\$20 PCP/\$20 Specialist copayment, \$100 Ancillary deductible, 20% coinsurance

Pharmacy: \$5 copayment/\$20 copayment/\$45 copayment

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, <u>www.vehi.org/vstrs-health-plan-information</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 underlined terms, see the Glossary. You can view the Glossary at www.healthcare.gov/sbc-glossary or call (800) 255-4550 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$0 individual / \$0 family.	See the Common Medical Events chart below for your costs for services this <u>plan</u> covers. We apply any portion of your <u>deductible</u> that you pay for services occurring after September 30 each <u>plan</u> year towards your next year's <u>deductible</u> as well. Your plan year: 01-01-2026 through 12-31-2026.
Are there services covered before you meet your deductible?	Not applicable.	Not applicable.
Are there other deductibles for specific services?	Yes. \$100 individual up to a maximum of three member <u>deductibles</u> per family for emergency medical transport, <u>durable medical equipment</u> and supplies, and private duty nursing.	You must pay all of the costs for these services up to the specific <u>deductible</u> amount before this <u>plan</u> begins to pay for these services.
What is the <u>out-of-</u> <u>pocket limit</u> for this <u>plan</u> ?	Major medical: \$600 per member. Combined out-of-pocket limit for services such as emergency medical transport, durable medical equipment and supplies, and private duty nursing. Prescription drugs: \$600 individual / \$1,200 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 <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 out-of-pocket limit?	Copayments on certain services, premiums, balance-billing charges, and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a network provider?	Yes. See www.bluecrossvt.org/find-doctor or call (800) 255-4550 for a list of network 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). For certain <u>emergency services</u> and/or services at an in-network hospital or surgical center (as explained below), the maximum amount you may pay is the <u>plan</u> 's in <u>network cost-sharing</u> amount. In these circumstances, the providers cannot balance bill you. Check with your <u>provider</u> before you get services.

Coverage Period Begins: 01-01-2026 Coverage For: VSTRS Plan Type: Indemnity

Important Questions	Answers	Why This Matters:
Do you need a referral	No.	You can see the specialist you choose without a referral.
to see a specialist?		

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All <u>copayment</u> and <u>coinsurance</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	Participating Provider (You will pay the least)	Non-Participating Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Primary care visit to treat an injury or illness	\$20 <u>copayment</u> per visit for <u>primary care physician</u> and mental health / substance use	\$20 <u>copayment</u> per visit for <u>primary care physician</u> and mental health / substance use	Some services require <u>prior approval</u> . For clarification on mental health services visit www.bluecrossvt.org/members/coverage.
	Specialist visit	\$20 copayment per visit	\$20 copayment per visit	Some services require prior approval.
If you visit a health care provider's office or clinic	Other practitioner office visit	\$20 copayment per visit for chiropractic care and nutritional counseling; no charge for outpatient physical, speech and occupational therapy	No charge for outpatient physical, speech and occupational therapy; chiropractic care and nutritional counseling not covered	Some services require <u>prior approval</u> . Outpatient physical, speech and occupational therapy benefits are covered up to 30 visits combined.
	Preventive care/Screening/immunization	\$20 <u>copayment</u> per visit	\$20 <u>copayment</u> per visit	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.bluecrossvt.org/members/coverage.
If you have a test	Diagnostic test (x-ray, blood work)	No charge for office based and outpatient hospital	No charge for office based and outpatient hospital	Some services require <u>prior approval</u> .
	Imaging (CT/PET scans, MRIs)	No charge	No charge	Most services require prior approval.

