

For employees of:

Bright Health Management, Inc.

AWARE PPO W/ RX

Effective Date: 01/01/2026

This information is also available in other ways to people with disabilities or who need it translated into another language by calling 1-800-382-2000. For TTY call 711.

PLEASE READ YOUR BENEFIT BOOKLET CAREFULLY

Notice of Nondiscrimination and Accessibility

The claims administrator treats everyone fairly. They do not exclude you, or treat you less favorably, because of your race, skin color, national origin, age, disability status, or sex (including sexual orientation; sex characteristics including intersex traits; pregnancy or related conditions; gender identity; and sex stereotypes). The claims administrator follows federal civil rights laws and does not discriminate against anyone based on these traits.

If you communicate best in a language other than English, you can request free language assistance services.

If you have a vision, hearing, or speech impairment, the claims administrator can communicate in a way that works best for you. This may include using sign language interpreters, providing documents in large print or Braille, audio recordings, or other aids at no charge.

Need these services? Call **1-855-903-2583**, TTY **711** or call the number on the back of your member identification card.

Discrimination is against the law.

If the claims administrator failed to provide services or discriminated in another way based on your race, skin color, national origin, age, disability status, or sex, (including sexual orientation; sex characteristics including intersex traits; pregnancy or related conditions; gender identity; and sex stereotypes), you can file a complaint by contacting the Nondiscrimination Civil Rights Coordinator:

Email: Civil.Rights.Coord@bluecrossmn.com
Telephone: 1-800-509-5312
Mail: Blue Cross and Blue Shield of Minnesota
ATTN: Civil Rights Coordinator P3-2
PO Box 64560, Eagan, MN 55164-0560

Nondiscrimination complaint forms are available on our website at bluecrossmn.com/NDL, or from the Nondiscrimination Civil Rights Coordinator.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services:

- electronically through the Office for Civil Rights complaint portal: ocrportal.hhs.gov/ocr/portal/lobby.jsf
- by mail at:
U.S. Department of Health and Human Services
200 Independence Avenue SW
Room 509F
HHH Building
Washington, D.C. 20201
- by phone at: 1-800-368-1019, 1-800-537-7697 (TDD)

Civil rights complaint forms are available at hhs.gov/ocr/office/file/index.html.

ENGLISH

ATTENTION: If you speak a language other than English, language services are available free of charge. If you have a vision, hearing, or speech impairment, we can communicate in a way that works best for you. This may include using sign language interpreters, providing documents in large print or Braille, audio recordings, or other aids at no charge. Call 1-855-903-2583 (TTY 711).

ESPAÑOL (Spanish)

ATENCIÓN: Si habla Español, puede solicitar servicios gratuitos de asistencia lingüística. Si tiene una deficiencia visual, auditiva o del habla, podemos comunicarnos de la manera que le resulte mejor a usted. Esto puede incluir el uso de intérpretes de lengua de señas, el suministro de documentos en letra grande o braille, grabaciones de audio u otras ayudas sin cargo. Llame al 1-855-903-2583 (TTY 711).

العربية (Arabic)

تنبيه: إذا كنت تتحدث العربية، يمكنك طلب خدمات المساعدة اللغوية المجانية. إذا كنت تعاني من إعاقة بصرية أو سمعية أو لفظية، يمكننا التواصل معك بالطريقة التي تناسبك. وقد يشمل ذلك استخدام مترجمين للغة الإشارة، أو توفير المستندات بحروف كبيرة أو بطريقة برايل، أو تسجيلات صوتية، أو غيرها من الوسائل المساعدة من دون مقابل. اتصل على الرقم 1-855-903-2583 (الهاتف النصي 711).

አማርኛ (Amharic)

ትኩረት ይሰጥ፡- አማርኛ ቋንቋ የሚናገሩ ከሆነ፣ ነጻ የቋንቋ እገዛ አገልግሎቶችን መጠየቅ ይችላሉ። የማየት፣ የመስማት ወይም የመናገር ችግር ካለብዎት ለእርስዎ በተሻለ በሚሠራው መንገድ መግባባት እንችላለን። ይህ ደግሞ የምልክት ቋንቋ አስተርጓሚዎችን መጠቀምን፣ በትላልቅ ህትመቶች ወይም በብሬይል የተጻፉ ሰነዶችን፣ የድምፅ ቅጂዎችን ወይም ሌሎች መርጃዎችን ያለ ክፍያ ማቅረብን ይጨምራል። 1-855-903-2583 (TTY 711) ላይ ይደውሉ።

LUS HMOOB (Hmong)

LUS CEEV TSHWJ XEEB: Yog hais tias koj hais Lus Hmoob, koj tuaj yeem thov cov kev pab cuam uas pab hom lus tau dawb. Yog hais tias koj qhov muag tsis pom kev zoo, tsis hnov lus, los sis hais tsis tau lus, peb tuaj yeem sib txuas lus hauv ib txoj hau kev uas ua hauj lwm tau zoo tshaj plaws rau koj. Qhov no tej zaum yuav muaj xam nrog kev siv cov neeg txhais lus piav tes, kev muab cov ntaub ntauv luam tawm ua tus ntauv loj los sis Ua Ntawv Su Rau Cov Neeg Tsis Pom Kev Siv Tau (Braille), kev kaw ua suab lus, los sis lwm yam kev pab yam tsis tau them nqi. Hu rau 1-855-903-2583 (TTY 711).

廣東話 (Cantonese – Traditional Chinese)

請注意：如果您說廣東話，您可要求免費語言協助服務。如果您有視力、聽力或言語障礙，我們會以最適合您的方式與您溝通。這可能包括使用手語傳譯員、免費提供大字體或點字文件、錄音或其他輔助工具。請致電 1-855-903-2583 聽障熱線 (TTY 711)。

简体中文 (Chinese Simplified)

注意：如果您说普通话，则可以免费申请语言协助服务。如果您有视力、听力或语言障碍，我们可以用最适合您的方式与您交流。这可能包括免费提供手语翻译、大字体或盲文文件、录音或其他辅助工具。请致电 1-855-903-2583 (文字电话 711)。

SOOMALI (Somali)

XASUUSIN: Haddii aad ku hadasho Soomali, waxaad codsan kartaa adeegyada caawimaadda luqada oo bilaash ah. Haddii aad laxaad la'aan kataahy aragga, maqalka, ama hadalka, waxaanu kugula xidhiidhi karnaa habka adiga kuugu habboon. Tan waxaa ka mid ah in aan isticmaalno turjumaanada luuqada dhegoolaha, in la bixiyo waraaqo ku qoran xarfaha waaweyn ama qoraalka indhoolayaasha, in la sameeyo cajalado la duubay, ama in la helo waxyaabo kale oo caawimaad ah oo bilaash ah. Wac 1-855-903-2583 (TTY 711).

FRANÇAIS (French)

ATTENTION : Si vous parlez Français, vous pouvez demander des services d'assistance linguistique gratuits. Si vous avez une déficience visuelle, auditive ou vocale, nous pouvons communiquer de la manière qui vous convient le mieux. Il peut s'agir d'interprètes en langue des signes, de documents en gros caractères ou en braille, d'enregistrements audio ou d'autres aides gratuites. Composez le 1-855-903-2583 (ATS 711).

ខ្មែរ (Khmer)

ការជូនដំណឹង: ប្រសិនបើអ្នកនិយាយភាសាខ្មែរ អ្នកអាចស្នើសុំសេវាជំនួយបកប្រែភាសាដោយឥតគិតថ្លៃ។ ប្រសិនបើអ្នកមើលមិនឃើញ ស្តាប់មិនឮ ឬនិយាយមិនបាន យើងអាចប្រាស្រ័យទាក់ទងជាមួយអ្នកតាមរបៀបផ្សេងដែលមានប្រសិទ្ធភាពបំផុតសម្រាប់អ្នក។ ការប្រាស្រ័យទាក់ទងនេះអាចមានដូចជាអ្នកបកប្រែភាសាសញ្ញា ការផ្តល់ឯកសារដែលបោះពុម្ពអក្សរធំៗ ឬអក្សរស្តាប ឬការថតទុកជាសំឡេង ឬជំនួយផ្សេងទៀត ដោយឥតគិតថ្លៃ។ ទូរស័ព្ទទៅលេខ 1-855-903-2583 (TTY 711)។

한국어 (Korean)

주의: 한국어를 사용하시는 경우 귀하는 무료 언어 지원 서비스를 요청하실 수 있습니다. 시각 장애, 청각 장애 또는 언어 장애가 있는 경우 저희는 귀하에게 가장 적합한 방법으로 연락을 드릴 수 있습니다. 여기에는 수화통역사 이용, 대형 활자 또는 점자로 작성된 문서 제공, 음성 녹음 또는 기타 무료 지원이 포함될 수 있습니다. 1-855-903-2583 (TTY 711) 번으로 전화하십시오.

ကညီကျိန် (Karen)

ဟ်သ့ဟ်သး- နမ့ၢ်ကတိၤ ကညီကျိန် န့ၣ်,
နယုကျိန်ဂ့ၢ်ဝီတၢ်တိၤစၢၤမၤစၢၤလၢတလၢ်ဘူးလဲ သ့န့ၣ်လီၤ
နမ့ၢ်အိၣ်ဒီးတၢ်တလၢတပျဲၤလၢ မဲၢ်တၢ်ထံၣ်, တၢ်နၢ်ဟူ, မ့တမ့ၢ်
တၢ်စံးကတိၤတၢ်န့ၣ် ပဆဲးကျၢဆဲးကျိးတၢ်လၢ
ကျဲကဲထီၣ်လိာ်ထီၣ်အဂ့ၢ်ကတၢ်လၢနဂီၢ်သ့န့ၣ်လီၤ တၢ်အံၤ
ပၣ်ယုဒီး တၢ်စူးကါ နီၢ်ဒိက့ၢ်ဂီၤကျိန်အပူၤကျိန်ထံတၢ်တဖၣ်,
တၢ်ဟ့ၣ်လံာ်လဲၢ်တဖၣ်လၢ အလံာ်ဖျါၣ်ဖးဒိၣ်, မ့တမ့ၢ်
ပူၤမဲၢ်ဘျီၣ်အလံာ်, တၢ်ကလုာ်, မ့တမ့ၢ် တၢ်မၤစၢၤဂၤတဖၣ်
လၢတလၢ်အဘူးလဲန့ၣ်လီၤ ကိးလိတဲစိဆူ
1-855-903-2583 (TTY 711) တက့ၢ်

မြန်မာဘာသာ (Burmese)

သတိပြုရန်- သင်သည် မြန်မာဘာသာ စကားကို ပြောပါက၊
အခမဲ့ ဘာသာစကား အကူအညီ ဝန်ဆောင်မှုများကို
တောင်းဆိုနိုင်ပါသည်။ သင့်တွင် အမြင်အာရုံ၊ အကြားအာရုံ
သို့မဟုတ် စကားပြောခြင်း ချို့ယွင်းမှုရှိနေပါက သင့်အတွက်
အသင့်လျော်ဆုံးဖြစ်မည့်နည်းလမ်းဖြင့် ကျွန်ုပ်တို့ထံသို့
ဆက်သွယ်နိုင်ပါသည်။ ၎င်းတွင် လက်ဟန်ပြဘာသာစကား
စကားပြန်များကို အသုံးပြုခြင်း၊ စာရွက်စာတမ်းများကို
ပုံနှိပ်စာလုံးကြီးများ သို့မဟုတ် မျက်မမြင်စာဖြင့် ပံ့ပိုးပေးခြင်း၊
အသံဖမ်းယူခြင်းများ သို့မဟုတ် အခြားအထောက်အကူများဖြင့်
အခမဲ့ပံ့ပိုးပေးခြင်းတို့ ပါဝင်ပါသည်။ 1-855-903-2583
(TTY 711) သို့ ဖုန်းခေါ်ဆိုပါ။

OROMOO (Oromo)

Xiyyeeffannoon haa kennamu:- Oromo Afaan kan
dubbatan yoo ta'e, tajaajiloota gargaarsa afaanii bilisaa
gaafachuu ni dandeessu. Rakkoo ilaaluu, dhaga'u ykn
dubbachuu yoo qabaattan, karaa isiniif mijatuun haala
isiniif galuun mari'achuu ni dandeenya. Kunis of
keessatti kan qabatu, hiiktota afaan mallattoo
fayyadamuun maxxansa gurguddaa ykn bireeylii,
waraabbiwwan sagalee ykn gargaarsota biroo kaffaltii
tokkoo malee gaafachuu dha. 1-855-903-2583
(TTY 711) irratti bilbilaa.

РУССКИЙ (Russian)

ВНИМАНИЕ: Если ваш язык — РУССКИЙ, вы можете
запросить бесплатные услуги языковой поддержки.
Если у вас есть нарушение зрения, слуха или речи, мы
можем общаться таким образом, который лучше всего
подходит вам. Это может включать бесплатное
использование переводчиков на языке жестов,
предоставление документов крупным шрифтом или
шрифтом Брайля, использование аудиозаписей или
других вспомогательных средств. Звоните по телефону
1-855-903-2583 (TTY 711).

ພາສາລາວ (Lao)

ເຂົາໃຈໃສ່: ຖ້າທ່ານເວົ້າ ພາສາລາວ,
ທ່ານສາມາດຂໍບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາໄດ້ໂດຍບໍ່ເສຍຄ່າ.
ຖ້າທ່ານມີຄວາມບໍ່ກວມຄວາມສາຍຕາ, ການໄດ້ຍິນ ຫຼື
ການປາກເວົ້າ,
ພວກເຮົາສາມາດສື່ສານດ້ວຍວິທີທີ່ເໝາະສົມກັບທ່ານທີ່ສຸດ.
ອັນນີ້ອາດຈະລວມເຖິງການໃຊ້ນ້ຳໝາຍພາສາມື,
ການຈັດກຽມເອກະສານເປັນໂຕພິມໃຫຍ່ ຫຼື ອັກສອນນູນ,
ການບັນທຶກສຽງ ຫຼື
ການຊ່ວຍເຫຼືອດ້ານສື່ອື່ນໆໂດຍບໍ່ເສຍຄ່າໃຊ້ຈ່າຍໃດໆ. ໂທ
1-855-903-2583 (TTY 711).

Tagalog (Tagalog)

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari
kang humingi ng mga libreng serbisyo na tulong sa
wika. Kung may kapansanan ka sa paningin, pandinig,
o pananalita, maaari tayong mag-usap sa paraan na
pinakamabuti para sa iyo. Maaaring kabilang dito ang
paggamit ng mga interpreter ng sign language,
pagbibigay ng mga dokumento na malalaki ang
pagkaprinta o Braille, mga audio recording, o iba pang
mga tulong nang walang bayad. Tumawag sa
1-855-903-2583 (TTY 711).

VIETNAMESE (Vietnamese)

LƯU Ý: Nếu quý vị nói Vietnamese, quý vị có thể yêu
cầu dịch vụ hỗ trợ ngôn ngữ miễn phí. Nếu quý vị bị
khiếm thị, khiếm thính hoặc khuyết tật về âm ngữ,
chúng tôi có thể giao tiếp theo cách phù hợp nhất với
quý vị. Điều này có thể bao gồm việc sử dụng thông
dịch viên ngôn ngữ ký hiệu, cung cấp tài liệu dạng bản
in cỡ chữ lớn hoặc chữ nổi, bản ghi âm hoặc các
phương tiện hỗ trợ khác miễn phí. Xin gọi số
1-855-903-2583 (TTY 711).

Questions?

Whether it is for help with a claim or a question about your benefits, you can call your customer service telephone number or log onto the claims administrator's member website both located on the back of your ID card.

A customer service representative can also help you with any coverage inquiry. Representatives are trained to answer your questions quickly, politely and accurately.

The customer service staff will provide interpreter services to assist you if needed. This includes spoken language and hearing interpreters.

Identification (ID) Card

If your card is lost, stolen, or contains inaccurate information, please contact customer service immediately at the telephone number listed on the back of your member ID card or log onto your claims administrator's member website at bluecrossmn.com.

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Welcome

This benefit booklet provides you with the information you need to understand your health plan. You are encouraged to take the time to review this information so you understand how your health plan works.

This benefit booklet replaces all other certificates/benefit booklets you have received from the plan administrator before the effective date. For purposes of this benefit booklet, "you" or "your" refers to the employee named on the identification (ID) card and other covered dependents. Employee is the person for whom the employer has provided coverage. Dependent is a covered dependent of the employee.

The plan administrator has contracted with the claims administrator to provide coverage for its employees and their dependents. Terms are defined in "Terms You Should Know."

This benefit booklet explains the health plan, eligibility, notification procedures, covered services, and expenses that are not covered. It is important that you read this entire benefit booklet carefully. If you have questions about your coverage, please contact customer service at the telephone number listed on the back of your member ID card or log onto your claims administrator's member website at bluecrossmn.com.

This plan, financed and administered by Bright Health Management, Inc., is a self-insured medical plan. Blue Cross and Blue Shield of Minnesota (Blue Cross) is the claims administrator and provides administrative services only. The claims administrator does not assume any financial risk or obligation with respect to claims. Coverage is subject to all terms and conditions of this benefit booklet, including medical necessity and appropriateness.

If you have any questions on your health plan, please contact customer service at the telephone number listed on the back of your member ID card.

Member Rights and Responsibilities

You have the right as a health plan member to:

- be treated with respect, dignity and privacy;
- have available and accessible medically necessary and appropriate covered services, including emergency services, 24 hours a day, seven (7) days a week;
- be informed of your health problems and to receive information regarding treatment alternatives and their risk in order to make an informed choice regardless if the health plan pays for treatment;
- participate with your health care provider in decisions about your treatment;
- give your health care provider a health care directive or a living will (a list of instructions about health treatments to be carried out in the event of incapacity);
- refuse treatment;
- privacy of medical and financial records maintained by the health plan, the claims administrator and its health care providers in accordance with existing law;
- receive information about the health plan, its services, its providers, and your rights and responsibilities;
- make recommendations regarding these rights and responsibilities policies;
- have a resource at the health plan, the claims administrator or at the clinic that you can contact with any concerns about services;
- file an appeal with the claims administrator and receive a prompt and fair review; and
- initiate a legal proceeding when experiencing a problem with the health plan or its providers.

You have the responsibility as a health plan member to:

- know your health plan benefits and requirements;
- provide, to the extent possible, information that the health plan, the claims administrator and its providers need in order to care for you;
- understand your health problems and work with your doctor to set mutually agreed upon treatment goals;
- follow the treatment plan prescribed by your health care provider or to discuss with your provider why you are unable to follow the treatment plan;
- provide proof of coverage when you receive services and to update the clinic with any personal changes;
- pay copays at the time of service and to promptly pay deductibles, coinsurance and, if applicable, charges for services that are not covered; and
- keep appointments for care or to give early notice if you need to cancel a scheduled appointment.

Benefit Overview

Your Benefits

This benefit booklet outlines the general coverage under this plan. Please be certain to check the "Benefit Chart" section to identify specifically covered benefits. All services must be medically necessary and appropriate to be covered.

Please also review the "Not Covered" sections of the Benefit Chart and "General Exclusions" to determine services that are not covered. Some services and supplies are not covered, even if a provider considers them to be medically necessary and appropriate.

The "Terms You Should Know" section defines terms used in this benefit booklet. If you have questions, contact customer service using the telephone number listed on the back of your member ID card.

Note: Certain benefits may be subject to day, visit, and/or hour limits. In connection with such benefits, all services you receive during your covered calendar year will reduce the remaining number of days, visits, and/or hours available under that benefit, regardless of whether you have satisfied your deductible.

Benefit Period

Your health plan's benefit period is based on a calendar year. The calendar year is January 1 to December 31.

During this time, charges for covered services must be incurred in order to be eligible for payment by Blue Cross. A charge shall be considered incurred on the date you receive the service or supply for which the charge is made.

Networks	
Your plan has a specific network of providers, which may change from time to time, including when providers or the claims administrator initiate or terminate network contracts. Prior to receiving services, it is recommended that you verify your provider's network status with the claims administrator, including whether the provider is in-network for your particular plan. Not every provider is in-network for every plan. To find an in-network provider, visit bluecrossmn.com or contact customer service at the telephone number listed on the back of your member ID card.	
<ul style="list-style-type: none"> ● In-network Providers <ul style="list-style-type: none"> ■ In Minnesota ■ Outside Minnesota 	Aware® Network providers BlueCard PPO network providers
<ul style="list-style-type: none"> ● In-network Participating Pharmacy Providers 	Select pharmacy network

General Provisions		
Benefits	In-network Providers	Out-of-network Providers
Primary Care Office Visit Copay	You pay \$30 per visit	Not applicable
Specialty Care Office Visit Copay	You pay \$50 per visit	Not applicable
Deductible including pharmacy <ul style="list-style-type: none"> ● Individual ● Family 	You pay \$2,000 You pay \$6,000	You pay \$4,000 You pay \$8,000
Deductible - Embedded If you have other family members on the plan, each family member must meet their own deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible.		
The amounts accumulated toward the deductible are applied to covered services provided by both in-network providers and out-of-network providers.		

General Provisions		
Benefits	In-network Providers	Out-of-network Providers
<p>Amounts accumulated toward the in-network deductible also accumulate toward the out-of-network deductible. When the in-network deductible is satisfied, covered services from in-network providers will be paid at the covered percentage.</p> <p>Amounts accumulated toward the out-of-network deductible also accumulate toward the in-network deductible. When the out-of-network deductible is satisfied, the claims administrator considers both the in-network and out-of-network deductibles satisfied and covered services from all providers will be paid at the covered percentage.</p>		
Coinsurance	Generally, you pay 20% coinsurance after deductible of the allowed amount until out-of-pocket limit is met; then you pay nothing to the end of the calendar year	Generally, you pay 50% coinsurance after deductible of the allowed amount until out-of-pocket limit is met; then you pay nothing to the end of the calendar year
Out-of-pocket Limits - eligible medical services including pharmacy <ul style="list-style-type: none"> Individual Family 	<p>You pay \$6,000</p> <p>You pay \$12,000</p>	<p>You pay \$13,000</p> <p>You pay \$26,000</p>
Out-of-pocket Limit - Embedded <p>If you have other family members on the plan, each family member must meet their own individual out-of-pocket limit until the total amount of out-of-pocket limits paid by all family members meets the overall family out-of-pocket limit.</p> <p>The amounts accumulated toward the out-of-pocket limit are applied to covered services provided by both in-network providers and out-of-network providers.</p> <p>Amounts accumulated toward the in-network out-of-pocket limit also accumulate toward the out-of-network out-of-pocket limit. When the in-network out-of-pocket limit is satisfied, covered services from in-network providers will be paid at 100% of the allowed amount.</p> <p>Amounts accumulated toward the out-of-network out-of-pocket limit also accumulate toward the in-network out-of-pocket limit. When the out-of-network out-of-pocket limit is satisfied, the claims administrator considers both the in-network and out-of-network out-of-pocket limits satisfied and covered services from all providers will be paid at 100% of the allowed amount.</p>		
Lifetime Maximum (per person) <ul style="list-style-type: none"> Travel expenses for covered abortion services If you live more than 100 miles from a participating treating provider eligible to perform services, there is a travel benefit available for expenses (consistent with IRS guidelines) directly related to covered plan benefits, except those services with a separate benefit-specific travel benefit. Travel expenses for transplants to a Blue Distinction Center only Total benefits paid to all other providers combined 	<p>\$5,000 per lifetime in aggregate</p> <p>\$5,000 per lifetime in aggregate</p> <p>\$10,000</p> <p>Not applicable</p>	

General Provisions		
Benefits	In-network Providers	Out-of-network Providers
Annual Maximum (per person) <ul style="list-style-type: none"> ● Assisted reproductive technology <ul style="list-style-type: none"> ■ medical services \$5,000 ■ prescription drugs \$3,000 		

Prescription Drug Benefits	In-network Provider	Out-of-network Provider
<p>Prescription Drugs:</p> <ul style="list-style-type: none"> Affordable Care Act (ACA) preventive covered prescription drugs 	<p>Retail Pharmacy: You pay nothing</p> <p>90dayRx Retail Pharmacy: You pay nothing</p> <p>Home Delivery Pharmacy: You pay nothing</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> FlexRx Preferred generic prescription drugs 	<p>Retail Pharmacy: You pay \$10.00 copay per prescription</p> <p>90dayRx Retail Pharmacy: You pay \$30.00 copay per prescription</p> <p>Home Delivery Pharmacy: You pay \$30.00 copay per prescription</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> FlexRx Preferred brand prescription drugs 	<p>Retail Pharmacy: You pay \$50.00 copay per prescription</p> <p>90dayRx Retail Pharmacy: You pay \$150.00 copay per prescription</p> <p>Home Delivery Pharmacy: You pay \$150.00 copay per prescription</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> Non-preferred generic prescription drugs 	<p>Retail Pharmacy: You pay \$100.00 copay per prescription</p> <p>90dayRx Retail Pharmacy: You pay \$300.00 copay per prescription</p> <p>Home Delivery Pharmacy: You pay \$300.00 copay per prescription</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> Non-preferred brand prescription drugs 	<p>Retail Pharmacy: You pay \$100.00 copay per prescription</p> <p>90dayRx Retail Pharmacy: You pay \$300.00 copay per prescription</p> <p>Home Delivery Pharmacy: You pay \$300.00 copay per prescription</p>	<p>You pay 50% coinsurance after deductible</p>

Prescription Drug Benefits	In-network Provider	Out-of-network Provider
<ul style="list-style-type: none"> ● Designated specialty prescription drugs purchased through a specialty pharmacy network supplier 	<p>Specialty pharmacy in-network supplier: You pay 25% coinsurance up to a maximum of \$250.00 per prescription for specialty drugs</p> <p>90dayRx Retail Pharmacy: NO COVERAGE</p> <p>Home Delivery Pharmacy: NO COVERAGE</p>	NO COVERAGE
<ul style="list-style-type: none"> ● Retail Pharmacy Vaccine program <ul style="list-style-type: none"> ■ certain eligible vaccines administered at select retail pharmacies 	You pay nothing	NO COVERAGE
<ul style="list-style-type: none"> ● You will pay no more than \$25 for a one-month supply of insulin. 		

