

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, <u>www.NebraskaBlue.com</u>. For general definitions of common terms, such as <u>allowed amount</u>, <u>balance billing</u>, <u>coinsurance</u>, <u>copayment</u>, <u>deductible</u>, <u>provider</u>, or other <u>underlined</u> terms see the Glossary. You can view the Glossary at <u>www.cciio.cms.gov</u> or call 1-844-201-0763 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall <u>deductible</u> ?	Individual/Family <u>In-Network</u> : \$500/\$1,000 <u>Out-of-Network</u> : \$1,000/\$2,000	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 policy, they have to meet their own individual <u>deductible</u> until the overall family <u>deductible</u> amount has been met.
Are there services covered before you meet your <u>deductible</u> ?	Yes, <u>preventive care</u> and <u>prescription</u> <u>drugs</u> .	This <u>plan</u> covers some items and services even if you haven't yet met the annual <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?	No.	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> ?	<u>In-Network</u> : \$2,500/\$5,000 <u>Out-of-Network</u> : \$5,000/\$10,000	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.
What is not included in the <u>out-of-pocket limit</u> ?	<u>Premium, balance billed</u> charges, penalties, denial for failure to obtain <u>preauthorization</u> and services 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 <u>network provider</u> ?	Yes. See www.NebraskaBlue.com/find-a-doctor or call 1-844-201-0763 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's</u> <u>network</u> . You will pay 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 (a balance bill). 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> .



Nebraska Bankers Association VEBA

Coverage Period: 1/1/2024 - 12/31/2024



All <u>copayment</u> and <u>coinsurance</u> costs shown in this chart are after your overall <u>deductible</u> has been met, if a <u>deductible</u> applies. Certain Common Medical Events, including <u>prescription drugs</u>, may require <u>preauthorization</u>. Failure to obtain <u>preauthorization</u> will result in denial of the <u>claim</u>.

		What You Will Pay		
Common Medical Event	Services You May Need	In-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% coinsurance	50% <u>coinsurance</u>	Preauthorization may be required.
If you visit a health care <u>provider's</u> office or clinic	<u>Specialist</u> visit	25% <u>coinsurance</u>	50% coinsurance	Preauthorization may be required.
	Preventive care/screening/ immunization	No charge for federally mandated services.	No charge.	You may have to pay for services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services needed are <u>preventive</u> . Then check what your <u>plan</u> will pay for. <u>Preauthorization</u> may be required.
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	25% coinsurance	50% coinsurance	Preauthorization may be required.
	Imaging (CT/PET scans, MRIs)	25% coinsurance	50% <u>coinsurance</u>	Preauthorization may be required.
		For all <u>prescription drugs</u> , out-of-pocket costs shown are per 30-day supply. If allowed by your prescription, up to a 90-day supply may be obtained at one time (except for <u>specialty drugs</u>) by paying 3 <u>copay</u> amounts. Home delivery benefits are not available <u>out-of-network</u> . The following cost-shares apply only when obtaining drugs through a pharmacy.		
If you need drugs to treat your illness or condition	Generic drugs	Tier 1: \$10/prescription, <u>deductible</u> waived Tier 2: 50% <u>coinsurance,</u> <u>deductible</u> waived	Tier 1: 50% <u>coinsurance,</u> <u>deductible</u> waived Tier 2: 50% <u>coinsurance,</u> <u>deductible</u> waived	<u>In-network</u> : Tier 2: \$25 minimum / \$50 maximum per prescription <u>Preauthorization</u> may be required.
	Preferred brand drugs	Tier 3: 25% <u>coinsurance,</u> <u>deductible</u> waived	Tier 3: 50% <u>coinsurance,</u> <u>deductible</u> waived	<u>In-network</u> : Tier 3: \$25 minimum / \$50 maximum per prescription <u>Preauthorization</u> may be required.

* For more information about limitations and exceptions, see the plan or policy document at [www.insert.com].