		What You Will Pay		
Common Medical Event	Services You May Need	Participating Provider (You will pay the least)	Non-Participating Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you need drugs to treat your illness or condition More information about prescription drug coverage	Generic drugs	\$5 copayment / \$15 copayment	Not covered	Up to a 30-day supply / 90-day supply for most prescription drugs. Some prescriptions require prior approval. All generic and brand diabetic prescription drugs and diabetic supplies when obtained through your prescription drug benefit are covered at 100%.
is available at www.bluecrossvt.org/ pharmacies-medications.	Preferred brand drugs	\$20 <u>copayment</u> / \$60 <u>copayment</u>	Not covered	Up to a 30-day supply / 90-day supply for most prescription drugs. Some prescriptions require prior approval.
This plan follows the National Performance Formulary (NPF).	Non-preferred brand drugs	\$45 <u>copayment</u> / \$135 <u>copayment</u>	Not covered	Up to a 30-day supply / 90-day supply for most prescription drugs. Some prescriptions require prior approval.
	Wellness drugs	Wellness prescription drugs process the same as any other prescription.	Not covered	Up to a 30-day supply / 90-day supply for most prescription drugs. Some prescriptions require prior approval.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No charge	No charge	Some services require <u>prior approval</u> . If you see an <u>out-of-network provider</u> at an innetwork facility, the most the <u>provider</u> may bill you is the in-network <u>cost-sharing</u> amount.
	Physician/surgeon fees	No charge	No charge	Some services require <u>prior approval</u> . If you see an <u>out-of-network provider</u> at an innetwork facility, the most the <u>provider</u> may bill you is the in-network <u>cost-sharing</u> amount.
If you need immediate medical attention	Emergency room care	No charge for facility services; \$20 copayment per visit for physician services	No charge for facility services; \$20 copayment per visit for physician services	Must meet emergency criteria. Copayment waived if admitted. If you have an emergency medical condition, and get emergency services from an out-of-network provider or facility, the maximum you may pay is the standard in-network cost-sharing amount and you cannot be balance billed.

		What You Will Pay		
Common Medical Event	Services You May Need	Participating Provider (You will pay the least)	Non-Participating Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Emergency medical transportation	\$100 individual / \$300 family deductible, then 20% coinsurance	\$100 individual / \$300 family deductible, then 20% coinsurance	Must meet emergency criteria. If you have an emergency medical condition, and get emergency services from an out-of-network provider or facility, the maximum you may pay is the standard in-network cost-sharing amount and you cannot be balance billed.
	<u>Urgent care</u>	\$20 <u>copayment</u> per visit	\$20 <u>copayment</u> per visit	Applies to urgent care facilities. If you have an emergency medical condition, and get emergency services from an <u>out-of-network provider</u> or facility, the maximum you may pay is the standard in-network <u>cost-sharing</u> amount and you cannot be balance billed.
If you have a hospital	Facility fee (e.g., hospital room)	No charge	No charge	Out-of-state inpatient care requires prior approval. If you receive care from an out-of-network provider at an in-network hospital or ambulatory surgical center, the most the provider may bill you is the in-network cost-sharing amount and the provider cannot balance bill you.
stay	Physician/surgeon fees	No charge	No charge	Some services require <u>prior approval</u> . If you receive care from an <u>out-of-network provider</u> at an in-network hospital or ambulatory surgical center, the most the <u>provider</u> may bill you is the in-network <u>cost-sharing</u> amount and the <u>provider</u> cannot balance bill you.
If you need mental health, behavioral health, or	Outpatient services	No charge	No charge	Some services require <u>prior approval</u> .
substance abuse services	Inpatient services	No charge	No charge	Includes facility and physician fees. Requires prior approval.

	What You Will Pay			
Common Medical Event	Services You May Need	Participating Provider	Non-Participating Provider	Limitations, Exceptions, & Other Important Information
		(You will pay the least)	(You will pay the most)	
If you are pregnant	Office visits	No charge	No charge	Depending on the type of services, a copayment, coinsurance, 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.bluecrossvt.org/members/coverage.
	Childbirth/delivery professional services	No charge	No charge	Out-of-state inpatient care requires <u>prior</u> <u>approval</u> .
	Childbirth/delivery facility services	No charge	No charge	Out-of-state inpatient care requires <u>prior</u> <u>approval</u> .
	Home health care	No charge for home health care; \$100 individual / \$300 family deductible, then 20% coinsurance for private duty nursing	No charge for home health care; \$100 individual / \$300 family deductible, then 20% coinsurance for private duty nursing	Home infusion therapy requires <u>prior</u> <u>approval</u> . Outpatient physical, speech and occupational therapy benefits are covered up to 30 visits combined.
If you need help	Rehabilitation services	No charge inpatient; no charge cardiac / pulmonary services	No charge inpatient; cardiac / pulmonary services not covered	Inpatient rehabilitation services require <u>prior</u> <u>approval</u> .
recovering or have other special health needs	Habilitation services	No charge for inpatient services	No charge for inpatient services	Requires <u>prior approval</u> . Outpatient physical, speech and occupational therapy benefits are covered up to 30 visits combined.
	Skilled nursing care (facility)	No charge	Not covered	Requires prior approval.
	<u>Durable medical equipment</u> (including supplies)	\$100 individual / \$300 family deductible, then 20% coinsurance	\$100 individual / \$300 family deductible, then 20% coinsurance	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%.
	Hospice services	No charge	No charge	None
If your obild woods don't al	Eye exam	Not covered	Not covered	None
If your child needs dental or eye care	Glasses	Not covered	Not covered	None
or eye care	Dental check-up	Not covered	Not covered	None