Benefit Chart

The health plan provides coverage of benefits for the following services you receive from a provider when such services are determined to be medically necessary and appropriate and be in accordance with any treatment plan prescribed by your treating health care provider. All benefit limits, deductibles and copays amounts are described in "Benefit Overview." In-network care is generally covered at a higher level of benefits than out-of-network care.

Except as specifically provided in the health plan or as mandated or required to be provided based on state or federal law, no benefits will be provided for services, supplies, prescription drugs, or charges that are noted under "Not Covered" in the benefit charts or in the "General Exclusions."

Prior authorization, admission notification, emergency admission notification, and continued stay approvals are required for specific services. Please refer to "Health Care Management." You are required to obtain prior authorization and continued stay approvals for specific services when you use nonparticipating providers in Minnesota and any provider outside of Minnesota. For more information, please call customer service at the telephone number listed on the back of your member ID card.

Benefit Descriptions

Please refer to the following pages for a more detailed description of benefits.

Ambulance

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> Emergency medically necessary and appropriate air or ground ambulance transportation licensed to provide basic or advanced life support from the place of departure to the nearest medical facility equipped to treat the condition 	You pay 20% coinsurance after deductible	Same as in-network services
<ul style="list-style-type: none"> Non-emergency medically necessary and appropriate air or ground ambulance transportation licensed to provide basic or advanced life support from the place of departure to the nearest medical facility equipped to treat the condition 	You pay 20% coinsurance after deductible	Same as in-network services

Ambulance – Notes

1. Ambulance service providing transportation by means of a specially designed and equipped vehicle used only for transporting the sick and injured:
 - a. from your home, the scene of an accident or medical emergency to a hospital or skilled nursing facility provider;
 - b. between hospitals; or
 - c. between a hospital and a skilled nursing facility provider;

when such facility provider is the closest institution that can provide covered services appropriate for your condition. If there is no facility provider in the local area that can provide covered services appropriate for your condition, then ambulance service means transportation to the closest facility provider outside the local area that can provide the necessary service.

2. Transportation and related emergency service provided by an ambulance service will be considered emergency ambulance service if the injury or condition is considered emergency care. Use of an ambulance as transportation to an emergency room for an injury or condition that is not considered emergency care will not be covered as emergency ambulance service. Please refer to "Terms You Should Know" for a definition of medical emergency.

3. Benefits include non-emergency medically necessary and appropriate prearranged or scheduled ambulance service requested by an attending physician or nurse from the place of departure to the closest facility provider that can provide the necessary service.

4. Eligible services you receive from out-of-network providers apply to the in-network deductible.

5. Eligible services you receive from out-of-network providers apply to the in-network out-of-pocket limit.

Ambulance – Not Covered

1. Ambulance transportation costs that exceed the allowable cost applicable to transport from the place of departure to the nearest medical facility capable of treating your condition (example: facility A is the closest medical facility capable of treating your condition but you are transported to facility B. The plan will cover eligible medically necessary and appropriate ambulance transportation costs that would otherwise apply to transportation to facility A. If you are transported by ambulance to facility B, the cost of transportation service in excess of the eligible ambulance transportation costs that would otherwise apply to transportation to facility A are not covered under the plan, and you will be responsible for those costs).

2. Travel, transportation, or living expenses, whether or not recommended by a physician, except as provided herein.

3. Ambulance transportation services that are not medically necessary and appropriate for basic or advanced life support.

4. Transportation services, including ambulance services that are mainly for your convenience.

Ambulance – Not Covered
5. Transportation to a residence.
6. Conventional air services, such as commercial airlines.

Behavioral Health Mental Health Care

Your mental health is just as important as your physical health. That is why your health plan provides professional, confidential mental health care that addresses your individual needs. You have access to a wide range of mental health and substance use disorder professional providers, so you can get the appropriate level of responsive, confidential care.

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Outpatient health care provider services including: <ul style="list-style-type: none"> ■ office visit ■ telehealth services ■ individual/group/family therapy (office/in-home mental health services) 	<p>You pay nothing when you use Doctor on Demand</p> <p>You pay 20% coinsurance after deductible and office visit \$30 copay for all other providers</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> ■ all other professional services in an office or clinic ■ assessment and diagnostic services such as psychological/neuropsychological testing and evaluation 	<p>You pay nothing</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> ■ all other professional services in an outpatient hospital/facility ■ assessment and diagnostic services such as psychological/neuropsychological testing and evaluation 	<p>You pay 20% coinsurance after deductible</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> ● Outpatient hospital/outpatient behavioral health treatment facility services including: <ul style="list-style-type: none"> ■ assessment and diagnostic services ■ individual/group/family therapy ■ crisis evaluations ■ observation beds 	<p>You pay 20% coinsurance after deductible</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> ● Professional health care services including: <ul style="list-style-type: none"> ■ clinic-based partial programs ■ clinic-based day treatment ■ clinic-based Intensive Outpatient Programs (IOP) 	<p>You pay 20% coinsurance after deductible</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> ● Facility health services including: <ul style="list-style-type: none"> ■ hospital-based partial programs ■ hospital-based day treatment ■ hospital-based Intensive Outpatient Programs (IOP) 	<p>You pay 20% coinsurance after deductible</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> ● Inpatient health care provider services including: <ul style="list-style-type: none"> ■ individual psychotherapy ■ group psychotherapy ■ psychological testing ■ counseling with family members to assist in your diagnosis and treatment 	<p>You pay 20% coinsurance after deductible</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> ● Inpatient hospital/residential behavioral health treatment facility services including: <ul style="list-style-type: none"> ■ all eligible inpatient services ■ emergency holds 	<p>You pay 20% coinsurance after deductible</p>	<p>You pay 50% coinsurance after deductible</p>

Behavioral Health Mental Health Care – Notes

1. For home health related services, please refer to "Home Health Care."
2. For laboratory and diagnostic imaging services billed by a health care provider, please refer to "Office Visit and Professional Services." For laboratory and diagnostic imaging services billed by a facility, please refer to "Hospital Inpatient Care" or "Hospital Outpatient Care."
3. Coverage is provided for crisis evaluations delivered by mobile crisis units.
4. Court-ordered treatment for mental health care that is based on an evaluation and recommendation for such treatment or services by a licensed psychiatrist or a doctoral level licensed psychologist, is deemed medically necessary and appropriate.
5. Court-ordered treatment for mental health care that is not based on an evaluation and recommendation by a licensed psychiatrist or doctoral level licensed psychologist will be evaluated to determine medical necessity and appropriateness. Court-ordered treatment that does not meet the criteria above will be covered if it is determined to be medically necessary and appropriate and otherwise covered under this health plan.
6. Outpatient family therapy is covered if rendered by a health care provider and the identified patient must be a covered member. The family therapy services must be for the treatment of a behavioral health diagnosis.
7. Admissions that qualify as "emergency holds," as the term is defined in Minnesota statutes, are considered medically necessary and appropriate for the entire hold.
8. Benefits are only available for mental health care services provided on a partial hospitalization basis when received through a partial hospitalization program. A mental health care service provided on a partial hospitalization basis will be deemed an outpatient care visit and is subject to any outpatient care cost-sharing amounts.
9. Coverage is provided for medical nutrition therapy and nutritional counseling.
10. Coverage is provided for inpatient care and outpatient care for the treatment of mental illness. A mental illness service provided on a partial hospitalization basis will be deemed to be an outpatient care visit subject to any outpatient care cost-sharing amounts.
11. Inpatient facility service and inpatient medical benefits (except room and board) provided by a facility provider or professional provider as previously described, are also available when you are an outpatient.
12. Based on the federal Mental Health Parity and Addiction Equity Act, members have the right to parity with respect to mental health and substance use disorder treatment. Generally, this law provides that:
 - a. mental health and substance use disorder services are to be covered on the same basis as similar medical services;
 - b. cost-sharing for mental health and substance use disorder services can be no more restrictive than cost-sharing for similar medical services; and
 - c. treatment restrictions and limitations such as prior authorization and medical necessity can be no more restrictive than for similar medical services.
13. Coverage is provided on the same basis as other benefits for treatment of emotionally disabled dependent children in a licensed residential behavioral health treatment facility. An emotionally disabled child is defined as a person whose condition meets the following criteria:
 - a. an organic disorder of the brain or a clinically significant disorder of thought, mood, perception, orientation, memory, or behavior that is detailed in a diagnostic codes list published by the state commissioner of human services; and
 - b. seriously limits a child's capacity to function in primary aspects of daily living such as personal relations, living arrangements, work, school, and recreation.
14. Coverage is provided for treatment for pediatric autoimmune neuropsychiatric disorders associated with streptococcal infections (PANDAS) and for treatment for pediatric acute-onset neuropsychiatric syndrome (PANS). Treatments must be recommended by your health care provider and include, but are not limited to: antibiotics, drugs and behavioral therapies to manage neuropsychiatric symptoms, plasma exchange, and immunoglobulin.

Behavioral Health Mental Health Care – Notes

- 15. Benefits are provided for intensive behavioral therapy programs including, but not limited to: Early Intensive Behavioral Intervention (EIBI), Applied Behavioral Analysis (ABA), Intensive Behavioral Intervention (IBI), and Lovaas Therapy for the treatment of autism spectrum disorders, which are any of the pervasive developmental disorders defined by the most recent edition of the *Diagnostic and Statistical Manual of Mental Disorders (DSM)*, or its successor.

- 16. The plan covers telehealth services.

- 17. Coverage is provided for outpatient Certified Peer Specialist and Certified Family Specialist services (also known as peer support services).

Behavioral Health Mental Health Care – Not Covered

- 1. Services related to mental illness not listed in the most recent editions of the *International Classification of Diseases (ICD)* and *Diagnostic and Statistical Manual for Mental Disorders (DSM)*.

- 2. Custodial care.

- 3. Evaluations that are not performed for the purpose of diagnosing or treating mental health or substance use disorder conditions such as: custody evaluations; parenting assessments; educational classes for Driving Under the Influence (DUI) or Driving While Intoxicated (DWI) offences; competency evaluations; adoption home status; parental competency; and domestic violence programs.

- 4. Services or room and board for foster care, group homes, shelter care and lodging programs, and halfway house services.

- 5. Services for skills training.

- 6. Services for or related to therapeutic support of foster care (services designed to enable the foster family to provide a therapeutic family environment for support for the foster child's improved functioning).

- 7. Services for therapeutic day care and therapeutic camp services.

- 8. Services for or related to marriage/couples counseling.

Behavioral Health Substance Use Care

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Outpatient health care provider services including: <ul style="list-style-type: none"> ■ office visit ■ telehealth services ■ individual/group/family therapy 	<p>You pay nothing when you use Doctor on Demand</p> <p>You pay 20% coinsurance after deductible and office visit \$30 copay for all other providers</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> ■ all other professional services in an office or clinic ■ assessment and diagnostic services ■ opioid treatment, including Medication Assisted Treatment (MAT) 	<p>You pay nothing</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> ■ all other professional services in an outpatient hospital/facility ■ assessment and diagnostic services ■ opioid treatment, including Medication Assisted Treatment (MAT) 	<p>You pay 20% coinsurance after deductible</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> ● Outpatient hospital/outpatient behavioral health treatment facility services including: <ul style="list-style-type: none"> ■ Intensive Outpatient Programs (IOP) and related aftercare services ■ partial hospitalization 	<p>You pay 20% coinsurance after deductible</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> ● Inpatient health care provider services 	<p>You pay 20% coinsurance after deductible</p>	<p>You pay 50% coinsurance after deductible</p>
<ul style="list-style-type: none"> ● Inpatient hospital/facility services ● Residential behavioral health treatment facility services 	<p>You pay 20% coinsurance after deductible</p>	<p>You pay 50% coinsurance after deductible</p>

Behavioral Health Substance Use Care – Notes

1. Outpatient family therapy is covered if rendered by a health care provider, and the identified patient must be a covered member. The family therapy services must be for the treatment of a behavioral health diagnosis.

2. Benefits provided for individual and group counseling and psychotherapy, psychological testing, and family counseling for the treatment of substance use disorder include the following:
 - a. inpatient hospital or substance use disorder treatment facility provider services for detoxification;
 - b. substance use disorder treatment facility provider services for non-hospital inpatient residential treatment and rehabilitation services;
 - c. outpatient hospital/facility or substance use disorder treatment facility provider or outpatient substance use disorder treatment facility provider services for rehabilitation therapy;
 - d. court-ordered treatment provided by the Department of Corrections is covered when included in a sentencing order and is based on a chemical assessment conducted by the Department of Corrections;
 - e. admissions that qualify as "emergency holds," as the term is defined in Minnesota statutes, are considered medically necessary and appropriate for the entire hold; and
 - f. coverage includes Medication Assisted Treatment (MAT) for opioid use disorder.

3. For purposes of this benefit, a substance use disorder service provided on a partial hospitalization basis shall be deemed an outpatient care visit and is subject to any outpatient care cost-sharing amounts.

4. For laboratory and diagnostic imaging services billed by a health care provider, please refer to "Office Visit and Professional Services." For laboratory and diagnostic imaging services billed by a facility, please refer to "Hospital Inpatient Care" or "Hospital Outpatient Care."

Behavioral Health Substance Use Care – Notes

5. For home health related services, please refer to "Home Health Care."
6. For medical stabilization during detoxification services billed by a facility, please refer to "Hospital Inpatient Care" or "Hospital Outpatient Care."
7. Based on the federal Mental Health Parity and Addiction Equity Act, members have the right to parity with respect to mental health and substance use disorder treatment. Generally, this law provides that:
 - a. mental health and substance use disorder services are to be covered on the same basis as similar medical services;
 - b. cost-sharing for mental health and substance use disorder services can be no more restrictive than cost-sharing for similar medical services; and
 - c. treatment restrictions and limitations such as prior authorization and medical necessity can be no more restrictive than for similar medical services.
8. The plan covers telehealth services.
9. Coverage is provided for outpatient Certified Peer Recovery and Certified Family Specialist services (also known as peer support services).

Behavioral Health Substance Use Care – Not Covered

1. Services for substance use disorder or addiction not listed in the most recent editions of the *International Classification of Diseases (ICD)* and *Diagnostic and Statistical Manual for Mental Disorders (DSM)*.
2. Custodial care.
3. Services or confinements ordered by a court or law enforcement officer that are not medically necessary and appropriate.
4. Evaluations that are not performed for the purpose of diagnosing or treating substance use disorder or addictions including, but not limited to: custody evaluations; parenting assessments; educational classes for Driving Under the Influence (DUI)/Driving While Intoxicated (DWI) offenses; competency evaluations; adoption home status; and parental competency and domestic violence programs.
5. Services or room and board for foster care, group homes, shelter care, and lodging programs, and halfway house services.
6. Services for skills training.
7. Substance use disorder interventions, defined as a meeting or meetings, with or without the affected person, of a group of people who are concerned with the current behavioral health of the affected person, with the intent of convincing the affected person to enter treatment for the condition.
8. Services for therapeutic day care and therapeutic camp services.
9. Services for hippotherapy (equine movement therapy).

Chiropractic Care

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Spinal manipulations - including office visit 	You pay nothing after office visit \$30 copay	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Other chiropractic services including therapies 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Acupuncture services that are medically necessary and appropriate 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible

Chiropractic Care – Notes

1. Benefits include coverage for spinal manipulations for the detection and correction by manual or mechanical means of structural imbalance or subluxation resulting from or related to distortion, misalignment, or subluxation of or in the vertebral column.
2. For laboratory and diagnostic imaging services billed by a health care provider, please refer to "Office Visit and Professional Services." For laboratory and diagnostic imaging services billed by a facility, please refer to "Hospital Inpatient Care" or "Hospital Outpatient Care."
3. An office visit copay will be applied to the office visit, evaluation, or manipulation, not to exceed one (1) copay per visit.
4. Eligible acupuncture services when performed by a chiropractor are limited to 20 visits per person per calendar year when you use out-of-network providers for all providers combined.
5. Spinal manipulations and other chiropractic services including therapies are limited to 20 visits per person per calendar year when you use out-of-network providers.

Chiropractic Care – Not Covered

1. Services for outpatient therapy and rehabilitation services for which there is no expectation of restoring or improving a level of function or when no additional functional progress is expected to occur, unless medically necessary and appropriate.
2. Services for or related to therapeutic massage.
3. Maintenance services.
4. Services for or related to rehabilitation services that are not expected to make measurable or sustainable improvement within a reasonable period of time, unless they are medically necessary and appropriate and part of specialized maintenance therapy to treat the member's condition.
5. Custodial care.

Dental Care

The Plan Covers:	In-network Providers	Out-of-network Providers
<p>This is not a dental plan. The following limited dental-related coverage is provided:</p> <ul style="list-style-type: none"> ● Accident-related dental services from a physician or dentist for the treatment of an injury to sound natural teeth ● Treatment of cleft lip and palate including: <ul style="list-style-type: none"> ■ dental implants ■ removal of impacted teeth or tooth extractions ■ related orthodontia ■ related oral surgery ■ bone grafts ● Oral surgery and anesthesia for: <ul style="list-style-type: none"> ■ removal of impacted teeth ● Diagnostic evaluation, surgical and nonsurgical treatment of Temporomandibular Disorder (TMD) and Craniomandibular Disorder (CMD) including: <ul style="list-style-type: none"> ■ orthognathic surgery ■ related orthodontia 	<p>You pay nothing after primary care office visit \$30 copay or specialty care office visit \$50 copay for the office visit charge; you pay nothing for all other eligible services</p>	<p>You pay 50% coinsurance after deductible</p>

Dental Care – Notes
<p>1. For medical services, please refer to "Hospital Inpatient Care," "Hospital Outpatient Care," "Office Visit and Professional Services," etc.</p>
<p>2. For hospital/facility services, please refer to "Hospital Inpatient Care" and "Hospital Outpatient Care."</p>
<p>3. Mandibular staple implant is covered, provided the procedure is not done to prepare the mouth for dentures.</p>
<p>4. Bone grafts (the building up of bone in the upper or lower jaw) for the purpose of reconstruction of the jaw is a covered service, but not for the sole purpose of supporting a dental implant, dentures or a dental prosthesis.</p>
<p>5. Sound natural teeth means teeth and tissue that are viable, functional and free of disease. A sound natural tooth:</p> <ul style="list-style-type: none"> a. has no decay, b. has no filling on more than two (2) surfaces, c. does not have bone loss of more than 50%, d. has not had a root canal procedure (removing the tissue inside the tooth root), and e. has not been replaced by any artificial means (for example, implants, fixed or removable bridges, dentures, dental appliance, or crowns).
<p>6. Accident-related dental services, treatment and/or restoration of a sound natural tooth must begin within 12 months of the date of injury or within 12 months of your effective date of coverage under this plan. Coverage is limited to the initial treatment (or course of treatment) and/or initial restoration. Only services performed within 24 months from the date treatment or restoration is initiated are covered. Coverage for treatment and/or restoration is limited to re-implantation of original sound natural teeth, crowns, fillings and bridges.</p>
<p>7. The health plan covers anesthesia and inpatient and outpatient hospital charges when necessary to provide dental care to a member who is a child under age five (5); is severely disabled; or has a medical condition that requires hospitalization or general anesthesia for dental treatment. For hospital/facility charges please refer to "Hospital Inpatient Care" or "Hospital Outpatient Care." Dental services are not covered unless otherwise noted.</p>
<p>8. Services for diagnostic evaluation, surgical and nonsurgical treatment of temporomandibular disorder and craniomandibular disorder, including orthognathic surgery and related orthodontia, must be covered on the same basis as any other body joint and administered or prescribed by a physician or dentist.</p>

Dental Care – Not Covered

1. Services for or related to orthodontia, except as provided herein.
2. Oral surgery procedures, except as provided herein.
3. Services for or related to treatment of cracked or broken teeth due to biting or chewing.
4. Dentures, regardless of the cause or the condition, and any associated services including bone grafts.
5. Dental implants and associated services, except when related to services for cleft lip and palate.
6. Services for or related to replacement of a damaged dental bridge from an accident-related injury.
7. Osteotomies (cutting of the bone), osteoplasty (building up the bone), and other procedures associated with the fitting of dentures or dental implants, except as provided herein.
8. Services for or related to dental or oral care, treatment, orthodontics, surgery, supplies, anesthesia, or facility charges, except as provided herein.
9. Services to treat bruxism (excessive grinding of teeth or clenching of the jaw), including dental splints.
10. Charges for routine dental care, except as provided herein.
11. Services for or related to gingival and periodontal (the gums and bone that surround and support the teeth) procedures.