BlueCross Blue Nebraska	Shield	Nebraska Bankers Association	I VEBA	Coverage Period: 1/1/2024 - 12/31/2024
Common Medical Event	Services You May Need	What You In-Network Provider (You will pay the least)	u Will Pay Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
More information about prescription drug coverage is available at www.nebraskablue.com	Non-preferred brand drugs	Tier 4: 50% <u>coinsurance,</u> <u>deductible</u> waived	Tier 4: 50% <u>coinsurance</u> , <u>deductible</u> waived	<u>In-network</u> : Tier 4: \$50 minimum / \$75 maximum per prescription <u>Preauthorization</u> may be required.
	<u>Specialty drugs</u>	Tier 5: 25% <u>coinsurance,</u> <u>deductible</u> waived	Tier 5: Not covered	In-network: Tier 5: \$100 minimum / \$150 maximum per prescription Retail and home delivery: 30-day supply maximum. Designated pharmacy may apply. <u>Preauthorization</u> may be required.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	25% <u>coinsurance</u>	50% coinsurance	Preauthorization may be required.
	Physician/surgeon fees	25% coinsurance	50% coinsurance	Preauthorization may be required.
	Emergency room care	25% <u>coinsurance</u>	Same cost shares as In-network provider	None
If you need immediate medical attention	Emergency medical transportation	25% <u>coinsurance</u>	Same cost shares as In-network provider	Limitations may apply to air ambulance.
	<u>Urgent care</u>	25% coinsurance	50% coinsurance	None
lf you have a hospital stay	Facility fee (e.g., hospital room)	25% coinsurance	50% coinsurance	Preauthorization may be required.
	Physician/surgeon fee	25% coinsurance	50% <u>coinsurance</u>	Preauthorization may be required.
If you need mental health, behavioral health, or substance abuse services	Outpatient services	25% <u>coinsurance</u>	50% <u>coinsurance</u>	Preauthorization may be required.
	Inpatient services	25% <u>coinsurance</u>	50% coinsurance	Preauthorization may be required.

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Blue Cross and Blue Shield of Nebraska is an independent licensee of the Blue Cross and Blue Shield Association.

BlueCross Blue Nebraska	Shield	Nebraska Bankers Association	VEBA	Coverage Period: 1/1/2024 - 12/31/2024
Common Medical Event	Services You May Need	What You In-Network Provider (You will pay the least)	u Will Pay Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you are pregnant	Office visits	25% <u>coinsurance</u>	50% <u>coinsurance</u>	<u>Cost sharing</u> does not apply to certain <u>preventive services</u> . Depending on the type of services, <u>deductible</u> and <u>coinsurance</u> may apply. Maternity care may include tests and services described elsewhere in the SBC. <u>Preauthorization</u> may be required.
	Childbirth/delivery professional services	25% coinsurance	50% <u>coinsurance</u>	See pregnancy office visits limit. <u>Preauthorization</u> may be required.
	Childbirth/delivery facility services	25% coinsurance	50% <u>coinsurance</u>	See pregnancy office visits limit. <u>Preauthorization</u> may be required.
If you need help recovering or have other special health needs	Home health care	25% <u>coinsurance</u>	50% <u>coinsurance</u>	<u>Home health aide</u> : 60 days per calendar year. Skilled nursing in the home: Limited to 8 hours per day. <i>Respiratory care:</i> 60 days per calendar year. <u>Preauthorization</u> may be required.
	Rehabilitation services	Outpatient therapy: 25% <u>coinsurance</u> Manipulations: 25% <u>coinsurance</u> Other services: 25% <u>coinsurance</u>	Outpatient therapy: 50% <u>coinsurance</u> Manipulations: 50% <u>coinsurance</u> Other services: 50% <u>coinsurance</u>	Outpatient physical, occupational, speech, physiotherapy: Combined 60 session limit per calendar year. Manipulations and adjustments: Combined 30 session limit per calendar year. Outpatient cardiac rehabilitation: Combined 18 session limit per diagnosis. Outpatient pulmonary rehabilitation: Combined 18 session limit per diagnosis for certain diagnoses and criteria. <u>Preauthorization</u> may be required.
	Habilitation services	Outpatient therapy: 25% <u>coinsurance</u> Other services: 25% <u>coinsurance</u>	Outpatient therapy: 50% <u>coinsurance</u> Other services: 50% <u>coinsurance</u>	See the <u>Rehabilitation services</u> and <i>If you have</i> a hospital stay sections. Educational services are not covered. <u>Preauthorization</u> may be required.