#### **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 reconstruction)
- Dental care (child and adult)
- Infertility Medications
- Long-term care

- Routine eye care
- Sexual dysfunction drugs
- Weight loss programs

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

- Abortion
- Bariatric surgery
- Chiropractic care (requires prior approval after 12 visits)
- Hearing aids (covered up to one per ear every three years)
- Non-emergency care when traveling outside the U.S. (www.bluecrossvt.org/members/coverage)
- Private-duty nursing (covered up to 14 hours per <u>plan</u> year)
- Routine foot care

## **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 <a href="www.dol.gov/ebsa/healthreform">www.dol.gov/ebsa/healthreform</a>, or the Department of Health and Human Services at (877) 267-2323 x61565 or <a href="www.cciio.cms.gov">www.cciio.cms.gov</a>. You may also contact the <a href="plan">plan</a> at (800) 247-2583. Other coverage options may be available to you, too, including buying individual insurance coverage through the <a href="health Insurance Marketplace">Health Insurance Marketplace</a>. For more information about the <a href="Marketplace">Marketplace</a>, visit <a href="www.HealthCare.gov">www.HealthCare.gov</a> or call (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 on how to submit a claim, appeal, or a grievance for any reason to your <u>plan</u>. For more information about your rights, this notice, or assistance, contact: (800) 255-4550.

### 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.

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

### **About these Coverage Examples:**

The plan's everall deductible



This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

## Peg is Having a Baby

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

Title plair 5 Overall deductible	ΨU
■ Specialist copayment	\$20
■ Hospital (facility)	\$0
■ Other	\$0

#### his 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)

#### **Total Example Cost** \$12,700

#### In this example, Peg would pay:

Cost Sharing			
<u>Deductibles</u>	\$0		
<u>Copayments</u>	\$50		
Coinsurance	\$0		
What isn't covered			
Limits or exclusions \$60			
The total Peg would pay is	\$110		

## Managing Joe's Type 2 Diabetes

(a year of routine in-network care of a wellcontrolled condition)

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

#### This EXAMPLE event includes services like:

Primary care physician office visits (including disease education)

Diagnostic tests (blood work)

Prescription drugs

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Durable medical equipment (glucose meter)

#### **Total Example Cost** \$5,600

# In this example, Joe would pay:

Cost Sharing	
<u>Deductibles</u>	\$0
<u>Copayments</u>	\$400
Coinsurance	\$200
What isn't covered	
Limits or exclusions	\$20
The total Joe would pay is	\$620

## **Mia's Simple Fracture**

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

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

#### This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

Durable medical equipment (crutches)

Rehabilitation services (physical therapy)

Total Example Cost	\$2,800

### In this example, Mia would pay:

Cost Sharing	
<u>Deductibles</u>	\$0
Copayments	\$100
Coinsurance	\$200
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$300

### **DISCLAIMERS**

#### **General Exclusions**

While your health plan covers a broad array of necessary services and supplies, it doesn't cover every possible medical expense. If you would like to review the list of general exclusions before enrolling, visit <a href="bluecrossvt.org/contracts">bluecrossvt.org/contracts</a>, click on the plan in which you are enrolling and read the chapter entitled "General Exclusions." Once you enroll, you will receive an Outline of Coverage and a link to your Certificate of Coverage. Please read both carefully as they govern your specific benefits.

## **How We Protect Your Privacy**

The law requires us to maintain the privacy of your health information by using or disclosing it only with your authorization or as otherwise allowed by law. You may find information about our privacy practices at <a href="mailto:bluecrossvt.org/privacypolicies">bluecrossvt.org/privacypolicies</a>.

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

Blue Cross® and Blue Shield® of Vermont (Blue Cross VT) 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, ethnicity, sexual orientation, or HIV-status.