Emergency Care

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Outpatient health care provider services to treat an emergency medical condition 	You pay 20% coinsurance after deductible	Same as in-network services
<ul style="list-style-type: none"> ● Outpatient hospital/facility services to treat an emergency medical condition 	You pay 20% coinsurance after deductible	Same as in-network services

Emergency Care – Notes
<p>1. In emergency situations, where you must be treated immediately, go directly to your nearest hospital emergency provider; or call "911" or your area's emergency number. Coverage is not based only on your diagnosis, when determining if a situation is a medical emergency. The claims administrator will consider presenting symptoms including, but not limited to, severe pain and a reasonable layperson's belief that the circumstances required immediate medical care that could not wait until the next business day.</p>
<p>2. For follow up care, please refer to "Hospital Outpatient Care," "Hospital Inpatient Care" and "Office Visit and Professional Services."</p>
<p>3. If the care you receive is due to a medical emergency, prior authorization is not required.</p>
<p>4. Please refer to "Terms You Should Know" for a definition of medical emergency.</p>
<p>5. For inpatient services, please refer to "Hospital Inpatient Care" and "Office Visit and Professional Services."</p>
<p>6. For urgent care visits, please refer to "Hospital Outpatient Care" and "Office Visit and Professional Services."</p>
<p>7. Eligible services you receive from out-of-network providers apply to the in-network deductible.</p>
<p>8. Eligible services you receive from out-of-network providers apply to the in-network out-of-pocket limit.</p>

Gender Affirming Care

The claims administrator is committed to supporting transgender and gender diverse individuals in receiving medically necessary and appropriate gender affirming healthcare as outlined in the Standards of Care for the Health of Transgender and Gender Diverse People, from the World Professional Association for Transgender Health (WPATH).

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Outpatient health care provider services including: <ul style="list-style-type: none"> ■ office visit 	You pay nothing after primary care office visit \$30 copay or specialty care office visit \$50 copay	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Professional services for gender affirming procedures for the treatment of gender dysphoria 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible

Gender Affirming Care – Notes
1. Gender affirming care includes, but is not limited to, breast/chest procedures, genital procedures, facial procedures, thyroid cartilage reduction, voice therapy, voice surgery, hair removal, puberty blockers, and hormone therapy. These services are covered when they are medically necessary and appropriate for the treatment of gender dysphoria.
2. Services include related preparation and follow-up care.
3. Gender-specific preventive services are covered for transgender individuals appropriate to their anatomy. For preventive care services, please refer to "Preventive Care."
4. For outpatient counseling services, please refer to "Behavioral Health Mental Health Care."
5. For prescription drugs for gender affirming care, please refer to "Prescription Drugs."
6. For hospital/facility services, please refer to "Hospital Inpatient Care" and "Hospital Outpatient Care."
7. For laboratory and diagnostic imaging services billed by a health care provider, please refer to "Office Visit and Professional Services." For laboratory and diagnostic imaging services billed by a facility, please refer to "Hospital Inpatient Care" or "Hospital Outpatient Care."
8. For drugs administered by a health care provider, please refer to "Hospital Outpatient Care" or "Office Visit and Professional Services."
9. For more information contact customer service at the telephone number on the back of your member ID card or visit bluecrossmn.com .

Home Health Care

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Skilled care and other home care services ordered by a physician and provided by employees of an approved home health agency including, but not limited to: <ul style="list-style-type: none"> ■ intermittent and extended hours skilled nursing care in your home by a: <ul style="list-style-type: none"> ● licensed registered nurse ● licensed practical nurse ■ physical therapy and occupational therapy by a licensed therapist and speech therapy by a certified speech and language pathologist ■ services provided by a medical technologist ■ services provided by a licensed registered dietitian ■ services provided by a respiratory therapist ■ services of a home health aide or master's level social worker employed by the home health agency when provided in conjunction with covered services ■ use of appliances that are owned or rented by the home health agency ■ home health care following early maternity discharge ■ palliative care 	<p>You pay nothing after \$30 copay</p>	<p>You pay 50% coinsurance after deductible</p>

Home Health Care – Notes

1. Intermittent skilled nursing care consists of up to two (2) consecutive hours of care per date of service in the member's home.

2. Extended hours skilled nursing care (also known as private-duty nursing) consists of greater than two (2) consecutive hours of care per date of service in the member's home. Extended hours skilled nursing care services provide complex, direct skilled nursing care to develop caregiver competencies through training and education to optimize the member's health status and outcomes. The frequency of the nursing tasks is continuous and temporary in nature and is not intended to be provided on a permanent, ongoing basis.

3. Health aide services when you are also receiving covered nursing services or therapy and rehabilitation services.

4. Benefits for home/suite infusion therapy and related home health care are listed under "Infusion Therapy."

5. For supplies and durable medical equipment billed by a home health agency, please refer to "Medical Equipment and Supplies."

6. The plan covers outpatient palliative care for members with a new or established diagnosis of progressive debilitating illness, including illness which may limit the member's life expectancy to two (2) years or less. The services must be within the scope of the provider's license to be covered. Palliative care does not include hospice or respite care.

Home Health Care – Notes

- 7. Home health care benefits are limited to a maximum of 120 visits per person per calendar year when you use an in-network provider. The one (1) home health care visit following early maternity discharge does not apply to the visit maximum.
Home health care benefits are limited to a maximum of 60 visits per person per calendar year when you use an out-of-network provider. The one (1) home health care visit following early maternity discharge does not apply to the visit maximum.
- 8. Home health care visit following early maternity discharge provided by a registered nurse including, but not limited to, parent education, assistance and training in breast and bottle feeding, and conducting any necessary and appropriate clinical tests. The home visit must be conducted within four (4) days following the discharge of the birthing member/mother and newborn child.

Home Health Care – Not Covered

- 1. Homemaker services.
- 2. Maintenance services.
- 3. Services for dialysis treatment you receive from a home health agency.
- 4. Custodial care.
- 5. Services for food or home-delivered meals you receive from a home health agency.
- 6. Services for or related to extended hours skilled nursing care, also referred to as private-duty nursing care, except for private-duty nursing services for members who are currently covered by both this health plan and enrolled in medical assistance in accordance with Minnesota Statute Section 62Q.545.

Hospice Care

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Hospice care for terminal condition 	You pay 20% coinsurance	You pay 50% coinsurance after deductible

Hospice Care – Notes

1. Benefits are limited to members with a terminal condition, which requires the member's primary physician to certify, in writing, a life expectancy for the member of six (6) months or fewer. Hospice benefits begin on the date of admission to a hospice program.
2. Hospice program inpatient respite care is for the relief of the member's primary caregiver and is limited to a maximum of five (5) consecutive days at a time.
3. Home respite care is for the relief of the member's primary caregiver and is limited to a maximum of five (5) consecutive days per admission to the hospice program.
4. Hospice program general inpatient care is for control of pain or other symptom management that cannot be managed in a less intense setting.
5. Benefits include family counseling related to the member's terminal condition.
6. Medical care services unrelated to the terminal condition under the hospice program are covered but are separate from the hospice benefit.

Hospice Care – Not Covered

1. Services for respite care, except as provided herein.
2. Room and board expenses in a residential hospice facility.
3. Services for dialysis treatment you receive from hospice or a hospital program for hospice care.
4. Custodial care.
5. Services for food or home-delivered meals you receive from hospice or a hospital program for hospice care.

Hospital Inpatient Care

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Hospital room and board, and general nursing services ● Special care unit which is a designated unit which has concentrated all facilities, equipment, and supportive services for the provision of an intensive level of care for critically ill patients ● Use of operating, delivery, and treatment rooms and equipment ● Anesthesia, anesthesia supplies and services rendered in a facility provider by an employee of the facility provider. Administration of anesthesia ordered by the attending health care provider and rendered by a health care provider other than the surgeon or assistant at surgery ● Medical and surgical dressings, supplies, casts, and splints ● Prescription drugs provided to you while you are inpatient in a facility ● Whole blood, administration of blood, blood processing, and blood derivatives ● Diagnostic services ● Communication services of a private-duty nurse or a personal care assistant up to 120 hours per hospital admission for ventilator dependent persons ● Therapy and rehabilitation services 	<p>You pay 20% coinsurance after deductible</p>	<p>You pay 50% coinsurance after deductible</p>

Hospital Inpatient Care – Notes

1. The health plan covers inpatient services from a facility provider. Benefits will be covered only when, and so long as, they are determined to be medically necessary and appropriate for the treatment of the member's condition.

2. The plan covers the following organ donor services when billed under the donor recipient's name and the donor recipient is covered for the organ transplant under the plan:
 - a. potential donor testing;
 - b. donor evaluation and work-up; and
 - c. hospital and professional services related to organ procurement.

3. Diagnostic services include the following when ordered by a health care provider:
 - a. diagnostic imaging consisting of radiology, magnetic resonance imaging (MRI), ultrasound and nuclear medicine;
 - b. diagnostic pathology consisting of laboratory and pathology tests;
 - c. diagnostic medical procedures consisting of ElectroCardioGram (ECG), ElectroEncephaloGram (EEG), and other electronic diagnostic medical procedures and physiological medical testing approved by the claims administrator; and
 - d. allergy testing consisting of percutaneous, intracutaneous, and patch tests.

Hospital Inpatient Care – Notes

4. The health plan covers anesthesia and inpatient hospital services when necessary to provide dental care to a member who is a child under age five (5); is severely disabled; or has a medical condition that requires hospitalization or general anesthesia for dental treatment. Dental services are not covered unless otherwise noted.
5. The plan covers telehealth services.

Hospital Inpatient Care – Not Covered

1. Charges for inpatient admissions which are primarily for diagnostic studies.
2. Personal comfort items such as telephone, television.
3. Communication services provided on an outpatient basis or in the home.
4. Services for or related to extended hours skilled nursing care, also referred to as private-duty nursing care, except as provided herein.

Hospital Outpatient Care

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Outpatient hospital/facility services ● Surgeon or assistant at surgery ● Use of operating, delivery, and treatment rooms and equipment ● Medical and surgical dressings, supplies, casts and splints ● Radiation and chemotherapy ● Dialysis treatment ● Respiratory therapy ● Cardiac rehabilitation ● Physical, occupational, and speech therapy ● Diabetes outpatient self-management training and education, including medical nutrition therapy ● Palliative care ● Prescription drugs provided to you while you are outpatient in a facility ● Whole blood, administration of blood, blood processing, and blood derivatives 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Laboratory services 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Standard diagnostic imaging services 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Advanced diagnostic imaging services 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Facility freestanding ambulatory surgery center services 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Urgent care center visits including: <ul style="list-style-type: none"> ■ facility billed services 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> <ul style="list-style-type: none"> ■ facility laboratory services 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> <ul style="list-style-type: none"> ■ facility diagnostic imaging services 	You pay nothing	You pay 50% coinsurance after deductible

Hospital Outpatient Care – Notes

1. Pre-admission testing is covered for tests and studies required in connection with your admission rendered or accepted by a hospital on an outpatient basis prior to a scheduled admission to the hospital as an inpatient.

2. Coverage is provided for hospital services and supplies for outpatient surgery including removal of sutures, anesthesia, anesthesia supplies and services rendered by an employee of the facility provider, other than the surgeon or assistant at surgery.

3. Coverage is provided for the administration of anesthesia ordered by the attending health care provider and rendered by a health care provider other than the surgeon or assistant at surgery.

Hospital Outpatient Care – Notes

4. The plan covers outpatient palliative care for members with a new or established diagnosis of progressive debilitating illness, including illness which may limit the member's life expectancy to two (2) years or less. The services must be within the scope of the provider's license to be covered. Palliative care does not include hospice or respite care.

5. The health plan covers anesthesia and outpatient hospital services when necessary to provide dental care to a member who is a child under age five (5); is severely disabled; or has a medical condition that requires hospitalization or general anesthesia for dental treatment. Dental services are not covered unless otherwise noted.

6. Assisted reproductive technology services are subject to an annual maximum limit of \$5,000 per person for medical services only.

7. The plan covers telehealth services.

Infusion Therapy

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Home infusion and suite infusion therapy services ● Intravenous solutions and pharmaceutical additives, pharmacy compounding and dispensing services ● Medical/surgical supplies ● Nursing services associated with infusion therapy 	<p>You pay nothing</p>	<p>You pay 50% coinsurance after deductible</p>

Infusion Therapy – Notes

1. Benefits will be provided when performed by a home infusion and/or suite infusion therapy provider at an infusion suite or home setting.
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2. Specific adjunct non-intravenous therapies are included when administered only in conjunction with infusion therapy.

Infusion Therapy – Not Covered

1. Home/suite infusion services or supplies not specifically listed as covered services.
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2. Nursing services to administer home/suite infusion therapy when the patient or caregiver can be successfully trained to administer therapy.

Maternity Care

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Prenatal hospital/facility services 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Prenatal professional services 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Health care provider services for: <ul style="list-style-type: none"> ■ delivery in a hospital/facility ■ examination of the newborn infant while the birthing member/mother is inpatient 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> <ul style="list-style-type: none"> ■ postpartum care <ul style="list-style-type: none"> ● office visit 	You pay nothing after primary care office visit \$30 copay or specialty care office visit \$50 copay	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● all other eligible services - office/clinic 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● all other eligible services - outpatient hospital/facility 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Hospital/facility services for: <ul style="list-style-type: none"> ■ delivery ■ postpartum care 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Acupuncture services that are medically necessary and appropriate 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible

Maternity Care – Notes

1. Home health care visit following early maternity discharge provided by a registered nurse including, but not limited to, parent education, assistance and training in breast and bottle feeding, and conducting any necessary and appropriate clinical tests. The home visit must be conducted within four (4) days following the discharge of the birthing member/mother and newborn child.

2. Services related to miscarriage, ectopic pregnancy, cesarean section, and abortion (including related pre-abortion and follow-up services) are covered as delivery.

3. Prenatal care is the comprehensive package of medical and psychosocial support provided throughout the pregnancy, includes risk assessment, gestational diabetes screening, serial surveillance, prenatal education, and use of specialized skills and technology, when needed, as defined by Standards for Obstetric-Gynecologic Services issued by the American College of Obstetricians and Gynecologists.

4. Postpartum care is the comprehensive postnatal visits to provide a full assessment of the birthing member/mother's and infant's physical, social, and psychological well-being. Covered services include but are not limited to care for mood and emotional well-being, infant care and feeding, sexuality, contraception, birth spacing, sleep and fatigue, physical recovery from birth, chronic disease management, and health maintenance.

5. The plan covers services provided to the newborn child from the moment of birth, if added to the health plan, including routine nursery care and care for the treatment of congenital defects, birth abnormalities, and prematurity diagnosed by a health care provider.

6. Under federal law, this health plan may not restrict benefits for any hospital length of stay in connection with childbirth as follows:
 - a. inpatient hospital coverage for the birthing member/mother if covered under this health plan, is provided for a minimum of 48 hours following a vaginal delivery and 96 hours following a cesarean section. If the length of

Maternity Care – Notes

stay is less than these minimums, one (1) home health care visit within four (4) days after discharge from the hospital is covered under this health plan. Please refer to "Home Health Care."

- b. inpatient hospital coverage for the newborn, if added to the health plan, is provided for a minimum of 48 hours following a vaginal delivery and 96 hours following a cesarean section. If the length of stay is less than these minimums, one (1) home health care visit within four (4) days after discharge from the hospital is covered under this plan. Please refer to "Home Health Care."

- 7. Under federal law, the health plan may require that a provider obtain authorization from the health plan for prescribing a length of stay greater than the 48 hours (or 96 hours) mentioned above.
- 8. For laboratory and diagnostic imaging services billed by a health care provider, please refer to "Office Visit and Professional Services." For laboratory and diagnostic imaging services billed by a facility, please refer to "Hospital Inpatient Care" or "Hospital Outpatient Care."
- 9. Eligible acupuncture services when performed by a chiropractor are limited to 20 visits per person per calendar year when you use out-of-network providers for all providers combined.
- 10. If you live more than 100 miles from a provider eligible to perform abortion services, there is a benefit available for travel expenses (consistent with IRS guidelines) directly related to covered plan benefits for the procedure.
- 11. You pay nothing for medical transfers (ambulance) from one medical facility to a different medical facility for a birthing member/mother, newborn, and newborn siblings when prescribed by a health care provider.

Maternity Care – Not Covered

- 1. Services for or related to childbirth deliveries in the home.
- 2. Adoption fees.
- 3. Services for or related to surrogate pregnancy including: diagnostic screening, physician services, assisted reproductive technology, and prenatal/delivery/postnatal services when the surrogate is not a covered member under this plan.
- 4. Childbirth classes.
- 5. Services for or related to preservation, storage, and thawing of human tissue including, but not limited to: sperm; ova; embryos; stem cells; cord blood; and any other human tissue.
- 6. Services for donor ova or sperm.
- 7. Services for or related to an elective cesarean (C)-section for nonmedical indications.
- 8. Services for or related to the selection of gender in embryos.

Medical Equipment and Supplies

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Durable medical equipment (DME) ● Amino acid-based elemental formula ● Catheters (including intermittent) and related supplies ● Continuous Glucose Monitors (CGMs) ● Corrective lenses, frames and contact lenses after cataract surgery (purchased within 24 months of cataract surgery) ● Wigs (scalp hair prostheses) for hair loss due to a medical diagnosis ● Hearing aids for hearing loss that cannot be corrected by other covered procedures. Maximum of one (1) standard (non-deluxe) hearing aid for each ear every three (3) years 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Insulin infusion devices 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Blood Glucose Meters (BGMs) 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Orthotics 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Prosthetics, such as breast prostheses, artificial limbs, and artificial eyes 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Cochlear implants 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Non-investigative bone conductive hearing devices 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible

Medical Equipment and Supplies – Notes

1. The health plan covers the approved rental, purchase, fitting, necessary adjustments, repairs, and replacements of prosthetic devices and supplies which replace all or part of an absent body organ and its adjoining tissues, or replace all or part of the function of a permanently inoperative or malfunctioning body organ (excluding dental appliances and the replacement of cataract lenses). Initial and subsequent prosthetic devices to replace the removed breast(s) or a portion thereof are also covered.

2. The health plan covers the approved rental, purchase, adjustment, repairs and replacement of durable medical equipment for therapeutic use including supplies and accessories necessary for the effective functioning of covered durable medical equipment.

3. Rental costs cannot exceed the total cost of purchase.

4. Amino acid-based elemental formula, a type of exempt formula which is regulated by the U.S. Food and Drug Administration (FDA) and is prescribed for specific medical or dietary problems. An amino acid-based formula contains proteins which are broken down into their simplest and purest form making it easier for the body to process and digest. A member may be placed on an amino acid-based formula when unable to digest or tolerate whole proteins found in other formulas due to certain allergies or gastrointestinal conditions. Examples of amino acid-based elemental formulas include Neocate®, EleCare®, Vivonex®, and Tolerex®.

Medical Equipment and Supplies – Notes

- 5. The health plan covers the approved rental, purchase, fitting, necessary adjustment, repairs and replacement of a rigid or semi-rigid supportive orthotic device which restricts or eliminates motion of a weak or diseased body part.
- 6. The plan covers wigs (scalp hair prostheses, including all equipment and accessories) when prescribed by a health care provider. Maximum of one (1) wig per person per calendar year. Coverage is limited to a maximum benefit of \$1,000 per calendar year. When hair loss is due to alopecia areata, there is no dollar limit for a wig.
- 7. Corrective lenses, frames and contact lenses must be purchased within 24 months of cataract surgery.
- 8. Standard (non-deluxe) hearing aids. Maximum of one (1) hearing aid for each ear every three (3) years per person.

Medical Equipment and Supplies – Not Covered

- 1. Services for or related to hearing aids or devices, except as provided herein.
- 2. Durable medical equipment, supplies, and prosthetics for convenience, personal, or recreational use.
- 3. Services or supplies that are primarily and customarily used for a nonmedical purpose or used for environmental control or enhancement (whether or not prescribed by a physician) including, but not limited to: exercise equipment; air purifiers; air conditioners; dehumidifiers; heat/cold appliances; water purifiers; hot tubs; whirlpools; hypoallergenic mattresses; waterbeds; computers and related equipment; car seats; feeding chairs; pillows; food or weight scales; and incontinence pads or pants.
- 4. Modifications to home, vehicle, and/or workplace, including vehicle lifts and ramps.
- 5. Blood pressure monitoring devices.
- 6. Replacement of properly functioning durable medical equipment.
- 7. Repair, maintenance or replacement of rental equipment (this is included in the price of the rental equipment).
- 8. Duplicate equipment, prosthetics, or supplies.
- 9. Communication devices, except when exclusively used for the communication of daily medical needs and without such communication the patient's medical condition would deteriorate.
- 10. Devices for maintenance services.
- 11. Biofeedback devices in the home.
- 12. Wigs (scalp hair prostheses), except as provided herein.
- 13. Charges for breast pumps, except as provided herein.
- 14. Services for eyeglasses or contact lenses, or prescribing or fitting eyeglasses or contact lenses (except for the initial pair of contact lenses/glasses prescribed following cataract extraction in place of surgically implanted lenses, or sclera shells intended for use in the treatment of disease or injury).

Office Visit and Professional Services

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Primary care office visits 	You pay nothing after office visit \$30 copay	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Specialty care office visits 	You pay nothing after office visit \$50 copay	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Doctor on Demand <ul style="list-style-type: none"> ■ urgent care 	You pay nothing when you use Doctor on Demand	NO COVERAGE
<ul style="list-style-type: none"> ● E-visits ● Telephone consultations 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Urgent care center visits including: <ul style="list-style-type: none"> ■ office visit for urgent care ■ professional laboratory services for urgent care ■ professional diagnostic imaging services for urgent care ■ all other professional services for urgent care 	You pay nothing after urgent care professional office visit \$75 copay	You pay nothing after urgent care professional office visit \$75 copay
	You pay nothing	You pay 50% coinsurance after deductible
	You pay nothing	You pay 50% coinsurance after deductible
	You pay nothing	You pay nothing
<ul style="list-style-type: none"> ● Retail health clinic <ul style="list-style-type: none"> ■ office visit ■ laboratory services ■ all other professional services 	You pay nothing after retail health clinic office visit \$5 copay	You pay 50% coinsurance after deductible
	You pay nothing	You pay 50% coinsurance after deductible
	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Professional office and outpatient laboratory services 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Professional office and outpatient standard diagnostic imaging services 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Professional office and outpatient advanced diagnostic imaging services 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Medication Therapy Management (MTM) 	You pay 20% coinsurance after deductible	NO COVERAGE
<ul style="list-style-type: none"> ● Professional services received at a freestanding ambulatory surgery center 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Acupuncture services that are medically necessary and appropriate 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Assisted reproductive technology 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● All other professional services – office/clinic 	You pay nothing	You pay 50% coinsurance after deductible

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> All other professional services – outpatient hospital/facility 	You pay 20% coinsurance after deductible	You pay 50% coinsurance after deductible

Office Visit and Professional Services – Notes
<p>1. Diabetes Self-Management Education and Support (DSMES) Services: When your health care provider certifies that you require diabetes education and support either individually or in a group setting, coverage is provided for the following situations when rendered through DSMES services:</p> <ol style="list-style-type: none"> when diabetes is diagnosed; when a new drug is prescribed; when diagnosed with eye disease, foot problems, or kidney disease related to diabetes; treatment for diabetic related complications such as uncontrolled blood sugar levels; emergency room visit or hospital stay to treat your diabetes.
<p>2. The plan covers eligible services for the treatment of diagnosed Lyme disease.</p>
<p>3. A retail health clinic is located in a retail establishment and provides medical services for a limited list of eligible symptoms. The list of medical services and/or treatable symptoms is available at the retail health clinic.</p>
<p>4. The plan covers the following organ donor services when billed under the donor recipient's name and the donor recipient is covered for the organ transplant under the plan:</p> <ol style="list-style-type: none"> potential donor testing; donor evaluation and workup; and hospital and professional services related to organ procurement.
<p>5. For a member participating in an approved clinical trial, the plan only covers services that would be covered if not enrolled in an approved clinical trial.</p>
<p>6. Diagnostic services include the following when ordered by a health care provider:</p> <ol style="list-style-type: none"> diagnostic imaging consisting of radiology, magnetic resonance imaging (MRI), ultrasound and nuclear medicine diagnostic pathology consisting of laboratory and pathology tests diagnostic medical procedures consisting of ElectroCardioGram (ECG), ElectroEncephaloGram (EEG), and other electronic diagnostic medical procedures and physiological medical testing approved by the claims administrator; and allergy testing consisting of percutaneous, intracutaneous, and patch tests.
<p>7. The plan covers eligible drugs, including specialty drugs, administered by a health care provider required in the diagnosis, prevention and treatment of an injury or illness, provided that the drugs are not "usually self-administered" by a member and when the administration of the drug is billed by the health care provider and eligible under the "Office Visit and Professional Services" benefit. For injectable drugs billed by a pharmacy or specialty drugs billed by the participating specialty pharmacy network provider, please refer to "Prescription Drugs." For specialty drugs that are administered in a clinic or an outpatient hospital, your health care provider may be required to obtain the specialty drugs from a designated vendor.</p>
<p>8. The plan covers outpatient palliative care for members with a new or established diagnosis of progressive debilitating illness, including illness which may limit the member's life expectancy to two (2) years or less. The services must be within the scope of the provider's license to be covered. Palliative care does not include hospice or respite care.</p>
<p>9. Please refer to "Preventive Care" for female sterilization.</p>
<p>10. The following services are covered at the in-network level if received from out-of-network providers:</p> <ol style="list-style-type: none"> voluntary planning of the conception and bearing of children; diagnosis of infertility; testing and treatment of a sexually transmitted disease; and/or testing of AIDS or other HIV-related conditions.