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BlueCross Blue Nebraska	eShield	Nebraska Bankers Associatior	I VEBA	Coverage Period: 1/1/2024 - 12/31/2024
		What You Will Pay		
Common Medical Event	Services You May Need	In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Skilled nursing care	25% coinsurance	50% <u>coinsurance</u>	<i>In the home:</i> See the <u>Home health care</u> section. <u>Skilled nursing care</u> : Limited to 60 days per calendar year. <u>Preauthorization</u> may be required.
	Durable medical equipment	25% coinsurance	50% coinsurance	Rental or purchase, whichever is least costly. <u>Preauthorization</u> may be required.
	Hospice services	25% coinsurance	50% coinsurance	Preauthorization may be required.
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	Visual acuity tests are covered under the <u>preventive services</u> benefit. No coverage for eye exams.
	Children's glasses	Lenses: Not covered Frames: Not covered Contacts: Not covered	Lenses: Not covered Frames: Not covered Contacts: Not covered	No coverage for glasses.
	Children's dental check-up	<u>Preventive</u> , Simple and Complex Restorative services: Not covered Orthodontic Services: Not covered	<u>Preventive</u> , Simple and Complex Restorative services: Not covered Orthodontic Services: Not covered	No coverage for dental check-up.
Excluded Services	& Other Covered Services:			
		ck vour policy or plan documen	t for more information and a lis	st of any other excluded services.)
Acupuncture		Glasses (children) Routine eye care (adults)		•,
Cosmetic surgery		 Infertility treatment 	• Rou	tine eye care (children)

- Cosmetic surgery
- Dental care (adults)
- Dental care (children)

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• Long-term care

• Private-duty nursing

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• Weight loss programs

BlueCross BlueShield Nebraska	Nebraska Bankers Association VEBA	Coverage Period: 1/1/2024 - 12/31/2024	
Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)			
Bariatric surgery	 Hearing aids 	Routine foot care	
Chiropractic care	 Non-emergency care when traveling outside the US 		

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: For group health coverage subject to ERISA, the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform; for non-federal governmental group health <u>plans</u>, the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.cciio.cms.gov; or your employer's human resources department. 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 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 <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 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: Blue Cross and Blue Shield of Nebraska at 1-844-201-0763 or visit <u>www.NebraskaBlue.com</u>, the Nebraska Department of Insurance at 1-877-564-7323 or <u>www.doi.ne.gov</u>, for group health coverage subject to ERISA, the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>www.dol.gov/ebsa/healthreform</u>, your employer's human resources or employee benefits department.

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:

Para obtener asistencia en Español, llame al 1-844-201-0763.

如果需要中文的帮助,请拨打这个号码1-844-201-0763.

Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-844-201-0763.

Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-844-201-0763.

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

* For more information about limitations and exceptions, see the plan or policy document at [www.insert.com].

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

\$500

25%

25%

25%

The <u>plan's</u> overall <u>deductible</u>
Specialist coinsurance
Leanitel (feaility) aging urange

- Hospital (facility) <u>coinsurance</u>
- Other <u>coinsurance</u>

This EXAMPLE event includes services like: <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*)

Total Example Cost	\$12,700
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In this example, Peg would pay:

<u>Cost Sharing</u>		
Deductibles	\$500	
<u>Copayments</u>	\$0	
Coinsurance	\$2,000	
What isn't covered		
Limits or <u>exclusions</u>	\$60	
The total Peg would pay is	\$2,560	

Managing Joe's type 2 Diabetes
(a year of routine in-network care of a
well-controlled condition)

The <u>plan's</u> overall <u>deductible</u>	\$500
Specialist coinsurance	25%
 Hospital (facility) <u>coinsurance</u> 	25%
Other <u>coinsurance</u>	25%

This EXAMPLE event includes services like: <u>Primary care physician</u> office visits (*including disease education*) <u>Diagnostic tests</u> (*blood work*) <u>Prescription drugs</u> <u>Durable medical equipment</u> (glucose meter)

Total Example Cost	\$5,600
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In this example, Joe would pay:

<u>Cost Sharing</u>		
Deductibles	\$500	
<u>Copayments</u>	\$100	
Coinsurance	\$500	
What isn't covered		
Limits or <u>exclusions</u>	\$70	
The total Joe would pay is	\$1,170	

Mia's Simple Fracture (in-network emergency room visit and follow up care)

The plan's overall deductible	\$500
Specialist coinsurance	25%
 Hospital (facility) <u>coinsurance</u> 	25%
Other <u>coinsurance</u>	25%

This EXAMPLE event includes services like: <u>Emergency room care</u> (including medical supplies) <u>Diagnostic test</u> (x-ray) <u>Durable medical equipment</u> (crutches) <u>Rehabilitation services</u> (physical therapy)

Total Example Cost	\$2,800
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In this example, Mia would pay:

Cost Sharing	
Deductibles	\$500
Copayments	\$10
Coinsurance	\$600
What isn't covered	
Limits or <u>exclusions</u>	\$0
The total Mia would pay is	\$1,110

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

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