions per		
diagnosis, not to exceed 18 sessions per		
calendar year. Lung, heart-lung		
transplants and lung volume are		
limited to 18 sessions following renewal		
and prior to surgery plus 18 sessions		
within six months of discharge from hospital following surgery.)		
Renal Dialysis	Deductible and Coinsurance	Deductible and Coinsurance
Sexual Dysfunction	Deductible and Coinsurance	Deductible and Coinsurance
Skilled Nursing Facility		
(limited to 60 days per calendar year)	Deductible and Coinsurance	Deductible and Coinsurance
Sleep Studies	Deductible and Coinsurance	Deductible and Coinsurance
Temporomandibular and Craniomandibular	Deductible and Coinsurance	Deductible and Coinsurance
Joint Disorder	Deductible and Comsurance	Deductible and Comsulative
Therapy & Manipulations		
 Physical, occupational or speech 	Deductible and Coinsurance	Deductible and Coinsurance
therapy services, chiropractic or		
osteopathic physiotherapy (combined		
limit to 60 sessions per calendar year)		De de estible en d'Ocine en man
Chiropractic or osteopathic	Deductible and Coinsurance	Deductible and Coinsurance
manipulative treatments or		
adjustments (combined limit to 30 sessions per calendar year)		
sessions per calendar year)		I
NOTE: Treatment limits stated for physical thera		
applicable to treatment provided for mental hea	alth or substance use disorders. E	Evaluations are covered and do
not apply to the combined calendar year limit.	,	,
Vision Services		
Eyeglasses or contact lenses (only	Deductible and Coinsurance	Deductible and Coinsurance
covered if required because of a		
change in prescription as a result of		
intraocular surgery or ocular injury)		
must be within 12 months of surgery or		
injury		

See physician office services

Not covered

Not covered

Deductible and Coinsurance

Not covered

(Unless necessary to safeguard the life of the woman, or that the unborn child's viability was threatened by continuation of the pregnancy)

See physician office services

Not covered

Not covered

Deductible and Coinsurance

Vision Exam

Voluntary Abortions

All Other Covered Services

Wigs

o Diagnostic (to diagnose an illness)

including refraction) limited to one

o Preventative (routine exam

exam per calendar year

 Retail – per 30-day supply Preferred generic drugs (including nonformulary contraceptives) Non-preferred generic drugs 50% Coinsurance, \$25 min Copay, \$50 max Copay 			
Copay, 430 max copay			
Preferred brand name drugs Z5% Coinsurance, \$25 min Copay, \$50 max Copay			
Non-preferred brand name drugs 50% Coinsurance, \$50 min Copay, \$75 max Copay			
 Home Delivery – per 30-day supply Preferred generic drugs (including non-preferred contraceptives) \$10 Copay Not covered 			
Non-preferred generic drugs 50% Coinsurance, \$25 min Copay, \$50 max Copay			
Preferred brand name drugs Z5% Coinsurance, \$25 min Copay, \$50 max Copay			
Non-preferred brand name drugs 50% Coinsurance, \$50 min Copay, \$75 max Copay			
Specialty Drugs			
(specialty drugs must be purchased through a designated pharmacy after one fill) Applies to both preferred & non-preferred specialty:			
 Preferred specialty Non-preferred specialty 25% Coinsurance, \$100 min Copay, \$150 max Copay Not covered Not covered 			
Contraceptive Drugs			
 Preferred generic Plan pays 100% 50% Coinsurance 			
 Preferred brand name Plan pays 100% 50% Coinsurance 			
Non-preferred generic Same as any other generic drugs			
Non-preferred brand name Same as any other non-preferred brand name drugs			
Diabetic Insulin			
Preferred generic Plan pays 100% 50% Coinsurance			
Preferred brand name Plan pays 100% 50% Coinsurance			
Non-preferred generic Non-preferred generic Same as any other generic drugs			
Non-preferred brand name Same as any other non-preferred brand name drugs			
Infant Formulas* 50% Coinsurance, \$50 min Copay, \$75 max Copay 50% Coinsurance			
Infertility (FDA approved prescription drugs to promote fertility) Not covered Not covered			
Nicotine Addiction			
(FDA approved prescription drugs and over-the-counter nicotine addiction drugs and deterrents) Plan Pays 100% 50% Coinsurance			
Obesity (FDA approved prescription drugs) Not covered Not covered			

This plan uses a prescription drug list (PDL). The PDL for this plan is PDL20, and the pharmacy network is Network C. You can find this prescription drug list and network listing on NebraskaBlue.com/Pharmacy. Or you may contact Member Services at the phone number on the back of your I.D. card.

*Infant Formulas: Infant Formulas are a category of drugs that are limited to: Neocate, Elecare, Cyclinex-1, Cyclinex 2, Pro Phree and Vivonex. Benefits are payable for these drugs. See the summary above.

ADDITIONAL BCBS RESOURCES

To access NBA Benefit Plans Blue Cross and Blue Shield (BCBS) forms, as well as additional resources and information, please visit:

nebankers.org/benefit-plans

From there, click on "BCBS Links" under the "Other Information" heading. Additional BCBS-member tools can be found in the myNebraskaBlue Online Resource Center.

In the BCBS Resource Center, you can:

- Find in-network providers and estimate costs of care
 - o Search for doctors, hospitals and dentists
 - Locate in-network pharmacies and search covered medications
 - Estimate costs of medical services
- View your benefits details
 - o Review your benefits, copays, coinsurance and out-of-pocket costs
 - o Download your mobile or printable ID card
 - o Manage medications and see prescription claim history
 - Set up home delivery for prescriptions
- View current costs and claims
 - o Review your claims history and track claims status
 - o Review your Explanation of Benefits (EOB) documents
 - o Authorize access to others
 - o Sign up for email notifications