Office Visit and Professional Services – Notes

11. E-visit is a patient-initiated, limited, written online evaluation and management service provided by a health care provider to communicate with an established patient. E-visits are not real-time interactions with a health care provider. For more information about virtual care options, log onto the member website at bluecrossmn.com or call customer service at the telephone number listed on the back of your member ID card.
12. The plan covers telehealth services.
13. Therapeutic injections include coverage for off-label prescription drugs used for cancer treatment as specified by law. An off-label/unlabeled use of a drug is defined as a use for a non-FDA approved indication, that is, one (1) that is not listed on the drug's official label/prescribing information. Prescription drugs will not be excluded on the grounds that the drug has not been approved by the federal Food and Drug Administration for the treatment of cancer if the drug is recognized for treatment of cancer in one (1) of the standard compendia or in one (1) article in the medical literature as specified by law.
14. For drugs billed by a pharmacy and self-administered prescription drugs, please refer to "Prescription Drugs."
15. If you are prescribed a drug subject to step therapy, you must try another drug that may be more safe, clinically effective, and in some cases more cost effective before the drug subject to step therapy will be approved. If you or your prescribing health care provider believes that you need coverage for a drug that is subject to step therapy, an exception may be requested. The step therapy exception request form and description of the step therapy exception process is available on the claims administrator's website at bluecrossmn.com or contact customer service at the telephone number listed on the back of your member ID card. If the step therapy exception request meets one (1) of the legally required conditions, the claims administrator will grant the request, override the step therapy requirement, and cover the drug if it is covered under your plan.
16. Assisted reproductive technology services are subject to an annual maximum limit of \$5,000 per person for medical services only.
17. The plan covers hearing aid examinations/fitting/adjustments.
18. Eligible acupuncture services when performed by a chiropractor are limited to 20 visits per person per calendar year when you use out-of-network providers for all providers combined.
19. Coverage is provided for the administration of anesthesia ordered by the attending health care provider and rendered by a health care provider other than the surgeon or assistant at surgery.

Office Visit and Professional Services – Not Covered

1. Separate charges for pre-operative and post-operative care for surgery.
2. Services for or related to weight reduction programs, including all diagnostic testing related to weight reduction programs, except as provided herein.
3. Services for or related to vision correction surgery such as the correction of myopia, hyperopia or presbyopia, including, but not limited to, corneal microsurgery, such as keratomileusis, keratophakia, radial keratotomy, corneal ring implants, Laser-Assisted in Situ Keratomileusis (LASIK) and all related services.
4. Services provided during an e-visit for the sole purpose of: scheduling medical appointments; reporting normal medical test results; providing educational materials; updating patient information; requesting a referral; additional communication on the same day as an onsite medical office visit; and services that would similarly not be charged for in an onsite medical office visit.
5. Services for or related to reversal of sterilization.
6. Medication Therapy Management (MTM) services you receive from an out-of-network provider.

Physical, Occupational, and Speech Therapy

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Habilitative and rehabilitative office visits from a physical therapist 	You pay nothing after office visit \$30 copay	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Habilitative and rehabilitative therapies from a physical therapist 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Habilitative and rehabilitative office visits from an occupational therapist 	You pay nothing after office visit \$30 copay	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Habilitative and rehabilitative therapies from an occupational therapist 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Habilitative and rehabilitative office visits from a speech or language pathologist 	You pay nothing after office visit \$30 copay	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Habilitative and rehabilitative therapies from a speech or language pathologist 	You pay nothing	You pay 50% coinsurance after deductible

Physical, Occupational, and Speech Therapy – Notes

1. Coverage includes benefits for spinal manipulations for the detection and correction by manual or mechanical means of structural imbalance or subluxation resulting from or related to distortion, misalignment, or subluxation of or in the vertebral column.

2. For physical, occupational and speech therapy services billed by a hospital/facility, please refer to "Hospital Inpatient Care" and "Hospital Outpatient Care."

3. Office visits include an evaluation or re-evaluation of the following therapies:
 - a. physical;
 - b. occupational;
 - c. speech; or
 - d. swallowing.

4. For laboratory and diagnostic imaging services billed by a health care provider, please refer to "Office Visit and Professional Services." For laboratory and diagnostic imaging services billed by a hospital/facility, please refer to "Hospital Inpatient Care" or "Hospital Outpatient Care."

5. Habilitation and rehabilitation therapy benefits for physical, occupational, and speech therapy are limited to a combined maximum of 20 visits per person per calendar year when you use an out-of-network provider. These limits do not apply to habilitation services rendered with a primary mental health diagnosis.

Physical, Occupational, and Speech Therapy – Not Covered

1. Services for outpatient therapy and rehabilitation services for which there is no expectation of restoring or improving a level of function or when no additional functional progress is expected to occur, unless medically necessary and appropriate.

Prescription Drugs

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Prescribed drug therapy supplies including, but not limited to: blood/urine testing tabs/strips, needles and syringes, lancets ● Prescription drugs that are self-administered and do not require the services of a health care provider, except for designated specialty drugs (see “Notes” below) ● Insulin ● Affordable Care Act (ACA) preventive covered prescription drugs ● FDA-approved tobacco cessation drugs and products, subject to limitations below ● Designated specialty drugs purchased through a specialty pharmacy network supplier ● Retail pharmacy vaccine program <ul style="list-style-type: none"> ■ certain eligible vaccines administered at select retail pharmacies (see “Notes” below) 	<p>Please refer to "Prescription Drug Benefits" in "Benefit Overview."</p>	<p>Please refer to "Prescription Drug Benefits" in "Benefit Overview."</p>

Prescription Drugs – Notes
<p>1. Covered prescription drugs include drugs listed in your health plan’s covered drug list; including compounded drugs, consisting of the mixture of at least two (2) or more FDA-approved prescription drugs. (Please refer to “Terms You Should Know.”)</p>
<p>2. The claims administrator’s covered drug list is a list of Food & Drug Administration (FDA) approved prescription drugs selected for their quality, safety and effectiveness. It includes products in every major therapeutic category. The list was developed by the Blue Cross Pharmacy and Therapeutics Committee made up of clinical pharmacists and physicians and may, from time to time, be revised by the committee. This list can change throughout the year.</p>
<p>3. Some drugs may be subject to a quantity limitation per day supply or to a maximum dosage per day.</p>
<p>4. The claims administrator chooses which drugs are on its drug lists, or excluded from its drug lists, based on numerous factors including their quality, safety and effectiveness, and overall cost. The overall cost of a drug can be impacted by volume discounts or reimbursements paid by drug manufacturers. At times, this may result in a brand name drug being included on a drug list while the generic of the same drug is excluded from a drug list.</p>
<p>5. To receive a copy of your covered drug list visit bluecrossmn.com or contact customer service at the telephone number listed on the back of your member ID card.</p>
<p>6. The drug list is subject to periodic review and modification by the claims administrator or a designated committee of physicians and pharmacists.</p>
<p>7. A retail pharmacy is a licensed pharmacy that you can physically enter to obtain a prescription drug. Eligible prescription drugs and diabetic supplies are generally covered up to a 31-day supply.</p>
<p>8. 90dayRx includes the following: a retail pharmacy participating in the 90dayRx network and a participating home delivery pharmacy. Eligible prescription drugs may be dispensed up to a 90-day authorized supply of ongoing, long-term prescription drugs. Some prescription drugs may not be eligible for the 90dayRx benefit. To find out which prescription drugs are not eligible, visit bluecrossmn.com or contact Customer Service at the telephone number listed on the back of your member ID card.</p>

Prescription Drugs – Notes

9. The health plan will cover off-label prescription drugs used for cancer treatment as specified by law. Prescription drugs will not be excluded on the grounds that the drug has not been approved by the federal Food and Drug Administration for the treatment of cancer if the drug is recognized for treatment of cancer in one (1) of the standard compendia or in one (1) article in the medical literature as specified by law.
10. Amino acid-based elemental formula is considered a supply item. Please refer to “Medical Equipment and Supplies.”
11. Biosimilar drugs are not considered generic drugs. Please refer to your covered drug list.
12. There may be circumstances where early or extended prescription drug refills are available. Please contact customer service at the telephone number listed on the back of your member ID card for further information. Restrictions apply.
13. The claims administrator may receive pharmaceutical manufacturer volume discounts or reimbursements in connection with the purchase of certain prescription drugs covered under the health plan. Such discounts are the sole property of the claims administrator and/or the health plan and will not be considered in calculating any coinsurance, copay, deductible, or benefit maximums, except as required by law.
14. Digital therapeutics (the use of personal health devices and sensors, either alone or on combination with conventional drug therapies, for disease prevention and management) when dispensed through a pharmacy and deemed eligible for coverage.
15. The plan covers a range of FDA-approved preventive contraceptive methods for women with reproductive capacity. Medical management may apply. Please also refer to “Preventive Care.”
16. Benefits are provided for designated ACA preventive drugs with a prescription which meet the recommendations and criteria established by the United States Preventive Services Task Force (USPSTF), Advisory Committee on Immunization Practices (ACIP) of the Centers for Disease Control, and the Health Resources and Services Administration (HRSA), as applicable. Medical management may apply.
17. For more information regarding contraceptive or ACA preventive prescription drug coverage, please visit bluecrossmn.com or contact customer service at the telephone number listed on the back of your member ID card.
18. The claims administrator applies medical management in determining which contraceptives are included on your covered drug list, as well as a subset of contraceptives where a \$0 member cost-sharing applies. If your prescribing health care provider determines that none of the \$0 member cost-sharing options available under your plan are clinically appropriate for you, they may request an exception. To view a current list of contraceptives that are eligible for coverage without member cost-sharing under your plan visit bluecrossmn.com or contact customer service at the telephone number listed on the back of your member ID card.
19. Covered prescription drugs also include selected specialty prescription drugs within, but not limited to, the following prescription drugs classifications only when such prescription drugs are covered drugs and are dispensed through an exclusive specialty pharmacy network supplier. Specialty prescription drugs are designated complex injectable and oral drugs generally covered up to a 31-day supply that have very specific manufacturing, storage, and dilution requirements that are subject to restricted distribution by the U.S. Food and Drug Administration (FDA); or require special handling, provider coordination, or patient education that cannot be provided by a retail pharmacy. A current list of designated specialty prescription drugs and suppliers is available at bluecrossmn.com or contact customer service at the telephone number listed on the back of your member ID card. Specialty prescription drugs are not available through home delivery/90dayRx.
20. Specialty prescription drugs may be ordered by a health care provider on your behalf, or you may submit the prescription order directly to the specialty pharmacy network supplier. In either situation the specialty pharmacy network supplier will deliver the prescription to you.
21. The retail pharmacy vaccine program allows you the opportunity to receive certain otherwise eligible vaccines at designated participating retail pharmacies subject to your prescription drug cost-sharing. This program is in addition to your current vaccine benefit administered through your clinic/physician's office. A list of eligible vaccines under this program and designated participating pharmacies is available on the claims administrator's website at bluecrossmn.com or contact customer service at the telephone number listed on the back of your member ID card.

Prescription Drugs – Notes

22. If you are prescribed a drug subject to step therapy, you must try another drug that may be more safe, clinically effective, and in some cases more cost effective before the drug subject to step therapy will be approved. If you or your prescribing health care provider believes that you need coverage for a drug that is subject to step therapy, an exception may be requested. The step therapy exception request form and a description of the step therapy exception process is available on the claims administrator's website at bluecrossmn.com or contact customer service at the telephone number listed on the back of your member ID card. If the step therapy exception request meets one (1) of the legally required conditions, the claims administrator will grant the request, override the step therapy requirement, and cover the drug if it is covered under your plan.
23. If you are prescribed a brand drug or biosimilar when there is an equivalent generic drug or biosimilar, you will also pay the difference in cost between the brand drug or biosimilar and the generic drug or biosimilar, in addition to the applicable member cost-sharing. When you have reached your out-of-pocket limit, you still pay the difference in cost between the brand drug or biosimilar and the generic drug or biosimilar, even though you are no longer responsible for the applicable prescription drug member cost-sharing. You are also responsible for the payment differential when a generic drug or biosimilar is authorized by the physician and you purchase a brand drug or biosimilar. Your payment is the price difference between the brand drug or biosimilar and generic drug or biosimilar in addition to the brand drug cost-sharing amounts that apply.
24. Certain brand drugs are not covered when a generic drug is available. For a list of brand drugs not covered when a generic drug is available, visit bluecrossmn.com or contact customer service at the telephone number listed on the back of your member ID card.
25. Self-administered injectable and oral prescription drugs for assisted reproductive technology must be obtained through a specialty pharmacy network supplier and are subject to the annual maximum limit of \$3,000 per person.

Prescription Drugs – Not Covered

1. Any charges by any pharmacy provider or pharmacist, except as provided herein.
2. Any prescription for more than the retail days' supply or 90dayRx days' supply.
3. Charges for home delivery drugs that are not purchased through an in-network home delivery pharmacy.
4. Services for or related to tobacco cessation drugs and program fees and/or supplies, except as provided herein.
5. Medical devices approved by the FDA under the prescription drug benefit unless the devices are on your covered drug list. Covered medical devices are generally submitted and reimbursed under your medical benefits, please refer to "Medical Equipment and Supplies."
6. Specialty drugs not purchased through a specialty pharmacy network supplier.
7. Drugs removed from the covered drug list due to safety reasons may not be covered.
8. Over-the-counter drugs, except as provided herein.
9. Tobacco cessation drugs and products without a prescription.
10. Prescription drugs for cosmetic alteration.
11. Prescription drugs for weight loss.
12. Prescription drugs that have a similar over-the-counter alternative.

Preventive Care

The Plan Covers:	In-network Providers	Out-of-network Providers
<p>Preventive care services to prevent illness, disease or other health problems before symptoms occur are covered according to a predefined schedule based on certain risk factors. These include, but are not limited to, recommendations of the United States Preventive Services Task Force (USPSTF), Advisory Committee on Immunization Practices (ACIP) of the Centers for Disease Control, Health Resources and Services Administration (HRSA), American Academy of Pediatrics (AAP), and the Internal Revenue Service (IRS). For more information regarding preventive care services, log onto the member website at bluecrossmn.com or call customer service at the telephone number listed on the back of your member ID card.</p>		
<ul style="list-style-type: none"> ● Adults and children age six (6) and older 		
<ul style="list-style-type: none"> ■ preventive physical examinations 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ■ routine vision screening 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ■ hearing screening 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ■ adult immunizations that require administration by a health care provider, including the immunizing agent, when required for the prevention of disease 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ■ diagnostic services and procedures ■ surveillance tests for ovarian cancer - (CA125 tumor marker, trans-vaginal ultrasound, pelvic examination) 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ■ routine gynecological examinations, including a Papanicolaou (PAP) test 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ■ mammograms, 2 dimensional (2D) or 3 dimensional (3D), annual routine and medically necessary and appropriate 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ■ colorectal cancer screening ■ prostate specific antigen (PSA) tests and digital rectal examinations for men of all ages 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ● Infants and children <ul style="list-style-type: none"> ■ preventive physical examinations from birth to age six (6) ■ developmental assessments from birth to age six (6) 	You pay nothing	You pay 50% coinsurance after deductible
<ul style="list-style-type: none"> ■ pediatric immunizations from birth to age 18 	You pay nothing	You pay 50% coinsurance after deductible

Preventive Care – Notes

1. Preventive care services are consistent with applicable state and federal statutes, regulations, and related guidance.
2. Preventive examinations include a complete medical history, complete physical examination, as well as screening and counseling for obesity, depression, and tobacco cessation.

Preventive Care – Notes

3. Benefits are provided for surgical implants and tubal ligation for elective sterilization for females which meet the recommendations and criteria established by the United States Preventive Services Task Force (USPSTF), Advisory Committee on Immunization Practices (ACIP) of the Centers for Disease Control, and the Health Resources and Services Administration (HRSA). For more information regarding elective sterilization coverage log onto the member website at bluecrossmn.com or call customer service at the telephone number listed on the back of your member ID card.
4. Benefits are provided for a full range of FDA-approved preventive contraceptive methods and for patient education/counseling, for women with reproductive capacity as prescribed which meet the recommendations and criteria established by the United States Preventive Services Task Force (USPSTF), Advisory Committee on Immunization Practices (ACIP) of the Centers for Disease Control, and the Health Resources and Services Administration (HRSA), as applicable. Medical management may apply. Please refer to "Prescription Drug Benefits" in the "Benefit Overview" section for outpatient drug coverage.
5. Services for complications related to female contraceptive drugs, devices, and services for women with reproductive capacity may be covered under other plan benefits. Please refer to "Hospital Inpatient Care," "Hospital Outpatient Care," "Office Visit and Professional Services," etc. for appropriate benefit levels.
6. The plan covers: an initial physical examination to confirm pregnancy, folic acid supplement for members planning to become pregnant, counseling for contraceptive methods, counseling and support for breastfeeding, the purchase of an electric or manual breast pump, or rental charges for a hospital-grade breast pump, and breast pump supplies. Personal electric breast pumps are limited to one (1) per pregnancy.
7. The plan covers screening for sexually transmitted disease or HIV at the in-network level.
8. Please refer to "Hospital Inpatient Care," "Hospital Outpatient Care," "Office Visit and Professional Services," etc. when services are for: complications or an illness/injury diagnosed as a result of preventive care services, or preventive care services in excess of applicable state and federal preventive recommendations and criteria.
9. Benefits are provided for the following tests or procedures when ordered by a physician for the purpose of early detection of colorectal cancer:
 - a. diagnostic laboratory and pathology screening services such as a fecal-occult blood or fecal immunochemical test;
 - b. diagnostic imaging screening services such as barium enema;
 - c. surgical screening services such as flexible sigmoidoscopy and colonoscopy and hospital services related to such surgical screening services; and
 - d. such other diagnostic pathology and laboratory, diagnostic imaging, surgical screening tests and diagnostic screening services consistent with approved medical standards and practices for the detection of colon cancer.
10. The plan covers follow-up diagnostic services or testing that your health care provider determines you require following your preventive mammogram.

Reconstructive Surgery

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Reconstructive surgery which is incidental to or follows surgery resulting from injury, sickness, or other diseases of the involved body part ● Reconstructive surgery performed on a dependent child because of congenital disease or anomaly which has resulted in a functional defect as determined by the attending health care provider ● Treatment of cleft lip and palate including: <ul style="list-style-type: none"> ■ dental implants ■ removal of impacted teeth or tooth extractions ■ related orthodontia ■ related oral surgery ■ bone grafts ● Elimination or maximum feasible treatment of port wine stains 	<p>You pay 20% coinsurance after deductible</p>	<p>You pay 50% coinsurance after deductible</p>

Reconstructive Surgery – Notes

1. Congenital means present at birth.
-
2. For hospital/facility services, please refer to "Hospital Inpatient Care" and "Hospital Outpatient Care."

Reconstructive Surgery – Not Covered

1. Dentures, regardless of the cause or condition, and any associated services including bone grafts.
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2. Dental implants and associated services, except when related to services for cleft lip and palate.

Skilled Nursing Facility Care

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Skilled care ordered by a physician ● Room and board ● General nursing care ● Prescription drugs used during a covered admission ● Physical, occupational, and speech therapy 	<p>You pay 20% coinsurance after deductible</p>	<p>You pay 50% coinsurance after deductible</p>

Skilled Nursing Facility Care – Notes

1. Skilled care ordered by a physician includes skilled care ordered by an advanced practice nurse or physician assistant when ordered within the scope of their licensure.

2. Coverage is limited to a maximum benefit of 120 days per person per calendar year.

Skilled Nursing Facility Care – Not Covered

1. Custodial care.

2. Services after you have reached the maximum level of recovery possible for your particular condition and no longer require definitive treatment other than routine supportive care.

3. Services when confinement is intended solely to assist you with the activities of daily living or to provide an institutional environment for your convenience.

4. Services for or related to extended hours skilled nursing care, also referred to as private-duty nursing care, except as required by Minnesota law.

Transplant

The Plan Covers:	In-network Providers	Out-of-network Providers
<ul style="list-style-type: none"> ● Bone marrow/stem cell ● Heart ● Heart-lung ● Liver ● Liver-kidney ● Lung 	<p>You pay 20% coinsurance of the transplant payment allowance after deductible for the transplant admission when you use a Blue Distinction Centers for Transplant (BDCT) provider</p>	<p>You pay 20% coinsurance of the transplant payment allowance after deductible when you use a participating transplant provider</p> <p>You pay 50% coinsurance of the transplant payment allowance after deductible when you use a nonparticipating provider</p>

Transplant – Notes

1. Prior authorization must be obtained before a transplant procedure.

2. The donor’s medical expenses directly related to the organ donation are covered under the recipient’s plan. Treatment of any medical complications that occur to the donor are not covered under the recipient’s plan.

3. Eligible transplants not performed in conjunction with a major organ transplant noted above are covered on the same basis as any other illness. Please refer to “Hospital Inpatient Care,” “Hospital Outpatient Care,” and “Office Visit and Professional Services.” For services not included in the transplant payment allowance, refer to the individual benefit sections that apply to the services being performed to determine the correct level of coverage.

4. BDCT facilities have a contract with the Blue Cross and Blue Shield Association (an association of independent Blue Cross and Blue Shield plans) to provide transplant procedures. These facilities have been selected to participate in this nationwide network based on their ability to meet defined clinical criteria that are unique for each type of transplant. Facilities are reevaluated regularly to ensure that they continue to meet the established criteria to participate in this network.

5. Eligible transplant services provided by participating transplant providers will be paid at the Blue Distinction Centers for Transplant (BDCT) provider level of benefits when the transplant services are not available at a BDCT provider.

6. If you live more than 50 miles from a BDCT provider, there is a benefit available for travel expenses (consistent with IRS guidelines) directly related to a preauthorized transplant.

Transplant – Not Covered

1. Services for or related to nonhuman or mechanical devices that serve as a human organ. An exception is services for the use of an FDA-approved Total Artificial Heart (TAH) to serve as a temporary bridge to a heart transplant.

2. Benefits for travel expenses when you are using a Non-BDCT provider.

General Exclusions

Except as specifically provided in this health plan or as the claims administrator is mandated or required to provide based on state or federal law, no benefits will be provided for services, supplies, prescription drugs or charges noted under "Not Covered" in the Benefit Chart and as noted below. If you have any questions concerning any of the general exclusions, call customer service at the telephone number on the back of your ID card.