Blue Cross VT provides free aids and services to people with disabilities to communicate effectively with us. We provide qualified sign language interpreters and written information in other formats (e.g., large print, audio or accessible electronic format).

Blue Cross VT provides free language services to people whose primary language is not English. We provide qualified interpreters and information written in other languages.

If you need these services, contact civilrightscoordinator@bcbsvt.com.

If you believe that Blue Cross VT has failed to provide these services or discriminated in another way based on race, color, national origin, age, disability, gender identity or sex, ethnicity, sexual orientation, or HIV-Status, you can file a grievance with: Whitney Standefer-Smith, Civil Rights Coordinator, P.O. Box 186, Montpelier, VT 05601-0186, call (800) 247-2583 (TTY/TDD: 711), fax (802) 229-0511, or email Whitney Standefer-Smith at <a href="mailto:civilrightscoordinator@bcbsvt.com">civilrightscoordinator@bcbsvt.com</a>. You can file a grievance in person, by mail, via fax, or by email. If you need help filing a grievance, Whitney Standefer-Smith, 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 or through the Office for Civil Rights Complaint Portal, available at <a href="https://ocrportal.hhs.gov/ocr/portal/lobby.jsf">https://ocrportal.hhs.gov/ocr/portal/lobby.jsf</a>, 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, 800-537-7697 (TDD)

Complaint forms are available at https://www.hhs.gov/ocr/complaints/index.html

For free language-assistance service, call (800) 247-2583 (TTY/TDD: 711).

للحصول على خدمات المساعدة اللغوية المجانية ، اتصل

(800) 247 2583 (TTY/TDD: 711). lilhusul ealaa khadmat almusaeadat allughawiat almajaaniat, atasal (800)

247-2583 (TTY/TDD: 711).

CHINESE 如需免費語言支援服務, 請致電 (800) 247-2583 TTY/TDD: 711).

CUSHITE (OROMO) Tajaajila gargaarsa afaanii bilisaa argachuuf, (800) 247-2583 (TTY/TDD: 711) bilbili.

FRENCH Pour des services d'assistance linguistique gratuits, appelez le (800) 247-2583 (TTY/TDD: 711).

GERMAN Für kostenlose Sprachunterstützungsdienste rufen Sie (800) 247-2583 (TTY/TDD: 711) an.

ITALIAN Per i servizi di assistenza linguistica gratuiti, chiamare il numero (800) 247-2583 (TTY/TDD: 711).

JAPANESE 無料の言語支援サービスについては, (800) 247-2583 (TTY/TDD: 711).

NEPALI निःशल्क भाषा-सहायता सेवाहरूको लागि, कल गर्नहोस , (800) 247-2583 (TTY/TDD: 711). Nihśulka bhāsā-sahāyatā

sēvāharūkō lāgi, kala garnuhōs (800) 247-2583 (TTY/TDD: 711).

PORTUGUESE Para serviços gratuitos de assistência linguística, ligue para (800) 247-2583 (TTY/TDD: 711).

RUSSIAN Чтобы получить бесплатную языковую помощь, позвоните по телефону (800) 247-2583 (TTY/TDD: 711).

SERBO-CROATIAN За бесплатне услуге језичке помоћи позовите (800) 247-2583 (TTY/TDD: 711). Za besplatne usluge

(SERBIAN) jezičke pomoći pozovite (800) 247-2583 (TTY/TDD: 711).

SPANISH Para servicios gratuitos de asistencia lingüística, llame al (800) 247-2583 (TTY/TDD: 711).

TAGALOG PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika

nang walang bayad. Tumawag sa (800) 247-2583 (TTY/TDD: 711).

THAI ตำหรับบริการช่วยเหลือด้านภาษาฟรี โทร,(800) 247-2583 (TTY/TDD: 711). Sahrab brikar chwyhelūx dan phas'a frī thor

(800) 247-2583 (TTY/TDD: 711).

UKRAINIAN Щоб отримати безкоштовні мовні послуги, телефонуйте (800) 247-2583 (TTY/TDD: 711).

Shchob otrymaty bezkoshtovni movni posluhy, telefonuyte (800) 247-2583 (TTY/TDD: 711)

VIETNAMESE Đối với các dịch vụ hỗ trợ ngôn ngữ miễn phí, hãy gọi (800) 247-2583 (TTY/TDD: 711).