No benefits will be provided for the following:

1. Services which are not medically necessary and appropriate based on the definition of "medically necessary and appropriate" in "Terms You Should Know."
2. Services which are experimental/investigative in nature.
3. Services that are prohibited by law or regulation.
4. Services rendered prior to your effective date of coverage.
5. Services incurred after the date of termination of your coverage, except as provided herein.
6. Services for dependents if you have employee-only coverage.
7. Services that are provided without charge, including services of the clergy.
8. Services rendered by a provider who is a member of your immediate family.
9. Services that are not within the scope of licensure or certification of a provider.
10. Services from providers who are not health care providers.
11. To the extent benefits are provided to members of the armed forces while on active duty or to members in Veteran's Administration facilities for service-connected illness or injury, unless you have a legal obligation to pay.
12. Autopsy.
13. Custodial care, nonskilled care, or adult daycare.
14. Personal care attendants, except as provided herein.
15. Services for or related to care that can be provided by a non-skilled caregiver who has been trained or is capable of being trained.
16. Room and board for outpatient services.
17. Services for or related to cosmetic health services or surgery and related services, and treatment for conditions or problems related to cosmetic surgery or services, except as provided herein.
18. Any portion of a charge for a covered service or supply that exceeds the allowed amount, except as provided herein.
19. Services for or related to evaluations performed for administrative purposes including, but not limited to, obtaining/maintaining employment, disability determination, insurance, licensing, certification, or for participation in activities such as school, camp, or sports.
20. Services for or related to lenses, frames, contact lenses, and other fabricated optical devices or professional services for the fitting and/or supply thereof, including the treatment of refractive errors such as radial keratotomy, except as provided herein.
21. Services, testing, equipment, devices, technologies and supplies purchased or available over-the-counter, whether or not prescribed by a health care provider, unless covered under preventive care.
22. Services for or related to hearing aid devices and tinnitus maskers, except as provided herein.
23. Physical, occupational, and speech therapy services for or related to the treatment of learning disabilities and disorders that are not medically necessary and appropriate, such as services provided in a school setting.
24. New to market FDA-approved drugs, devices, diagnostics, therapies, and medical treatments until they have been reviewed and approved by the claims administrator and deemed eligible for coverage.

25. To the extent payment has been made under Medicare when Medicare is primary; however, this exclusion shall not apply when the group is obligated by law to offer you all the benefits of this health plan and you elect this coverage as primary.
26. Charges for the covered patient's failure to keep a scheduled visit.
27. Charges billed by your provider for the completion of a claim form.
28. Any other medical or dental service or treatment or prescription drug, except as provided herein.
29. For treatment or services for injuries resulting from the maintenance or use of a motor vehicle, including a motor vehicle accident, if such treatment or service is eligible, paid or payable under a plan or policy of motor vehicle insurance, including a certified or qualified plan of self-insurance, or any fund or program for the payment of extraordinary medical benefits established by law, including medical benefits payable. Charges that are eligible, paid, or payable under any medical payment, automobile personal injury protection that is payable without regard to fault, including charges for services that are applied toward any deductible, copay or coinsurance requirement of such a policy.
30. Fees, dues, exercise therapy, or any non-prescription substance utilized for the sole purpose of weight management.
31. Services for or related to care that is custodial or not normally provided as preventive care or for treatment of an illness/injury.
32. Services which are not prescribed by or performed by or upon the direction of a professional provider.
33. Services which are submitted by another professional provider of the same specialty for the same services performed on the same date for the same member.
34. Services performed by a professional provider enrolled in an education or training program when such services are related to the education or training program.
35. Services after you have reached the maximum level of recovery possible for your particular condition and no longer require definitive treatment other than routine supportive care.
36. Services for or related to tobacco cessation program fees and/or supplies, except as provided herein.
37. Tobacco cessation drugs and products without a prescription.
38. Services for or related to any illness or bodily injury which occurs in the course of employment if benefits or compensation are available, in whole or in part, under the provisions of any federal, state, or local government's workers' compensation, occupational disease or similar type legislation. This exclusion applies whether or not you claim the benefits or compensation.
39. Expenses incurred for services, supplies, medical care or treatment received at a health care provider that represents to a patient that they will not owe the required cost-sharing amount (including, for example, deductibles, copays, and coinsurance) described in this plan.
40. Services for or related to acupuncture, except as provided herein.
41. Services for or related to the prescribed use of recreational therapy or other activities as treatment interventions to improve the functional living competence of persons with physical, mental, emotional, and/or social disadvantages.
42. Services for or related to educational therapy and other nonmedical services normally provided in an educational setting including, but not limited to, special education classes, tutoring, boarding school, or school tuition.
43. Services for or related to nonmedical self-care or self-help training including, but not limited to, health club memberships, aerobic conditioning, therapeutic exercises, work hardening programs, or spas.
44. Services for furnishing medical records or reports and associated delivery services.
45. Services for transportation, other than local ambulance service, to the nearest medical facility provider that can provide the necessary services/is equipped to treat the condition, except as provided herein.
46. Ambulance transportation costs that exceed the allowable cost from the place of departure to the nearest medical facility that can provide the necessary service/is equipped to treat the condition.
47. Services for or related to therapeutic massage.

48. Services for or related to experimental infertility treatment procedures, surrogacy services, or cryopreservation of eggs or sperm, except as provided herein.
49. Charges for donor ova or sperm.
50. Services for or related to preservation, storage, and thawing of human tissue including, but not limited to: sperm; ova; embryos; stem cells; cord blood; and any other human tissue.
51. Services provided during an e-visit for the sole purpose of: scheduling medical appointments; reporting normal medical test results; providing educational materials; updating patient information; requesting a referral; additional communication on the same day as an onsite medical office visit; and services that would similarly not be charged for in an onsite medical office visit.
52. Services provided during a telehealth visit for the sole purpose of: scheduling appointments; filling or renewing existing prescription drugs; reporting normal medical test results; providing educational materials; updating patient information; requesting a referral; additional communication on the same day as an onsite medical office visit; and services that would similarly not be charged for in an onsite medical office visit.
53. Services and fees for or related to health clubs and spas.
54. Services for or related to the repair of scars and blemishes on skin surfaces, except as provided herein.
55. Services for hippotherapy (equine movement therapy).
56. Maintenance services unless part of a specialized therapy for the member's condition.
57. Services that do not involve direct patient contact such as delivery services and recordkeeping billed by an out-of-network provider.
58. Out-of-network provider-initiated communications.
59. Services for educational classes, educational programs, and services primarily educational in nature, except for services such as medical nutrition therapy and nutritional counseling, parent education following early maternity discharge, prenatal education, diabetes outpatient self-management training and education, specialty drug patient education that cannot be provided by a retail pharmacy, preventive patient education/counseling, or as otherwise required by law.
60. Services for or related to preparing a person with disabilities for employment, or assisting an individual to return to work.
61. Services for or related to gene therapy or cellular therapy until they have been evaluated by the claims administrator and deemed eligible for coverage.
62. Services for or related to any treatment, equipment, drug, and/or device that does not meet generally accepted standards of practice in the medical community, including, but not limited to, homeopathy, naturopathy, and reiki.
63. Services for or related to chelation therapy that are not medically necessary and appropriate.
64. Drugs that are not approved by the Food and Drug Administration (FDA).
65. Prescription drugs including, but not limited to, biological products, biosimilars, and gene or cellular therapies, that have an alternative drug available that is similar in safety and effectiveness and is more cost-effective.
66. Solid or liquid food, any standard or specialized formula (including infant formula, with intact proteins), banked breast milk, nutritional supplements, and electrolyte solution, except as provided in the "Benefit Chart."
67. Enteral feedings, except as provided in the "Benefit Chart."
68. Charges for administering drugs that can be self-administered.
69. Self-administered drugs that are available for coverage under any applicable pharmacy/prescription drug benefit.
70. Vitamins, dietary supplements, and over-the-counter (OTC) drugs, unless listed on the covered drug list and prescribed by a health care provider.
71. Charges for food supplements.
72. Nonprescription supplies such as alcohol, cotton balls, and alcohol swabs.

73. Intact protein/protein isolates including, but not limited to, semisynthetic, natural, plant-based, or hydrolyzed, when taken orally (for example, protein powders).
74. Bulk powders, chemicals, ingredients, and products used in prescription drug compounding.
75. Services for or related to fetal tissue transplantation.
76. Travel expenses for an organ donor.
77. Organ donor expenses for complications incurred after the organ is removed if the donor is not covered under this health plan.
78. Organ donor expenses when the recipient is not covered for the organ transplant under this health plan.
79. Charges for therapeutic devices or appliances (e.g., support garments and other non-medicinal substances).

In addition, under your prescription drug benefits, except as specifically provided in this health plan or as the claims administrator is mandated or required to provide based on state or federal law, no benefits will be provided for:

80. Charges for any drugs prescribed for cosmetic purposes only.
81. Over-the-counter drugs, except as provided herein.

Health Care Management

Medical and Behavioral Health Care Management

The claims administrator reviews services to verify that they are medically necessary and appropriate, and that the treatment provided is the proper level of care. The claims administrator's review includes applying evidence-based benefit coverage criteria that may require a provider to submit a treatment plan. All applicable terms and conditions of your plan including exclusions, deductibles, copays, and coinsurance provisions continue to apply after a prior authorization is approved or admission notification is completed.

Prior authorization and admission notification are only required for specific services. These requirements apply to the start of services and ongoing services you may receive.

If the care you receive is due to a medical emergency, prior authorization is not required.

If you are admitted to the hospital due to an emergency, admission notification is required as soon as reasonably possible, and no later than two (2) business days following the admission.

Prior Authorization, Including Concurrent Review

The prior authorization process ensures that you receive medically necessary, high-quality care in the appropriate clinical setting (level of care), in accordance with evidence-based standards. The initial prior authorization should be obtained before a service is rendered. The claims administrator's prior authorization list describes the services for which prior authorization is required. The prior authorization list is subject to change due to changes in the claims administrator's medical and behavioral health policies. The claims administrator reserves the right to revise, update and/or add to this list at any time without notice.

If additional services that require prior authorization are needed beyond what was initially approved, a new authorization is required and should be completed before any additional services are received. For inpatient facility services, this is referred to as a concurrent review of a continued stay.

The most current list of services requiring prior authorization is available on the claims administrator's website at bluecrossmn.com or by contacting customer service at the telephone number listed on the back of your member ID card.

Participating Providers in Minnesota and Bordering Counties

When you receive services that require prior authorization from a participating provider in Minnesota and bordering counties, the provider is required to obtain prior authorization for you. Participating providers in Minnesota and bordering counties who do not obtain required prior authorization are responsible for the charges (except where other benefit exclusions apply).

Nonparticipating Providers and Participating Providers Located Outside of Minnesota and Bordering Counties

When you receive services that require prior authorization from a nonparticipating provider or any provider outside of Minnesota/bordering counties, you may have to obtain prior authorization yourself. Some of these providers may obtain prior authorization for you. Verify with your providers if this is a service they will perform for you or not. If prior authorization is not completed and at the point the claim is processed it is found that services received from a nonparticipating provider or any provider outside of Minnesota/bordering counties were non-emergent and/or not medically necessary and appropriate, you are liable for all of the charges.

The claims administrator prefers that all requests for prior authorization be submitted in writing to ensure accuracy.

Please contact customer service at the telephone number listed on the back of your member ID card for the appropriate fax number or mailing address for prior authorization requests.

Standard review process

The claims administrator requests that you or the provider contact them at least 10 business days prior to the provider scheduling the care/services to determine if the services are eligible. The claims administrator will notify you of their decision within 10 business days, provided that the prior authorization request contains all the information needed to review the service.

Expedited review process

The claims administrator will use an expedited review process when the application of a standard review could seriously jeopardize your life or health or if the attending health care provider believes an expedited review is warranted. When an

expedited review is requested, the claims administrator will notify you as expeditiously as the medical condition requires, but no later than 72 hours from the initial request, unless more information is needed to determine whether the requested benefits are covered. If the expedited determination is to not authorize services, you may submit an expedited appeal. Please refer to "Appeals of Adverse Benefit Determinations" for more information about submitting an expedited appeal.

The claims administrator prefers that all requests for prior authorization be submitted to them in writing to ensure accuracy. Please contact customer service at the telephone number listed on the back of your member ID card for the appropriate fax number or mailing address for prior authorization requests.

Admission Notifications

- **Planned admissions** - Your provider, or you, must inform the claims administrator that you will be admitted for inpatient hospitalization services prior to being admitted, or as soon as reasonably possible, no later than two (2) business days, following the admission.
- **Emergency/unplanned admissions** - Your provider, or you, must inform the claims administrator of an unplanned or emergency admission to a hospital as soon as reasonably possible, no later than two (2) business days, following the admission.

Upon receipt of an admission notification, the claims administrator may reach out to you or your provider to ensure your needs are met and to help you when you are discharged.

Acknowledgement of an admission notification is not the same as prior authorization. You, or your provider, may also be required to obtain prior authorization for the services or procedures performed during a hospital stay, such as an elective surgery or treatment that requires you to be admitted to the hospital. Please refer to "Prior Authorization" in this section to determine if you, or your provider, is responsible for obtaining any required prior authorization(s).

Participating Providers

Participating providers in Minnesota and participating providers outside of Minnesota are required to provide admission notification for you. You will not be held responsible if notification is not completed when using participating providers.

Nonparticipating Providers

You are required to provide admission notification to the claims administrator if you are going to receive care from any nonparticipating providers. Some of these providers may provide admission notification for you. Verify with your provider if this is a service they will perform for you or not.

You may be held financially responsible if notification is not completed when using nonparticipating facilities. To provide admission notification, contact customer service at the telephone number listed on the back of your member ID card.

Note: If, at the point the claim is processed, it is found that any services received from a nonparticipating facility were not medically necessary and appropriate, you are liable for all the charges.

Medical and Behavioral Health Care Management Overview

The following chart is an overview of the information outlined in the previous section. For more detail, refer to the previous section.

Services received from:	Services that Require Prior Authorization	Planned Admission Notification	Emergency/Unplanned Admission Notification
Participating Provider Minnesota/Bordering Counties	Provider is responsible to request this for you and the provider must send the request in writing at least 10 business days prior to services.	Provider is responsible for completing the notification at least 72 hours prior to the admission, or as soon as reasonably possible, no later than two (2) business days, following the admission.	Provider is responsible for completing the notification as soon as reasonably possible, no later than two (2) business days, following the admission.
Participating Provider Outside of Minnesota/Bordering Counties	You are responsible for obtaining the prior authorization and you must send the request in writing	Provider is responsible for completing the notification at least 72 hours prior to the admission or as soon as	Provider is responsible for completing the notification as soon as reasonably possible, no later than two

Services received from:	Services that Require Prior Authorization	Planned Admission Notification	Emergency/Unplanned Admission Notification
	at least 10 business days prior to services.	reasonably possible, no later than two (2) business days, following the admission.	(2) business days, following the admission.
Nonparticipating Provider Nationwide	You are responsible for obtaining the prior authorization and you must send the request in writing at least 10 business days prior to services.	You are responsible for completing the notification and you must call at least 72 hours prior to the admission or as soon as reasonably possible, no later than two (2) business days, following the admission.	You are responsible for completing the notification and you must call as soon as reasonably possible, no later than two (2) business days, following the admission.

How Your Program Works

Your health plan lets you get the care you want from the provider you select. When you or a covered family member needs medical care, you can choose between two (2) levels of health care services: **in-network** or **out-of-network**.

In-network Care

In-network care is care you receive from providers in the health plan's network.

When you receive health care within the network, you enjoy maximum coverage and maximum convenience. You present your member ID card to the provider who submits your claim.

Out-of-network Care

Out-of-network care is care you receive from providers who are not in-network.

When you go outside the network, you will still be covered for eligible services. However, your benefits generally will be paid at the lower, out-of-network level. Additionally, prior authorization may be required from the claims administrator before services are received. For specific details, please refer to "Health Care Management."

Please note that you may incur significantly higher financial liability when you use nonparticipating providers compared to the cost of receiving care from in-network providers. If you receive services from a nonparticipating provider, you will be responsible for any deductibles or coinsurance plus the difference between what the claims administrator would reimburse for the nonparticipating provider and the actual charges the nonparticipating provider bills. This difference does not apply to your out-of-pocket limit. This is in addition to any applicable deductible, copay or coinsurance. Benefit payments are calculated on the claims administrator's allowed amount, which is typically lower than the amount billed by the provider. In addition, participating facilities may have nonparticipating professionals practicing at the facility and you may be responsible for significantly higher out-of-pocket expenses for the nonparticipating professional services.

Out-of-area Care

Your health plan also provides coverage for you and your eligible dependents who are temporarily away from home, or those dependents who permanently reside away from home.

Services received from providers across the country who are part of the local Blue Cross and Blue Shield BlueCard PPO network will be covered at the higher level of benefits. If you receive covered non-emergency services from a provider who is not part of the local Blue Cross and Blue Shield BlueCard PPO network, these services will be covered at the lower, out-of-network level of benefits.

If you are traveling and an urgent injury or illness occurs, you should seek treatment immediately.

Emergency services will be covered at the higher benefit level. If the treatment results in an admission, please refer to "Health Care Management" for admission notification requirements.

Non-emergency benefits apply to follow-up or scheduled services once your condition has stabilized.

If the illness or injury is not an emergency, services will be paid at the lower, out-of-network level. See "Out-of-network Care" for more information about coverage.

General Provider Payment Methods

This is a general summary of provider payment methodologies only. Provider payment methodologies may change from time to time and every current provider payment methodology may not be reflected in this summary. Please note that some of these payment methodologies may not apply to your particular plan.

Participating Providers

Under the payment arrangements of the participating provider agreements, providers have agreed to provide care and receive the contractual allowed amount as payment in full, less member cost-sharing (e.g., deductible, coinsurance, copays) or amounts paid by other insurance for health services. The allowed amount may vary from one (1) provider to another for the same service. These payment amounts generally result in the provider being paid less overall than its billed charges.

The allowed amount may not include other payment adjustments which may occur periodically including settlements to

capture complex claims accurately, settlements for withhold, capitation, outlier cases, fee schedule adjustments, rebates, prospective payments, or other methods. Such adjustments are completed without reprocessing individual claims. These settlements will not cause any change in the amount members paid at the time of claims processing. If the payment to the provider is decreased, the amount of the decrease is credited to the claims administrator, and if the payment to the provider is increased, the claims administrator will pay that cost.

Several industry-standard methods are used to pay health care providers. If the provider is "participating" they are under contract and the method of payment is part of the contract. Most contracts and payment rates are negotiated or revised on an annual basis.

Depending upon your health plan, a participating provider may be an in-network provider or may be an out-of-network provider. Payment will be based upon which network the participating provider is in for your health plan. Please refer to "How Your Program Works" for additional detail on covered services received in the in-network and out-of-network.

- Professional (i.e., doctor visits, office visits)
 - **Fee-for-Service or Discounted Fee-for-Service** - Providers are paid for each service or bundle of services. Payment is based on a fee schedule allowance for each service or a percentage of the provider's billed charges.
 - **Withhold and Bonus Payments** - Providers are paid based upon a fee schedule or percentage of billed charges, and a portion is withheld. As an incentive to promote high quality and cost-effective care, the provider may receive all or a portion of the withhold amount based upon the cost-effectiveness of the care while demonstrating the optimal treatment for patients.
 - **Capitation Payments** – Providers may be paid in part based upon a per person per month capitation amount. This amount is calculated based upon historical costs and volumes to determine the average costs for providing medically necessary care to a patient.
- Institutional (i.e., hospital and other facility provider)
 - Inpatient care
 - **Payments for each Case (case rate) or for each day (per diem)** - Providers are paid a fixed amount based upon the member's diagnosis at the time of admission in a hospital facility.
 - **Percentage of Billed Charges** - Providers are paid a percentage of the hospital's or facility provider's billed charges for inpatient services.
 - **DRG Payments** – All Patient Refined Diagnosis Related Groups (APR DRG) or other DRG payments apply to most inpatient claims. DRG payments are based upon the full range of services the patient typically receives to treat the condition.
 - Outpatient care
 - **Enhanced Ambulatory Patient Groupings (EAPG)** – Used for payment on most outpatient claims. EAPG payments are based upon the full range of services the patient typically receives to treat the condition.
 - **Payments for each Category of Services** - Providers are paid a fixed or bundled amount for each category of outpatient services a member receives during one (1) or more related visits.
 - **Payments for each visit** - Providers are paid a fixed or bundled amount for all related services a member receives during one (1) visit.
 - **Percentage of Billed Charges** – Providers are paid a percentage of their regular billed charges for services.
- Special Incentive Payments

As an incentive to promote high quality, cost-effective care and to recognize those providers that participate in certain quality improvement projects, providers may be paid extra amounts based on the quality of the care and on savings that the provider may generate through cost effective care. Certain providers also may be paid in advance in recognition of their efficiency in managing the total cost of providing high quality care and implementing programs such as care coordination. Quality is measured against adherence to recognized quality criteria and improvement such as optimal diabetes care, supporting tobacco cessation, cancer screenings, and other services. Cost of care is based on quantifiable criteria to demonstrate managing claims costs. These quality and cost incentives are not reflected in claims payment.
- Pharmacy Payment

Generally, four (4) types of pricing are compared and the lowest amount is paid the:

 - average wholesale price of the prescription drug, less a discount, plus a dispensing fee;
 - pharmacy's retail price;
 - maximum allowable cost the claims administrator determines by comparing market prices (for generic drugs only); or
 - pharmacy's billed charge.

Nonparticipating Providers

A nonparticipating provider does not have any agreement with the claims administrator or another Blue Cross and/or Blue Shield plan. Nonparticipating providers are not credentialed or subject to the requirements of a participating agreement.

The allowed amount for a nonparticipating provider is not the amount billed and is usually less than the allowed amount for a participating provider for the same service and can be significantly less than the billed charge. Members are responsible to pay the difference between the claims administrator's allowed amount and the nonparticipating provider's billed charge, except as described in "Special Circumstances." This amount can be significant and does not count toward any out-of-pocket limit contained in the plan.

Payment for covered services provided by a nonparticipating provider will be made at the out-of-network level. Please refer to "Out-of-network Care" and "In-network Care" for additional detail on covered services received in-network and out-of-network.

Example

The following illustrates the different out-of-pocket costs you may incur using nonparticipating versus participating providers. The example presumes that your deductible has been satisfied and that the health plan covers 80% for participating providers and 60% for nonparticipating providers.

	Participating Provider	Nonparticipating Provider
Provider charge:	\$150	\$150
Allowed amount:	\$100	\$80
Claims administrator pays:	80% (\$80)	60% (\$48)
Coinsurance you owe:	20% (\$20)	40% (\$32)
Difference up to billed charge you owe:	None	\$70 (\$150 minus \$80)
You pay:	\$20	\$102

Special Circumstances

When you see a doctor or other health care provider, you may owe certain out-of-pocket costs, such as a copay, coinsurance, and/or a deductible. You may have other costs or have to pay the entire bill if you see a provider or visit a health care facility that is not in your health plan's network.

What is "balance billing" (sometimes called "surprise billing")?

Nonparticipating providers and facilities that have not signed a contract with your health plan may be permitted to bill you for the difference between what your plan agreed to pay and the full amount charged for a service. This is called "balance billing." This amount is likely more than in-network costs for the same service and might not count toward your annual out-of-pocket limit.

"Surprise billing" is an unexpected balance bill. This can happen when you cannot control who is involved in your care-like when you have an emergency or when you schedule a visit at an in-network facility but are unexpectedly treated by a nonparticipating provider.

Your Rights and Protections Against Surprise Medical Bills

There may be circumstances where you require medical or surgical care and you do not have the opportunity to select the provider of care. These circumstances could include nonparticipating providers in an in-network hospital, your in-network physician using a nonparticipating laboratory, post-stabilization following emergency services, or medically necessary air ambulance services.

When you get emergency care or get treated by a nonparticipating provider at an in-network hospital or ambulatory surgery center, you are protected from surprise billing or balance billing. In-network cost-sharing for these services must be applied to your in-network deductible/out-of-pocket maximum.

When a claim is identified as a special circumstance, payment will be made to the nonparticipating provider when required by law. These nonparticipating providers can negotiate with the claims administrator for a higher allowed amount after the initial payment has been made. This may result in an increase to the amount applied to your in-network cost-sharing. For additional information, you can contact customer service at the telephone number listed on the back of your member ID card or log onto your claims administrator's website at bluecrossmn.com.

You are protected from balance billing for:

- Certain services at an in-network hospital or ambulatory surgery center - When you get services from an in-network hospital or ambulatory surgery center, certain providers may be nonparticipating providers. In these cases, the most those providers may bill you is your plan's in-network cost-sharing amount. This applies to emergency medicine, anesthesia, pathology, radiology, laboratory, neonatology, assistant surgeon, hospitalist, or intensivist services. These providers cannot balance bill you and may not ask you to give up your protections not to be balance billed.
- Emergency services - If you have an emergency medical condition and get emergency services from a nonparticipating provider or facility, the most the provider or facility may bill you is your plan's in-network cost-sharing amount (such as copayments and coinsurance). You can't be balance billed for these emergency services. This includes services you may get after you are in stable condition, unless you give written consent and give up your protections not to be balanced billed for these post-stabilization services.
- Surprise Air Ambulance Bills – Emergency air ambulance transportation that is provided to you by nonparticipating providers will be reimbursed at in-network cost-sharing rates. Nonparticipating air ambulance providers cannot balance bill you. They can only bill you for the usual cost-sharing amount set by your plan. In addition, in-network cost-sharing for these services must be applied to your in-network deductible/out-of-pocket maximum. Please refer to "Ambulance" for coverage of benefits.

Steps You Can Take

If you receive a bill from a nonparticipating provider while using a participating hospital or facility, and you did not provide written consent to receive the services, this could be a "surprise" or "balance" bill. If you have questions regarding what a "surprise" or "balance" bill is, call customer service at the number on the back of your ID card or visit the claims administrator's website at bluecrossmn.com. The extent of reimbursement in certain medical emergency circumstances may also be subject to state and federal law, please refer to "Emergency Care" for coverage of benefits. You may appeal a decision that your claim does not qualify as a special circumstance. Please refer to "Appeal Process."

Women's Health and Cancer Rights Act

Under the federal Women's Health and Cancer Rights Act of 1998 and Minnesota law, you are entitled to the following services:

1. all stages of reconstruction of the breast on which the mastectomy has been performed;
2. surgery and reconstruction of the other breast to produce a symmetrical appearance; and
3. prostheses and physical complications at all stages of mastectomy, including lymphedema, in a manner determined in consultation with the attending physician and patient.

Coverage may be subject to annual deductible, copay, and coinsurance provisions as may be deemed appropriate and as are consistent with those established for other benefits under the plan or coverage.

Unrestricted Access for Rare Disease

If you or your dependent believe you have a rare disease, call customer service at the telephone number on the back of your ID card. They will connect you with the care management team.

You are covered at the higher in-network level of benefits for care received in or outside the provider network for licensed health care provider services related to the diagnosis, monitoring, and treatment of a rare disease. You may be responsible for additional expenses when services are received outside of Minnesota. This benefit does not apply to drugs received from a retail pharmacy.

If you are later definitively diagnosed with a disease or condition that is not a rare disease, you must notify the claims administrator. The claims administrator will assist you in making the transition from an out-of-network to an in-network provider. When it is determined you do not have a rare disease, coverage will continue at in-network benefits for 60 days. After this 60-day period, services from an out-of-network provider will be covered at out-of-network benefits.

A rare disease is a disease or condition that:

1. is chronic, serious, life-altering or life-threatening affecting fewer than 200,000 people in the United States;
2. affects more than 200,000 people in the United States for which there is a drug that has been designated as a drug for a rare disease or condition pursuant to federal law; and
3. is included on the Genetic and Rare Diseases Information Center list created by the National Institutes of Health or for member or dependent with inconclusive or conflicting lab or clinical test results, had had at least two clinical consultations for the specific complaint, and documentation in their medical record of a developmental delay, developmental regression, failure to thrive, or progressive multisystemic involvement.

Coverage of Health Care Services on the Basis of Gender

Federal law prohibits denying or limiting health services, that are ordinarily or exclusively available to individuals of one (1) sex, to a transgender individual because of the individual's sex assigned at birth, gender identity, or gender otherwise recorded is different from the one to which such health services are ordinarily or exclusively available. Eligible, covered services must be medically necessary and appropriate, and remain subject to any requirements outlined in the claims administrator's applicable medical and behavioral health policies and/or federal law.

Inter-Plan Arrangements

Out-of-area Services

The claims administrator has a variety of relationships with other Blue Cross and/or Blue Shield Licensees. Generally, these relationships are called "Inter-Plan Arrangements." These inter-plan arrangements work based on rules and procedures issued by the Blue Cross Blue Shield Association ("Association"). Whenever you access health care services outside the geographic area the claims administrator serves, the claim for those services may be processed through one (1) of these inter-plan arrangements. The inter-plan arrangements are described below.

Plan Arrangements

When you receive care outside of the claims administrator's service area, you will receive it from one (1) of two (2) kinds of providers. Most providers ("participating providers") contract with the local Blue Cross and/or Blue Shield plan in that geographic area ("Host Blue"). Some providers ("nonparticipating providers") don't contract with the Host Blue. The claims administrator explains below how the claims administrator pays both kinds of providers.

Inter-Plan Arrangements Eligibility - Claim Types

All claim types are eligible to be processed through inter-plan arrangements, as described above, except for all dental care benefits except when paid as medical claims/benefits, and those prescription drug benefits or vision care benefits that may be administered by a third party contracted by the plan administrator to provide the specific service or services.

BlueCard® Program

Under the BlueCard® Program, when you receive covered health care services within the geographic area served by a Host Blue, the claims administrator will remain responsible for doing what the claims administrator agreed to in the contract. However, the Host Blue is responsible for contracting with and generally handling all interactions with its participating providers.

Whenever you receive covered health care services outside the claims administrator's service area and the claim is processed through the BlueCard program, the amount you pay for covered health care services is calculated based on the lower of:

- the billed charges for covered services; or
- the negotiated price that the Host Blue makes available to the claims administrator.

Often, this "negotiated price" will be a simple discount that reflects an actual price that the Host Blue pays to your health care provider. Sometimes, it is an estimated price that takes into account special arrangements with your health care provider or provider group that may include types of settlements, incentive payments, and/or other credits or charges. Occasionally, it may be an average price, based on a discount that results in expected average savings for similar types of health care providers after taking into account the same types of transactions as with an estimated price.

Estimated pricing and average pricing also take into account adjustments to correct for over- or underestimation of past pricing of claims, as noted above. However, such adjustments will not affect the price the claims administrator has used for your claim because they will not be applied after a claim has already been paid.

Special Cases: Value-Based Programs

BlueCard® Program

If you receive covered health care services under a value-based program inside a Host Blue's service area, you will not be responsible for paying any of the provider incentives, risk-sharing, and/or care coordinator fees that are a part of such an arrangement, except when a Host Blue passes these fees to the claims administrator through average pricing or fee schedule adjustments. Additional information is available upon request.

Value-Based Programs: Negotiated (non-BlueCard Program) Arrangements

If the claims administrator has entered into a Negotiated Arrangement with a Host Blue to provide value-based programs to employer on your behalf, the claims administrator will follow the same procedures for value-based programs administration and care coordinator fees as noted above for the BlueCard program.

Inter-Plan Programs: Federal/State Taxes/Surcharges/Fees

Federal or state laws or regulations may require a surcharge, tax or other fee that applies to self-funded accounts. If applicable, the claims administrator will include any such surcharge, tax or other fee as part of the claim charge passed on to you.

Nonparticipating Providers Outside the Claims Administrator's Service Area

When covered health care services are provided outside of the claims administrator's service area by nonparticipating providers, the amount you pay for such services will normally be based on either the Host Blue's nonparticipating provider local payment or the pricing arrangements required by applicable state law. In these situations, you may be responsible for the difference between the amount that the nonparticipating provider bills and the payment the claims administrator will make for the covered health care services as set forth in this paragraph. Federal or state law, as applicable, will govern payments for out-of-network emergency services.

Blue Cross Blue Shield Global[®] Core

If you are outside the United States, the Commonwealth of Puerto Rico, and the U.S. Virgin Islands (hereinafter "BlueCard service area"), you may be able to take advantage of Blue Cross Blue Shield Global Core when accessing covered health care services. Blue Cross Blue Shield Global Core is unlike the BlueCard program available in the BlueCard service area in certain ways. For instance, although Blue Cross Blue Shield Global Core assists you with accessing a network of inpatient, outpatient and professional providers, the network is not served by a Host Blue. As such, when you receive care from providers outside the BlueCard service area, you will typically have to pay the providers and submit the claims yourself to obtain reimbursement for these services.

If you need medical assistance services (including locating a doctor or hospital) outside the BlueCard service area, you should call the service center at 1.800.810.BLUE (2583) or call collect at 1.804.673.1177, 24 hours a day, seven (7) days a week. An assistance coordinator, working with a medical professional, can arrange a physician appointment or hospitalization, if necessary.

Inpatient Services

In most cases, if you contact the service center for assistance, hospitals will not require you to pay for covered inpatient services, except for your deductibles, coinsurance, etc. In such cases, the hospital will submit your claims to the service center to begin claims processing. However, if you paid in full at the time of service, you must submit a claim to receive reimbursement for covered health care services. **You must contact the claims administrator to obtain approval for non-emergency inpatient services.**

Outpatient Services

Physicians, urgent care centers and other outpatient providers located outside the BlueCard service area will typically require you to pay in full at the time of service. You must submit a claim to obtain reimbursement for covered health care services.

Submitting a Blue Cross Blue Shield Global Core Claim

When you pay for covered health care services outside the BlueCard service area, you must submit a claim to obtain reimbursement. For institutional and professional claims, you should complete a Blue Cross Blue Shield Global Core claim form and send the claim form with the provider's itemized bill(s) to the service center (the address is on the form) to initiate claims processing. Following the instructions on the claim form will help ensure timely processing of your claim. The claim form is available from the claims administrator, the service center or online at bcbsglobalcore.com. If you need assistance with your claim submission, you should call the service center at 1.800.810.BLUE (2583) or call collect at 1.804.673.1177, 24 hours a day, seven (7) days a week.

Out-of-country Benefits

Eligible services coordinated through the Blue Cross Blue Shield Global Core program (please refer to "Inter-Plan Arrangements," "Blue Cross Blue Shield Global Core") will process at the network level of coverage.

Call the Blue Cross Blue Shield Global Core service center within 24 hours of a medical emergency at 1-804-673-1177.

You will be advised by the service center if services are not eligible under this program.

If you do not call the Blue Cross Blue Shield Global Core service center or services are not eligible under this program, eligible services will process at the out-of-network level of benefits.

Services not covered under the plan will not be considered for benefits.

Medical evacuation due to a member illness will only be eligible for transport to the closest eligible facility. Transportation back to the United States would not be eligible unless the closest hospital with appropriate facilities was located in the United States.

Your Provider Network

Your provider network is your key to receiving the higher level of benefits. The network includes: thousands of physicians; a wide range of specialists; a wide variety of mental health and substance use disorder providers; community and specialty hospitals; and laboratories in the health plan service area.

To determine if your physician is in-network, call the customer service toll-free telephone number listed on the back of your member ID card.

Getting your care "through the network" also assures you get quality care. All physicians are carefully evaluated before they are accepted into the network. The claims administrator considers educational background, office procedures and performance history to determine eligibility. Then the claims administrator monitors care on an ongoing basis through office record reviews and member satisfaction surveys.

Please note that while you or a family member can use the services of any in-network physician or specialist without a referral and receive the maximum coverage under your health plan, you are encouraged to select a personal physician. This helps establish an ongoing relationship based on knowledge and trust and helps make your care consistent. Your personal physician can help you select an appropriate specialist and work closely with that specialist when the need arises. In addition, primary care providers or their covering physicians are on call 24/7.

Remember:

If you want to enjoy the higher level of benefits, it is *your* responsibility to ensure that you receive in-network care. You may want to double-check any provider recommendations to make sure the health care provider and facility provider is in-network. Your provider directory lists in-network providers in the claims administrator's service area and may change from time to time, including as providers or the claims administrator initiate or terminate network contracts. Prior to receiving services, it is recommended that you verify your provider's network status with the claims administrator, including whether the provider is an in-network provider for your particular plan. Not every provider is an in-network provider for every plan. For a list of providers in the directory, visit bluecrossmn.com or call the customer service toll-free telephone number listed on the back of your member ID card. For benefit information, please refer to "Benefit Overview."

How to Get Your Physicians' Professional Qualifications

To view Board Certification information, hospital affiliation or other professional qualifications of your provider, visit your member website at bluecrossmn.com, or contact customer service at the telephone number listed on the back of your member ID card.

In-network Pharmacies

- **Retail Pharmacy:** Participating retail pharmacies have an arrangement with the claims administrator to provide prescription drugs to you at an agreed upon price. When you purchase covered prescription drugs from an in-network pharmacy applicable to your health plan, present your prescription and ID card to the pharmacist. (Prescriptions that the pharmacy receives by telephone from your physician or dentist may also be covered.) You should request and retain a receipt for any amounts you have paid if needed for income tax or any other purpose.

If you travel within the United States and need to refill a prescription, contact customer service at the telephone number listed on the back of your member ID card for help. They can help you find an in-network pharmacy near the area you are visiting. You also can use the member website to find a pharmacy. Once you have the name and address of the in-network pharmacy, take the prescription bottle to that pharmacy. The pharmacist will contact your home pharmacy to start the refill process. **Note: Save the new medicine container. This will make it easier to transfer the prescription back to your pharmacy at home.**

- **90dayRx:** 90dayRx Pharmacy includes 90dayRx retail pharmacy and/or a home delivery pharmacy. This option offers savings and convenience for prescriptions you may take on an ongoing, long-term basis.

- To utilize a 90dayRx retail pharmacy, verify that your pharmacy participates in the network and present your prescription for a 90-day fill of the eligible prescription drug.
 - For more information on how to use a home delivery pharmacy log onto the member website at bluecrossmn.com or call customer service at the telephone number listed on the back of your member ID card.
- **Specialty Pharmacy In-network Supplier:** The specialty pharmacy in-network supplier has an agreement, with the claims administrator pertaining to the payment and exclusive dispensing of selected specialty prescription drugs provided to you. Please refer to "Specialty Drugs" in "Terms You Should Know" for a list of the selected specialty prescription drug categories.

Continuity of Care

Continuity of Care for New Members

If you are a member of a group that is new to the claims administrator, this section applies to you. If you are currently receiving care from an out-of-network physician or specialist, you may request to continue to receive care from this physician for a special medical need or condition for a reasonable period of time before transferring to an in-network physician as required under the terms of your coverage under the health plan. The claims administrator will authorize this continuation of care for a terminal illness in the final stages or for the rest of your life if a physician, advanced practice nurse, or physician assistant certifies that your life expectancy is 180 days or less. The claims administrator will also authorize this continuation of care if you are engaged in a current course of treatment for any of the following conditions or situations:

Continuation for up to 120 days if you:

1. have an acute condition;
2. have a life-threatening mental or physical illness;
3. have a physical or mental disability rendering you unable to engage in one (1) or more major life activities provided that the disability has lasted or can be expected to last for at least one (1) year, or that has a terminal outcome;
4. have a disabling or chronic condition in an acute phase or that is expected to last permanently;
5. are receiving culturally appropriate services from a provider with special expertise in delivering those services; or
6. are receiving services from a provider that speaks a language other than English.

Continuation through the postpartum period (six (6) weeks post-delivery) for a pregnancy beyond the first trimester.

Continuation for members who are undergoing treatment within the first trimester of pregnancy is up to 90 days of coverage.

Transition to In-network Providers

The claims administrator will assist you in making the transition from an out-of-network to an in-network provider if you request them to do so. Please contact customer service for a written description of the transition process, procedures, criteria, and guidelines.

Limitation

Continuity of Care applies only if your provider agrees to: 1) adhere to all of the claims administrator's prior authorization requirements; and 2) provide the claims administrator with necessary medical information related to your care.

Continuity of Care does not apply to services that are not covered under the health plan, does not extend benefits beyond any existing limits, dollar maximums, or coverage termination dates, and does not extend benefits from one (1) plan to another.

Provider Termination for Cause

If it is known that the claims administrator has terminated its relationship with your provider for cause, the claims administrator will not authorize continuation of care with, or transition of care to, that provider. Your transition to an in-network provider must occur on or prior to the date of such termination for you to continue to receive in-network benefits.

Continuity of Care for Current Members

If you are a current member or dependent, this section applies to you. If the relationship between your in-network clinic or physician and the claims administrator ends, rendering your clinic or provider out-of-network, and the termination was by the claims administrator and was not for cause, you may request to continue to receive care for a special medical need or condition for a reasonable period of time before transferring to a participating provider as required under the terms of your

coverage under the health plan. The claims administrator will authorize this continuation of care for a terminal illness in the final stages or for the rest of your life if a physician, advanced practice nurse, or physician assistant certifies that your life expectancy is 180 days or less. The claims administrator will also authorize this continuation of care if you are engaged in a current course of treatment for any of the following conditions or situations:

Continuation for up to 120 days if you:

1. have an acute condition;
2. have a life-threatening mental or physical illness;
3. have a physical or mental disability rendering you unable to engage in one (1) or more major life activities provided that the disability has lasted or can be expected to last for at least one (1) year, or that has a terminal outcome;
4. have a disabling or chronic condition in an acute phase or that is expected to last permanently;
5. are receiving culturally appropriate services from a provider with special expertise in delivering those services; or
6. are receiving services from a provider that speaks a language other than English.

Continuation through the postpartum period (six (6) weeks post-delivery) for a pregnancy beyond the first trimester.

Continuation for members who are undergoing treatment within the first trimester of pregnancy is up to 90 days of coverage.

Transition to In-network Providers

The claims administrator will assist you in making the transition from an out-of-network to an in-network provider if you request them to do so. Please contact customer service for a written description of the transition process, procedures, criteria, and guidelines.

Limitation

Continuity of Care applies only if your provider agrees to: 1) adhere to all of the claims administrator's prior authorization requirements; and 2) provide the claims administrator with necessary medical information related to your care.

Continuity of Care does not apply to services that are not covered under the health plan, does not extend benefits beyond any existing limits, dollar maximums, or coverage termination dates, and does not extend benefits from one (1) plan to another.

Provider Termination for Cause

If it is known that the claims administrator has terminated its relationship with your provider for cause, the claims administrator will not authorize continuation of care with, or transition of care to, that provider. Your transition to an in-network provider must occur on or prior to the date of such termination for you to continue to receive in-network benefits.

General Information

Plan Administration

Plan Administrator

The general administration of the health plan and the duty to carry out its provisions is vested in the employer. The board of directors will perform such duties on behalf of the employer, provided it may delegate such duty or any portion thereof to a named person, including employees and agents of the employer, and may from time to time revoke such authority and delegate it to another person. Any delegation of responsibility must be in writing and accepted by the designated person. Notwithstanding any designation or delegation of final authority with respect to claims, the plan administrator generally has final authority to administer the health plan.

Powers and Duties of the Plan Administrator

The plan administrator will have the authority to control and manage the operation and administration of the health plan. This will include all rights and powers necessary or convenient to carry out its functions as plan administrator. Without limiting that general authority, the plan administrator will have the express authority to:

1. construe and interpret the provisions of the health plan and decide all questions of eligibility;
2. prescribe forms, procedures, policies, and rules to be followed by you and other persons claiming benefits under the health plan;
3. prepare and distribute information to you explaining the health plan;
4. receive from you and any other parties the necessary information for the proper administration of eligibility requirements under the health plan;
5. receive, review, and maintain reports of the financial condition and receipts and disbursements of the health plan; and
6. retain such actuaries, accountants, consultants, third party administration service providers, legal counsel, or other specialists, as it may deem appropriate or necessary for the effective administration of the health plan.

Actions of the Plan Administrator

The plan administrator may adopt such rules as it deems necessary, desirable, or appropriate. All determinations, interpretations, rules, and decisions of the plan administrator shall be made in its sole discretion and shall be conclusive and binding upon all persons having or claiming to have any interest or right under the health plan, except with respect to claim determinations where final authority has been delegated to the claims administrator. All rules and decisions of the plan administrator will be uniformly and consistently applied so that all individuals who are similarly situated will receive substantially the same treatment.

The plan administrator or the employer may contract with one (1) or more service agents, including the claims administrator, to assist in the handling of claims under the health plan and/or to provide advice and assistance in the general administration of the health plan. Such service agent(s) may also be given the authority to make payments of benefits under the health plan on behalf of and subject to the authority of the plan administrator. Such service agent(s) may also be given the authority to determine claims in accordance with procedures, policies, interpretations, rules, or practices made, adopted, or approved by the plan administrator.

Nondiscrimination

The health plan shall not discriminate in favor of "highly compensated employees" as defined in Section 105(h) of the Internal Revenue Code, as to eligibility to participate or as to benefits.

Time Periods

When the time of day is important for benefits or determining when coverage starts and ends, a day begins at 12:00 a.m. United States Central Time and ends at 12:00 a.m. United States Central Time the following day.

Termination or Changes to the Plan

No agent can legally change the health plan or waive any of its terms.

The employer reserves the power at any time and from time to time (and retroactively, if necessary or appropriate to meet the requirements of the code or ERISA) to terminate, modify or amend, in whole or in part, any or all provisions of the health plan, provided, however that no modification or amendment shall divest an employee of a right to those benefits to which they have become entitled under the health plan. Any amendment to this health plan may be affected by a written resolution adopted by the plan administrator. The plan administrator will communicate any adopted changes to the employees.

Funding

This plan is a self-insured medical plan funded by contributions from the employer and/or employees. Funds for benefit payments are provided by the employer according to the terms of its agreement with the claims administrator. Your contributions toward the cost of coverage under the health plan will be determined by the employer each year. The claims administrator provides administrative services only and does not assume any financial risk or obligation with respect to providing benefits. The claims administrator's payment of claims is contingent upon the plan administrator continuing to provide sufficient funds for benefits.

Controlling Law

Except as they may be subject to federal law, including ERISA, any questions, claims, disputes, or litigation concerning or arising from the health plan will be governed by the laws of the State of Minnesota.

Fraudulent Practices

Coverage for you or your dependent will be terminated if you or your dependent engage in fraud of any type including, but not limited to, submitting fraudulent misstatements about your medical history or eligibility status on the application for coverage; submitting fraudulent, altered, or duplicate billings for personal gain; and/or allowing another party not eligible for coverage under the health plan to use your or your dependent's coverage.

Payments Made in Error

Payments made in error or overpayments may be recovered by the claims administrator as provided by law or equity. This includes the right to recoup from any future benefits to be paid to or on behalf of you or your eligible dependents. Payment made for a specific service or erroneous payment shall not make the claims administrator or the plan administrator liable for further payment for the same service.

Your claims may be reprocessed due to errors in the allowed amount relating to in-network provider, out-of-network participating provider, or nonparticipating provider services. Claim reprocessing may result in changes to the amount paid at the time your claim was originally processed.

Medicare End Stage Renal Disease Program Registration

For members diagnosed with End Stage Renal Disease (ESRD), your provider is required to complete the Centers for Medicare and Medicaid Services (CMS) form CMS-2728-U3 ESRD Medical Evidence Report Medicare Entitlement and/or Patient Registration. Your provider must send the completed form to CMS and the claims administrator. Please verify with your provider that form CMS-2728-U3 has been completed and submitted.

Liability for Health Care Expenses

The claims administrator welcomes the use of drug manufacturer coupons to help pay the cost of specialty drugs. However, only the amount you pay out-of-pocket for your specialty drug will apply to your coinsurance, copay, or deductible cost-sharing responsibilities or out-of-pocket limit. The dollar amount of any coupon provided to you by providers or manufacturers will not count towards coinsurance, copays, or deductible cost-sharing responsibilities or out-of-pocket limit.

This ensures that you receive credit for what you have actually paid out-of-pocket, not the amount a manufacturer has contributed toward your specialty drug purchase.

Please note that this section does not apply to pharmacy transactions automatically paid from HRA accounts.

Charges That Are Your Responsibility

In-network Providers

When you use in-network providers for covered services, payment is based on the allowed amount. You are not required to pay for charges that exceed the allowed amount. You are required to pay the following amounts:

1. deductibles and coinsurance;
2. copays;
3. charges that exceed the benefit maximum; and
4. charges for services that are not covered.

Out-of-network Providers

Out-of-network Participating Providers

When you use out-of-network participating providers for covered services, payment is based on the allowed amount. You may not be required to pay for charges that exceed the allowed amount. All out-of-network participating providers in Minnesota accept the claims administrator's payment based on the allowed amount. Most out-of-network participating providers outside Minnesota accept the claims administrator's payment based on the allowed amount. However, contact your out-of-network participating provider outside Minnesota to verify if they accept the claims administrator's payment based on the allowed amount (to determine if you will have additional financial liability). You are required to pay the following amounts:

1. charges that exceed the allowed amount if the out-of-network participating provider outside Minnesota does not accept the claims administrator's payment based on the allowed amount;
2. deductibles and coinsurance;
3. copays;
4. charges that exceed the benefit maximum; and
5. charges for services that are not covered.

Nonparticipating Providers

When you use nonparticipating providers for covered services, payment is still based on the allowed amount. However, because a nonparticipating provider has not entered into a network contract with the claims administrator or the local Blue Cross and/or Blue Shield plan, the nonparticipating provider is not obligated to accept the allowed amount as payment in full, except as described in "Special Circumstances." This means that you may have substantial out-of-pocket expense when you use a nonparticipating provider. You are required to pay the following amounts:

1. charges that exceed the allowed amount;
2. deductibles and coinsurance;
3. copays;
4. charges that exceed the benefit maximum;
5. charges for services that are not covered including services that the claims administrator determined are not covered based on claims coding guidelines; and
6. charges for services that are investigative or not medically necessary and appropriate.

Medical and Behavioral Health Policy Committee and Policies

The claims administrator uses externally-developed criteria, as well as internally-developed medical policies to apply benefits consistently for members. Internally developed policies are subject to approval by the claims administrator's Medical and Behavioral Health Policy Committee, which consists of independent community physicians who represent a variety of specialties as well as a clinical psychologist and pharmacist. The remaining policies are approved by other external specialists. For all policies, the claims administrator's goal is to find the right balance between making improved treatments available and guarding against unsafe or unproven approaches. From time-to-time, new policies may be created or existing policies may change. Covered benefits will be determined in accordance with the policies in effect at the time treatment is rendered or, if applicable, prior authorization may also be required. Internally developed medical and behavioral health policies can be found at the member website. All medical and behavioral health policies are available upon request.

Who is Eligible

Please refer to the plan administrator for employee/dependent eligibility criteria.

Special Enrollment Periods

Special enrollment periods are periods when an eligible employee or dependent may enroll in the health plan under certain circumstances **after they were first eligible for coverage**. In order to enroll, the eligible employee or dependent **must notify the plan administrator within 30 days** of the triggering event, unless otherwise noted below. If you have a new eligible dependent as a result of birth, adoption or placement for adoption, or foster care or court order you must request enrollment within 30 days after the birth, adoption or placement for adoption, or foster care or court order.

Coverage will be made effective in accordance with applicable regulatory requirements. The eligible circumstances are:

Special Enrollment Triggering Event
Loss of Minimum Essential Coverage (does not include loss due to failure to pay premiums or rescission): <ul style="list-style-type: none">● loss of eligibility for employer-sponsored coverage● plan no longer offers benefits● termination of all employer contributions● termination of employment or reduction in hours● legal separation or divorce● loss of dependent child status● death of employee● move outside HMO or ACO service area● exceeding the plan's lifetime maximum● employer bankruptcy● COBRA exhaustion● employee becomes entitled to Medicare
Minimum Essential Coverage includes coverage under specified government sponsored plans (including Medicare and Medicaid), employer-sponsored coverage, individual market policies, grandfathered coverage, and other coverage recognized by the secretary of the U.S. Department of Health and Human Services.
Gaining or becoming a dependent due to marriage.
Gaining a dependent due to birth, adoption, placement for adoption, or placement for foster care.
An individual who loses or gains eligibility for medical assistance (Medicaid) or Children's Health Insurance Program (CHIP) must notify the claims administrator within 60 days.
Child support order or other court order to provide coverage.

Changes in Membership Status

For the health plan to administer consistent coverage for you and your dependents, you must keep your Employee Benefit Department informed about any address changes or changes in family status (births, adoptions, deaths, marriages, divorces, etc.) that may affect your coverage.

Leave of Absence or Layoff

Upon your return to work following a leave of absence or layoff that continued beyond the period of your coverage, your employer may, in some cases, allow you to resume your coverage. You should consult with your plan administrator/employer to determine whether your group health plan has adopted such a policy.

Termination of Your Coverage

Coverage ends on the earliest of the following dates:

1. For you and your dependents, the date on which the health plan terminates.
2. For you and your dependents, the last day of the month:
 - a. required charges for coverage were paid, if payment is not received when due. Your payment of charges to the employer does not guarantee coverage unless the claims administrator receives full payment when due. If the claims administrator terminates coverage for all employees in the health plan for nonpayment of the charges, the claims administrator will give all employees a 30-day notice of termination prior to the effective date of cancellation using a list of addresses which is updated every 12 months.
 - b. you are no longer eligible.
 - c. you enter military service for duty lasting more than 31 days.
 - d. you request that coverage be terminated.
 - e. you retire.

3. For the spouse, the date the spouse is no longer eligible for coverage. This is the last day of the month the employee and spouse divorce or legally separate or terminate their civil union, or the domestic partner no longer meets the domestic partner requirements.
4. For a dependent child, the date the dependent child is no longer eligible for coverage. This is the last day of the month:
 - a. a covered stepchild is no longer eligible because the employee and spouse divorce or legally separate.
 - b. a covered dependent is no longer eligible because the employee and the domestic partner terminate their domestic partnership.
 - c. a covered dependent is no longer eligible because the employee and civil union spouse terminate their civil union.
 - d. the dependent child reaches the dependent-child age limit.
 - e. the disabled dependent is no longer eligible.

Extension of Benefits

If you or your dependent is confined as an inpatient on the date coverage ends due to the replacement of the claims administrator, the health plan will automatically extend coverage until the date you or your dependent is discharged from the facility or the date plan maximums are reached, whichever is earlier. Coverage is extended only for the person who is confined as an inpatient, and only for inpatient charges incurred during the admission. For purposes of this provision, "replacement" means that the administrative service agreement with the claims administrator has been terminated and your employer maintains continuous group coverage with a new claims administrator or insurer.

Continuation of Coverage

Generally, continuation coverage is the same coverage that you or your covered dependents had on the day before the qualifying event. You have the same rights under this plan as active employees or their dependents.

Qualifying Events

You or your covered dependents may continue this coverage if it ends because of one (1) of the qualifying events listed below. You and your eligible dependents must be covered on the day before the qualifying event in order to continue coverage.

NOTE: You may have a right to special enrollment in a new plan, such as another employer plan.

Qualifying Event	What does this mean?	Who May Continue	Maximum Continuation Period is the earlier or earliest of
Termination of employment	Voluntary or involuntary termination for reasons other than gross misconduct.	Employee and dependents	<ul style="list-style-type: none"> ● 18 months from the first of the month following the event, or ● Enrollment date in other group coverage.
Reduction in hours	Due to lay-off, leave of absence, strike, lockout, change from full-time to part-time employment.	Employee and dependents	<ul style="list-style-type: none"> ● 18 months from the first of the month following the event, or ● Enrollment date in other group coverage.
Death of employee		Dependents	<ul style="list-style-type: none"> ● 36 months from the date of the employee's death, ● Enrollment date in other group coverage, or ● Date coverage would otherwise end if the employee had lived.

Qualifying Event	What does this mean?	Who May Continue	Maximum Continuation Period is the earlier or earliest of
Employee becomes enrolled in Medicare		Dependents	<ul style="list-style-type: none"> ● 36 months from the date of the event, or ● Enrollment date in other group coverage, or ● Date coverage would otherwise end.
Divorce	<ul style="list-style-type: none"> ● Spouse/ex-spouse who was covered on the day before the entry of the valid decree of dissolution of marriage. 	Spouse/ex-spouse and any dependent children who lose coverage	<ul style="list-style-type: none"> ● Effective date of other group coverage, or ● Date coverage would otherwise end.
Legal Separation	<p>Under federal COBRA law,</p> <ul style="list-style-type: none"> ● Spouse/ex-spouse who was covered on the day before the entry of the valid decree of dissolution of marriage. ● If coverage for spouse was terminated in anticipation of the divorce or legal separation, a later divorce or legal separation is considered a qualifying event. 	Spouse/ex-spouse and any dependent children who lose coverage	<ul style="list-style-type: none"> ● Effective date of other group coverage, or ● Date coverage would otherwise end.
Dependent child is no longer eligible		Dependent child	<ul style="list-style-type: none"> ● 36 months from the date of the event, or ● Enrollment date in other group coverage, or ● Date coverage would otherwise end.
Employer filing Chapter 11 bankruptcy	<ul style="list-style-type: none"> ● You are a retiree of the employer filing Chapter 11 bankruptcy. ● Includes substantial reduction in hours within one (1) year of filing. 	Retiree	<ul style="list-style-type: none"> ● Lifetime continuation.
		Dependents	<ul style="list-style-type: none"> ● Lifetime continuation until the retiree dies, then an additional 36 months following retiree's death.
		Surviving spouse	<ul style="list-style-type: none"> ● Lifetime continuation until the retiree dies, then an additional 36 months following retiree's death.

Qualifying Event	What does this mean?	Who May Continue	Maximum Continuation Period is the earlier or earliest of
			<ul style="list-style-type: none"> Lifetime continuation when retiree is deceased at time of event and spouse is already covered by the plan.

Qualifying Event Extensions

Maximum coverage periods of 18 or 36 months can be extended in certain circumstances.

Total Disability of Dependents

- You have continuation coverage because the employee was terminated from employment or had a reduction of hours, and
- The disability occurs prior to the end of the initial 18-month continuation period, and
- Social Security Administration (SSA) determines a dependent covered under the initial continuation coverage is disabled at any time during the first 60 days of continuation.

Dependents covered under the initial continuation coverage may extend coverage for a maximum period of 29-month from the date the employee leaves employment or until the date total disability ends or the date coverage would otherwise end, whichever comes first.

Second Qualifying Event

- You have continuation coverage because the employee was terminated or had a reduction of hours, and
- The second qualifying event occurs prior to the end of the original 18-month continuation period or 29-month disability extension, and
- The second qualifying event has at least a 36-month continuation period.

Dependents covered under the initial continuation coverage may extend coverage for a maximum period of 36 months from the date of the initial event or the enrollment date in other group coverage or the date coverage would otherwise end, whichever comes first.

Certain qualifying events allow lifetime continuation, refer to the Qualifying Event table above.

Employee Enrolled in Medicare

- Employee is enrolled in Medicare, and
- Later experiences termination of employment or a reduction of hours worked, and
- This occurs within 18 months after the date of the employee's Medicare enrollment.

Dependents may extend coverage for maximum period of 36 months from the date of the event or the enrollment date in other group coverage or the date coverage would otherwise end, whichever comes first.

If the qualifying event is more than 18 months after Medicare enrollment, is the same day as the Medicare enrollment, or occurs before Medicare enrollment, no extension is available.

Uniformed Services Employment and Reemployment Rights Act (USERRA)

This continuation right runs concurrently with your continuation right under COBRA when you are called into active or reserve duty, whether voluntary or involuntary, in the Armed Forces, the Army National Guard, the Air National Guard, full-time National Guard duty, the commissioned corps of the Public Health Services and any other category of persons designated by the President of the United States.

Employee and dependents may extend coverage for a maximum period of 24 months.

Continuation Notice Obligations

You or your dependents each are entitled to an independent right to elect continuation coverage. Therefore, a spouse/ex-spouse may not decline coverage for the other spouse/ex-spouse and a parent cannot decline coverage for a

non-minor dependent child who is eligible to continue coverage.

In addition, a dependent may elect continuation coverage even if the covered employee does not elect continuation coverage.

If your or your dependent's address changes, you must notify the employer in writing so the employer may mail you or your dependent important continuation notices and other information.

Contact the employer to determine how to elect continuation coverage.

Election of Continuation due to:	Action for Employee/Dependent	Action for Employer	Action for Eligible Employee/Dependent
<ul style="list-style-type: none"> Termination of employment Reduction in hours Death of the employee Employee becomes enrolled in Medicare 	<p>Notice must be provided to employer within 60 days of the event if the employer is not aware of the event.</p>	<p>Send the qualifying event notice to eligible individuals within 14 days of the event or upon receipt of notice to advise:</p> <ul style="list-style-type: none"> of the right to elect continuation coverage or when continuation is not available and why. 	<p>Elect continuation coverage within 60 days of:</p> <ul style="list-style-type: none"> the qualifying event or the date of the qualifying event notice, whichever is later.
<ul style="list-style-type: none"> Divorce or legal separation Dependent child is no longer eligible 	<ul style="list-style-type: none"> Notice must be provided to employer within 60 days of the event. Notice must be provided to employer within 60 days after a later divorce or legal separation when coverage was earlier terminated in anticipation of the divorce or legal separation. 	<p>Upon receipt of notice, notify the eligible individuals:</p> <ul style="list-style-type: none"> of the right to elect continuation coverage or when continuation is not available and why. 	<p>Elect continuation within 60 days of:</p> <ul style="list-style-type: none"> the qualifying event or the date of the qualifying event notice, whichever is later.
<p>Extension of continuation for:</p> <ul style="list-style-type: none"> Disability determination or New qualifying event 	<p>Notice must be provided:</p> <ul style="list-style-type: none"> to employer within 60 days of the disability determination or new event and before the end of the initial 18-month or 29-month continuation period. 	<p>Upon receipt of notice:</p> <ul style="list-style-type: none"> notify the eligible individuals of the right to elect continuation coverage, or notify you when an extension is not available and why. 	<p>Elect continuation within 60 days of:</p> <ul style="list-style-type: none"> the qualifying event or the date of the qualifying event notice, whichever is later.

Termination of Continuation Coverage Before the End of Maximum Coverage Period

Continuation coverage of the employee and dependents will automatically terminate when any one (1) of the following events occur:

- The employer no longer provides group health coverage to any of its employees.
 - The premium for continuation coverage is not paid when due.
- If during an 18-month or 29-month maximum coverage period due to disability the SSA makes the final determination that the qualified beneficiary is no longer disabled. You must notify the employer within 30 days of the final determination.

- After electing continuation, you or your dependents become covered under another group health plan that has an exclusion or limitation with respect to any preexisting condition that you have. Your continuation coverage will terminate after any applicable exclusion or limitation no longer applies.
- After electing continuation coverage, you or your dependent becomes entitled to Medicare benefits. This will apply only to the person who becomes entitled to Medicare.
- Occurrence of any event (e.g., submission of fraudulent benefit claims) that permits termination of coverage for cause with respect to any covered employees or their dependents whether or not they are on continuation coverage.
- Voluntarily canceling your continuation coverage.

When termination takes effect earlier than the end of the maximum period of continuation coverage, a notice will be sent from the employer. The notice will contain the reason continuation coverage has been terminated, the date of the termination, and any rights to elect alternative coverage that may be available.

Continuation Premiums

Premiums for continuation can be up to the group rate plus a two (2) percent administration fee.

Under federal law, in the event of a dependent's disability, the premiums for continuation for the employee and dependents can be up to 150 percent of the group rate for months 19-29 if the disabled dependent is covered.

All premiums are paid directly to the employer.

Coordination of Benefits

Most health plans, including this plan, contain a coordination of benefits (COB) provision. The COB provision is used when you, your spouse, or your covered dependents received a health care service and had active benefits under more than one (1) plan at the time of that service.

When you have health care coverage under more than one (1) plan, benefits will be coordinated. The "Order of Benefits Rules" determines which plan provides benefits first. Your benefits under this plan are not reduced if the rules require this plan to pay first. Your benefits under this plan may be reduced if another plan pays first.

Coordination of benefits is to ensure that your covered expenses will be processed, while ensuring that the claim charges are not overpaid. If you receive funds to pay a provider directly, and you receive more funds than you should have, you will be expected to repay any overpayment.

Definitions

These definitions apply only to this section.

1. "Plan" is any of the following that provides benefits or services for, or because of, medical or dental care or treatment:
 - a. group insurance or group-type coverage, whether insured or uninsured. This includes prepayment, group practice, individual practice coverage, and group coverage other than school accident-type coverage;
 - b. coverage under a government plan or one required or provided by law; or
 - c. individual coverage.

"Plan" does not include a state plan under Medicaid (Title XIX, Grants to States for Medical Assistance Programs, of the United States Social Security Act as amended from time to time). "Plan" does not include any benefits that, by law, are excess to any private or other nongovernmental program.

"Plan" does not include hospital indemnity, specified accident, specified disease, or limited benefit insurance policies.

Each contract or other arrangement for coverage is a separate plan. Also, if an arrangement has two (2) parts and this section applies only to one (1) part, each of the parts is a separate plan.

2. "This plan" means the part of the plan document that provides health care benefits.
3. "Primary plan/secondary plan" means the Order of Benefits Rules establishing whether this plan is the primary plan or secondary plan when compared to the other plan covering the person.

When this plan is a primary plan, its benefits are determined before any other plan and without considering the other plan's benefits. When this plan is a secondary plan, its benefits are determined after those of the other plan and may be reduced because of the other plan's benefits.

When you are covered under more than two (2) plans, this plan may be a primary plan as to some plans, and may be a secondary plan as to other plans.

4. "Allowable expense" means the necessary, reasonable, and customary item of expense for health care, covered at least in part by one (1) or more plans covering the person making the claim. "Allowable expense" does not include an item of expense that exceeds benefits that are limited by statute or this plan. "Allowable expense" does not include outpatient prescription drugs, except those eligible under Medicare.

When a plan provides benefits in the form of services, the reasonable cash value of each service rendered will be considered both an allowable expense and a benefit paid.

5. "Claim determination period" means a calendar year. However, it does not include any part of a year the person is not covered under this plan, or any part of a year before the date this section takes effect.

Order of Benefits Rules

This plan uses the following rules to establish which plan is the primary plan:

You and Your Dependents

1. When your other plan does not include order of benefit rules, then that plan is the primary plan.
2. The plan that covers the person as an employee, member, or subscriber (that is, other than as a dependent) is the primary plan over the plan that covers the member as a dependent.

Dependent Children

1. Birthday Rule
 - a. The plan of the parent whose birthday falls earlier in the calendar year is the primary plan.
 - b. If both parents have the same birthday, the plan that covered the parent longer is the primary plan.
2. Separated or Divorced Parents
 - a. The plan of the parent with custody of the child is the primary plan.
 - b. The plan of the spouse of the parent with custody is the secondary plan.
 - c. When a court decree specifies the parent who is financially responsible for the child's health care expenses, and the plan of that parent has actual knowledge of those terms, the plan of that parent is the primary plan. This rule applies to claim determination periods or plan years commencing after the plan is given notice of the court decree.

Other

The plan of an individual who is covered as an employee is the primary plan over the plan of an individual who is either laid-off or retired.

When the member who received care is covered under the No-Fault Automobile Insurance Act or similar law or traditional automobile "fault" type coverage, that coverage applies benefits first.

When none of these circumstances applies, the plan that has continuously covered the individual for the longest time is the primary plan.

Medicare and TRICARE

This plan will comply with the Medicare Secondary Payor (MSP) and TRICARE provisions of federal law to determine which plan is a primary plan and which is a secondary plan.

Medicare or TRICARE will be primary and this plan will be secondary only to the extent permitted by MSP or TRICARE rules.

When Medicare or TRICARE is the primary plan, this plan will coordinate benefits up to Medicare's or TRICARE's allowed amount.

Effect on Benefits of This Health Plan

When this section applies:

1. When the Order of Benefits Rules require this health plan to be a secondary plan, this part applies. Benefits of this health plan may be reduced.
2. Reduction in this plan's benefits may occur under circumstances such as the following:

The benefits that would be payable under this health plan without applying coordination of benefits are reduced by the benefits payable under the other plans for the expenses covered in whole or in part under this health plan. This

applies whether or not claim is made under a plan.

When a plan provides benefits in the form of services, the reasonable cash value of each service rendered is considered both an expense incurred and a benefit payable. When benefits of this health plan are reduced each benefit is reduced in proportion to any applicable benefit limit, such as the deductible, of this health plan.

Right to Receive and Release Needed Information

Certain facts are needed to apply these coordination of benefits rules. The claims administrator has the right to decide which facts are needed. The claims administrator may get needed facts from, or give them to, any other organization or person. They do not need to tell, or get the consent of, any person to do this. Each person claiming benefits under this plan must provide any facts needed to pay the claim.

Facility of Payment and Right of Recovery

When another plan pays an amount that should have been paid under this plan, this plan may pay that amount to the organization that made that payment. That amount will then be considered a benefit under this plan. This plan will not have to pay that amount again. If this plan pays more than it should have paid under these coordination of benefit rules, this plan may recover the excess from any of the following:

1. the persons this plan paid for whom this plan has paid;
2. insurance companies; or
3. other organizations.

Any payment made or amount paid includes the reasonable cash value of any benefits provided in the form of services.

Reimbursement and Subrogation

This plan maintains both a right of reimbursement and a separate right of subrogation. **As an express condition of your participation in this plan, you agree that the health plan has the subrogation rights and reimbursement rights explained below.**

The Health plan's Right of Subrogation

If you or your dependents receive benefits under this plan arising out of an illness or injury for which a responsible party is or may be liable, this plan shall be subrogated to your claims and/or your dependents' claims against the responsible party.

Obligation to Reimburse the Health plan

You are obligated to reimburse the health plan in accordance with this provision if the health plan pays any benefits and you, or your dependent(s), heirs, guardians, executors, trustees, or other representatives recover compensation or receive payment related in any manner to an illness, accident or condition, regardless of how characterized, from a responsible party, a responsible party's insurer or your own (first party) insurer. You must reimburse the health plan for 100 percent of benefits paid by the health plan before you or your dependents, including minors, are entitled to keep or benefit by any payment, regardless of whether you or your dependent has been fully compensated and regardless of whether medical or dental expenses are itemized in a settlement agreement, award or verdict.

You are also obligated to reimburse the health plan from amounts you receive as compensation or other payments as a result of settlements or judgments, including amounts designated as compensation for pain and suffering, non-economic damages and/or general damages. The health plan is entitled to recover from any plan, person, entity, insurer (first party or third party), and/or insurance policy (including no-fault automobile insurance, an uninsured motorist's plan, a homeowner's plan, a renter's plan, or a liability plan) that is or may be liable for:

1. the accident, injury, sickness, or condition that resulted in benefits being paid under the health plan; and/or,
2. the medical, dental, and other expenses incurred by you or your dependents for which benefits are paid or will be paid under the health plan.

Until the health plan has been fully reimbursed, all payments received by you, your dependents, heirs, guardians, executors, trustees, attorneys or other representatives in relation to a judgment or settlement of any claim of yours or of your dependent(s) that arises from the same event as to which payment by the health plan is related shall be held by the recipient in constructive trust for the satisfaction of the health plan's subrogation and/or reimbursement claims.

Complying with these obligations to reimburse the health plan is a condition of your continued coverage and the continued coverage of your dependents.

Duty to Cooperate

You, your dependents, your attorneys or other representatives must cooperate to secure enforcement of these subrogation and reimbursement rights. This means you must take no action - including, but not limited to, settlement of any claim - that prejudices or may prejudice these subrogation or reimbursement rights. As soon as you become aware of any claims for which the health plan is or may be entitled to assert subrogation and reimbursement rights, you must inform the health plan by providing written notification to the claims administrator of:

1. the potential or actual claims that you and your dependents have or may have;
2. the identity of any and all parties who are or may be liable; and
3. the date and nature of the accident, injury, sickness or condition for which the health plan has or will pay benefits and for which it may be entitled to subrogate or be reimbursed.

You and your dependents must provide this information as soon as possible, and in any event, before the earlier of the date on which you, your dependents, your attorneys or other representatives:

1. agree to any settlement or compromise of such claims; or
2. bring a legal action against any other party.

You have a continuing obligation to notify the claims administrator of information about your efforts or your dependents' efforts to recover compensation.

In addition, as part of your duty to cooperate, **you and your dependents must complete and sign all forms and papers, including a Reimbursement Agreement**, as required by the health plan and provide any other information required by the health plan. A violation of the reimbursement agreement is considered a violation of the terms of the health plan.

The health plan may take such action as may be necessary and appropriate to preserve its rights, including bringing suit in your name or intervening in any lawsuit involving you or your dependent(s) following injury. The health plan may require you to assign your rights of recovery to the extent of benefits provided under the health plan. The health plan may initiate any suit against you or your dependent(s) or your legal representatives to enforce the terms of this plan. The health plan may commence a court proceeding with respect to this provision in any court of competent jurisdiction that the health plan may elect.

Attorney's Fees and Other Expenses You Incur

The health plan will not be responsible for any attorneys' fees or costs incurred by you or your dependents in connection with any claim or lawsuit against any party, unless, prior to incurring such fees or costs, the health plan in the exercise of its sole and complete discretion has agreed in writing to pay all or some portion of fees or costs. The common fund doctrine or attorneys' fund doctrine shall not govern the allocation of attorney's fees incurred by you or your dependents in connection with any claim or lawsuit against any other party and no portion of such fees or costs shall be an offset against the health plan's right to reimbursement without the express written consent of the claims administrator.

The plan administrator may delegate any or all functions or decisions it may have under this Reimbursement and Subrogation section to the claims administrator.

What May Happen to Your Future Benefits

If you or your dependent(s) obtain a settlement, judgment, or other recovery from any person or entity, including your own automobile or liability carrier, without first reimbursing the health plan, the health plan in the exercise of its sole and complete discretion, may determine that you, your dependents, your attorneys or other representatives have failed to cooperate with the health plan's subrogation and reimbursement efforts. If the health plan determines that you have failed to cooperate the health plan may decline to pay for any additional care or treatment for you or your dependent(s) until the health plan is reimbursed in accordance with the health plan terms or until the additional care or treatment exceeds any amounts that you or your dependent(s) recover. This right to offset will not be limited to benefits for the insured person or to treatment related to the injury, but will apply to all benefits otherwise payable under the health plan for you and your dependents.

Interpretation

In the event that any claim is made that any part of this subrogation and right of recovery provision is ambiguous or questions arise concerning the meaning or intent of any of its terms, the claims administrator shall have the sole authority and discretion to resolve all disputes regarding the interpretation of this provision.

How to File a Claim

Under Department of Labor regulations, claimants are entitled to a full and fair review of any claims made under this plan. The claims procedures described in this benefit booklet are intended to comply with those regulations by providing reasonable procedures governing the filing of claims, notification of benefit decisions, and appeals of adverse benefit determinations. A claimant must follow these procedures in order to obtain payment of benefits under this plan. If the claims administrator, in its sole discretion, determines that a claimant has not incurred a covered expense or that the benefit is not covered under this plan, no benefits will be payable under this plan. All claims and questions regarding claims should be directed to the claims administrator.

Types of Claims

A "claim" is any request for a plan benefit made in accordance with these claims procedures. You become a "claimant" when you make a request for a plan benefit in accordance with these claims procedures. There are four (4) types of claims, each with different claim and appeal rules. The primary difference is the timeframe within which claims and appeals must be determined. A communication regarding benefits that is not made in accordance with these procedures will not be treated as a claim.

Pre-Service Claim

A "pre-service claim" is any request for a plan benefit where the plan specifically conditions receipt of the benefit, in whole or in part, on receiving approval in advance of obtaining the medical care, unless the claim involves urgent care, as defined below. If the plan does not require a claimant to obtain approval of a medical service prior to getting treatment, then there is no "pre-service claim." The claimant simply follows these claims procedures with respect to any notice that may be required after receipt of treatment, and files the claim as a post-service claim.

Urgent Care Claim

An "urgent care claim" is a special type of pre-service claim. An "urgent care claim" is any pre-service claim for medical care or treatment with respect to which the application of the time periods that otherwise apply to pre-service claims could seriously jeopardize the life or health of the claimant or the claimant's ability to regain maximum function, or, in the opinion of a physician with knowledge of the claimant's medical condition, would subject the claimant to severe pain that cannot be adequately managed without the care or treatment that is the subject of the claim. The claims administrator will determine whether a pre-service claim involves urgent care, provided that, if a physician with knowledge of the claimant's medical condition determines that a claim involves urgent care, the claim will be treated as an urgent care claim.

IMPORTANT: If a claimant needs medical care for a condition that could seriously jeopardize their life, there is no need to contact the claims administrator for prior approval. The claimant should obtain such care without delay.

Concurrent Care Claim

A "concurrent care claim" arises when the claims administrator has approved an ongoing course of treatment to be provided over a period of time or number of treatments, and either (a) the claims administrator determines that the course of treatment should be reduced or terminated, or (b) the claimant requests extension of the course of treatment beyond that which the claims administrator has approved. If the plan does not require a claimant to obtain approval of a medical service prior to getting treatment, then there is no need to contact the claims administrator to request an extension of a course of treatment. The claimant follows these claims procedures with respect to any notice that may be required after receipt of treatment, and files the claim as a post-service claim.

Post-Service Claim

A "post-service claim" is any request for a plan benefit that is not a pre-service claim or an urgent care claim.

Change in Claim Type

The claim type is determined when the claim is initially filed. However, if the nature of the claim changes as it proceeds through these claims procedures, the claim may be re-characterized. For example, a claim may initially be an urgent care claim. If the urgency subsides, it may be re-characterized as a pre-service claim. It is very important to follow the requirements that apply to your particular type of claim. If you have any questions regarding the type of claim and/or what claims procedure to follow, contact the claims administrator.

Filing Claims

Except for urgent care claims, discussed below, a claim is made when a claimant (or authorized representative) submits a request for plan benefits to the claims administrator. A claimant is not responsible for submitting claims for services

received from in-network or out-of-network participating providers. These providers will submit claims directly to the local Blue Cross and Blue Shield plan on the claimant's behalf and payment will be made directly to these providers. If a claimant receives services from nonparticipating providers, they may have to submit the claims themselves. If the provider does not submit the claims on behalf of the claimant, the claimant should send the claims to the claims administrator. The necessary forms may be obtained by contacting the claims administrator. A claimant may be required to provide copies of bills, proof of payment, or other satisfactory evidence showing that they have incurred a covered expense that is eligible for reimbursement.

Payment of a claim does not preclude the right of the claims administrator to deny future claims or take any action it determines appropriate, including rescission of the contract and seeking repayment of claims already paid.

Urgent Care Claims

An urgent care claim may be submitted to the claims administrator by calling the telephone number located on the back of your ID card.

Pre-Service Claims

A pre-service claim (including a Concurrent Care claim that is also a pre-service claim) is considered filed when the request for approval of treatment or services is made and received by the claims administrator.

Post-Service Claims

A post-service claim must be filed within 30 days following receipt of the medical service, treatment or product to which the claim relates unless (a) it was not reasonably possible to file the claim within such time; and (b) the claim is filed as soon as possible and in no event (except in the case of legal incapacity of the claimant) later than 12 months after the date of receipt of the service, treatment or product to which the claim relates.

Incorrectly Filed Claims

These claims procedures do not apply to any request for benefits that is not made in accordance with these claims procedures, except that (a) in the case of an incorrectly-filed pre-service claim, the claims administrator will notify the claimant as soon as possible but no later than five (5) days following receipt of the incorrectly-filed claim; and (b) in the case of an incorrectly-filed urgent care claim, the claims administrator will notify the claimant as soon as possible, but no later than 24 hours following receipt of the incorrectly-filed claim. The notice will explain that the request is not a claim and describe the proper procedures for filing a claim. The notice may be oral unless the claimant specifically requests written notice.

Timeframes for Deciding Claims

Urgent Care Claims

The claims administrator will decide an urgent care claim as soon as possible, taking into account the medical exigencies, but no later than 72 hours after receipt of the claim.

Pre-Service Claims

The claims administrator will decide a pre-service claim within a reasonable time appropriate to the medical circumstances, but no later than 15 days after receipt of the claim.

Concurrent Care Extension Request

If a claim is a request to extend a concurrent care decision involving urgent care and if the claim is made at least 24 hours prior to the end of the approved period of time or number of treatments, the claims administrator will decide the claim within 24 hours after receipt of the claim. Any other request to extend a concurrent care decision will be decided in the otherwise applicable timeframes for pre-service, urgent care, or post-service claims.

Concurrent Care Reduction or Early Termination

The claims administrator's decision to reduce or terminate an approved course of treatment is an adverse benefit determination that a claimant may appeal under these claims procedures, as explained below. The claims administrator will notify the claimant of the decision to reduce or terminate an approved course of treatment sufficiently in advance of the reduction or termination to allow the claimant to appeal the adverse benefit determination and receive a decision on appeal before the reduction or termination.

Post-Service Claims

The claims administrator will decide a post-service claim within a reasonable time, but no later than 30 days after receipt of the claim.

Extensions of Time

A claimant may voluntarily agree to extend the timeframes described above. In addition, if the claims administrator is not able to decide a pre-service or post-service claim within the timeframes described above due to matters beyond its control, these timeframes may be extended for up to 15 days, provided the claimant is notified in writing prior to the expiration of the initial timeframe applicable to the claim. The notice will describe the matters beyond the claims administrator's control that justify the extension and the date by which the claims administrator expects to render a decision. No extension of time is permitted for urgent care claims.

Incomplete Claims

If any information needed to process a claim is missing, the claim will be treated as an incomplete claim. If an urgent care claim is incomplete, the claims administrator will notify the claimant as soon as possible, but no later than 24 hours following receipt of the incomplete claim. The notice will explain that the claim is incomplete, describe the information necessary to complete the claim and specify a reasonable time, no less than 48 hours, within which the claim must be completed. The notice may be oral unless the claimant specifically requests written notice. The claims administrator will decide the claim as soon as possible but no later than 48 hours after the earlier of (a) receipt of the specified information, or (b) the end of the period of time provided to submit the specified information.

If a pre-service or post-service claim is incomplete, the claims administrator will notify the claimant as soon as possible. The notice will explain that the claim is incomplete and describe the information needed to complete the claim. The timeframe for deciding the claim will be suspended from the date the claimant receives the notice until the date the necessary information is provided to the claims administrator. The claims administrator will decide the claim following receipt of the requested information and provide the claimant with written notice of the decision.

Notification of Initial Benefit Decision

The claims administrator will provide the claimant with written notice of an adverse benefit determination on a claim. A decision on a claim is an "adverse benefit determination" if it is (a) a denial, reduction, or termination of, or (b) a failure to provide or make payment (in whole or in part) for a benefit. The claims administrator will provide the claimant written notice of the decision on a pre-service or urgent care claim whether the decision is adverse or not. The claims administrator may provide the claimant with oral notice of an adverse benefit determination on an urgent care claim, but written notice will be furnished no later than three (3) days after the oral notice.

Right of Examination

The claims administrator and the plan administrator each have the right to ask a claimant to be examined by a provider during the review of any claim. The plan pays for the examination whenever either the claims administrator or the plan administrator requests the examination. A claimant's failure to comply with this request may result in denial of the claimant's claim.

Appeals of Adverse Benefit Determinations

Appeal Procedures

A claimant has a right to appeal an adverse benefit determination under these claims procedures. These appeal procedures provide a claimant with a reasonable opportunity for a full and fair review of an adverse benefit determination.

The claims administrator will follow these procedures when deciding an appeal:

1. An adverse benefit determination includes a denial, reduction, termination of or failure to make a payment for a benefit, or a rescission of coverage;
2. A claimant must file an appeal within 180 days following receipt of a notice of an adverse benefit determination;
3. A claimant will have the opportunity to submit written comments, documents, records, other information, other evidence, and testimony relating to the claim for benefits;
4. The individual who reviews and decides the appeal will be a different individual than the individual who made the initial benefit decision and will not be a subordinate of that individual, and no individual who reviews and decides appeals is compensated or promoted based on the individual's support of a denial of benefits;
5. The claims administrator will give no deference to the initial benefit decision;

6. The claims administrator will take into account all comments, documents, records, and other information submitted by the claimant relating to the claim, without regard to whether such information was submitted or considered in the initial benefit decision;
7. The claims administrator will, in deciding an appeal of any adverse benefit determination that is based in whole or in part upon a medical judgment, consult with a health care provider with the appropriate training and experience who is neither the same individual who was consulted regarding the initial benefit decision nor a subordinate of that individual;
8. The claims administrator will provide the claimant, upon request, the names of any medical or vocational experts whose advice was obtained in connection with the initial benefit decision, even if the claims administrator did not rely upon their advice;
9. The claims administrator will provide the claimant, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to the claimant's claim; any internal rule, guideline, protocol or other similar criterion relied upon in making the initial benefit decision; an explanation of the scientific or clinical judgment for the determination, applying the terms of the plan to the claimant's medical circumstances; and information regarding any voluntary appeals offered by the claims administrator;
10. The claims administrator will provide a claimant any new evidence considered, generated, or relied upon prior to making a final benefit determination;
11. The claims administrator will provide a claimant any new rationale for an adverse benefit determination prior to making a final benefit determination; and
12. The claims administrator will provide required notices in a culturally and linguistically appropriate manner as directed by the plan administrator.

Filing Appeals

A claimant must file an appeal within 180 days following receipt of the notice of an adverse benefit determination. A claimant's failure to comply with this important deadline may cause the claimant to forfeit any right to any further review under these claims procedures or in a court of law. An appeal is filed when a claimant (or authorized representative) submits a written request for review to the claims administrator. A claimant is responsible for submitting proof that the claim for benefits is covered and payable under the plan.

Urgent Care Appeals

An urgent care appeal may be submitted to the claims administrator by telephone at 1-866-873-5943. The claims administrator will transmit all necessary information, including the claims administrator's determination on review, by telephone, fax, or other available similar methods.

Timeframes for Deciding Appeals

Urgent Care Claims

The claims administrator will decide the appeal of an urgent care claim as soon as possible, taking into account the medical emergencies, but no later than 72 hours after receipt of the request for review.

Pre-Service Claims

The claims administrator will decide the appeal of a pre-service claim within a reasonable time appropriate to the medical circumstances, but no later than 30 days after receipt of the written request for review.

Post-Service Claims

The claims administrator will decide the appeal of a post-service claim within a reasonable period, but no later than 60 days after receipt of the written request for review.

Concurrent Care Claims

The claims administrator will decide the appeal of a decision to reduce or terminate an initially approved course of treatment before the proposed reduction or termination takes place. The claims administrator will decide the appeal of a denied request to extend a concurrent care decision in the appeal timeframe for pre-service, urgent care, or post-service claims described above, as appropriate to the request.

Appeal Process

Notification of Appeal Decision

The claims administrator will provide the claimant with written notice of the appeal decision. The notification will include the reason for the final adverse benefit determination, reference to the relevant plan provision(s) and other information as required by ERISA. The claims administrator may provide the claimant with oral notice of an adverse decision on an urgent care claim appeal, but written notice will be furnished no later than three (3) days after the oral notice. If the claimant does not receive a written response to the appeal within the timeframes described above, the claimant may assume that the appeal has been denied. Unless these procedures are deemed to be exhausted, the decision by the claims administrator on review will be final, binding and conclusive and will be afforded the maximum deference permitted by law. **These claims procedures must be exhausted before any legal action is commenced.**

Following notification of the appeal decision, a claimant may appeal further to a voluntary internal appeal or to an external appeal (for eligible claims). An adverse benefit determination relating to a claimant's failure to meet eligibility requirements is not eligible for external review.

Voluntary Appeals

A voluntary appeal may be available to a claimant receiving an adverse decision on a pre-service or post-service claim appeal. A claimant must file a voluntary appeal within 60 days following receipt of the adverse pre-service or post-service claim appeal decision. A voluntary appeal is filed when a claimant (or authorized representative) submits a written request for a voluntary appeal to the claims administrator. The claims administrator will provide the claimant with written notice of voluntary appeal decision. For more information on the voluntary appeal process, contact the claims administrator.

External Review

Standard External Review

You may file a request for an external review within four (4) months after the date of receipt of a notice of an adverse benefit determination or final internal adverse benefit determination.

1. Within five (5) business days following the date of receipt of the external review request, the claims administrator will complete a preliminary review of the request to determine whether:
 - a. you are or were covered under the plan at the time the health care item or service was requested or, in the case of a retrospective review, were covered under the plan at the time the health care item or service was provided;
 - b. the adverse benefit determination or the final adverse benefit determination is not based on the fact that you were not eligible under the plan;
 - c. you have exhausted the plan's internal appeal process (unless exhaustion is not required); and
 - d. you have provided all the information and forms required to process an external review. You will be notified if the request is not eligible for external review. If your request is not complete, but eligible, the claims administrator will tell you what information or materials are needed to complete the request and will give you 48 hours (or more) to provide the required information.

2. The claims administrator will assign an accredited independent review organization (IRO) to conduct the external review.

The IRO will utilize legal experts where appropriate to make coverage determinations under the plan and will notify you in writing of the request's eligibility and acceptance for external review. You may submit additional information in writing to the IRO within 10 business days that the IRO must consider when conducting the external review.

The claims administrator will provide documents and any information considered in making the adverse benefit determination or final internal adverse benefit determination to the IRO.

The IRO will review all of the information and documents timely received and is not bound by the claims administrator's prior determination. The IRO may consider the following in reaching a decision:

- a. your medical records;
- b. the attending health care provider's recommendation;
- c. reports from appropriate health care providers and other documents submitted by the claims administrator, you, or your treating provider;
- d. the terms of the plan;
- e. evidence-based practice guidelines;
- f. any applicable clinical review criteria developed and used by the claims administrator; and
- g. the opinion of the IRO's clinical reviewer or reviewers after considering information noted above as appropriate.

The IRO will provide written notice of the final external review decision within 45 days after the IRO receives the request for external review. The notice will contain a general description of the reason for the request for external review and a discussion of the principal reason or reasons for its decision, including the rationale for its decision and any evidence-based standards that were relied on in making its decision.

Expedited External Review

1. You may request an expedited external review when you receive:
 - a. an adverse benefit determination that involves a medical condition for which the timeframe for completion of an expedited internal appeal under the interim final regulations would seriously jeopardize your life or health or would jeopardize your ability to regain maximum function and you have filed a request for an expedited internal appeal; or
 - b. a final internal adverse benefit determination, if you have a medical condition where the timeframe for completion of a standard external review would seriously jeopardize your life or health or would jeopardize your ability to regain maximum function, or if the final internal adverse benefit determination concerns an admission, availability of care, continued stay, or health care item or service for which you received emergency services, but have not been discharged from a facility.
2. Immediately upon receipt of the request for expedited external review, the claims administrator will determine whether the request meets the reviewability requirements noted above for standard external review and will notify you of its eligibility determination.
3. When the claims administrator determines that your request is eligible for external review an IRO will be assigned. The claims administrator will provide all necessary documents and information considered in making the adverse benefit determination or final internal adverse benefit determination to the IRO by any available expeditious method.

The IRO must consider the information or documents provided and is not bound by the claims administrator's prior determination.
4. The IRO will provide notice of the final external review decision as expeditiously as your medical condition or circumstances require, but in no event more than 72 hours after the IRO receives the request for an expedited external review. If the IRO's notice is not in writing, the IRO must provide written confirmation of the decision within 48 hours to the claimant and the plan.

Additional Provisions

Authorized Representative

A claimant may appoint an "authorized representative" to act on their behalf solely with respect to an appeal of an adverse benefit determination or an inquiry concerning an adverse benefit decision. To appoint an authorized representative, a claimant must complete a form that can be obtained from the claims administrator. However, in connection with an urgent care claim, the claims administrator will permit a health care provider with knowledge of the claimant's medical condition to act as the claimant's authorized representative without completion of this form. Once an authorized representative is appointed, all future communication from the claims administrator will be made with the representative rather than the claimant, unless the claimant provides specific written direction otherwise. An assignment for purposes of payment (e.g., to a health care provider) does not constitute an appointment of an authorized representative under these claims procedures. Any reference in these claims procedures to claimant is intended to include the authorized representative of such claimant.

A claimant may not assign to any other person or entity their right to legally challenge any decision, action, or inaction of the claims administrator.

Claims Payment

When a claimant uses in-network or out-of-network participating providers, the plan pays the provider. When a claimant uses a nonparticipating provider, the plan pays the claimant. A claimant may not assign their benefits to a nonparticipating provider, except when parents are divorced. In that case, the custodial parent may request, in writing, that the plan pay a nonparticipating provider for covered services for a child. When the plan pays the provider at the request of the custodial parent, the plan has satisfied its payment obligation. This provision may be waived for ambulance providers in Minnesota and certain institutional and medical/surgical providers outside the state of Minnesota at the discretion of the claims administrator.

The plan does not pay claims to providers or to employees for services received in countries that are sanctioned by the United States Department of Treasury's Office of Foreign Assets Control (OFAC), except for medical emergency services when payment of such services is authorized by OFAC. Countries currently sanctioned by OFAC include Cuba, Iran, and Syria. OFAC may add or remove countries from time to time.

No Third Party Beneficiaries

The plan benefits described in this benefit booklet are intended solely for the benefit of you and your covered dependents. No person who is not a plan participant or dependent of a plan participant may bring a legal or equitable claim or cause of action pursuant to this benefit booklet as an intended or third party beneficiary or assignee hereof.

Release of Records

Claimants agree to allow all health care providers to give the claims administrator needed information about the care that they provide to them. This includes information about care received prior to the claimants enrollment with the claims administrator where necessary. The claims administrator may need this information to process claims, conduct utilization review, care management, quality improvement activities, reimbursement and subrogation, and for other health plan activities as permitted by law. If a provider requires special authorization for release of records, claimants agree to provide this authorization. A claimant's failure to provide authorization or requested information may result in denial of the claimant's claim.

Right of Examination

The claims administrator and the plan administrator each have the right to ask a claimant to be examined by a provider during the review of any claim. The plan pays for the examination whenever either the claims administrator or the plan administrator requests the examination. A claimant's failure to comply with this request may result in denial of the claimant's claim.

Privacy of Protected Health Information

Protected Health Information (PHI) is individually identifiable information created or received by a health care provider or a Health plan. This information is related to your past, present, or future health or the payment for such health care. PHI includes demographic information that either identifies you or provides a reasonable basis to believe that it could be used to identify you.

Restrictions on the Use and Disclosure of Protected Health Information

The employer may not use or disclose PHI for employment-related actions or decisions. The employer may only use or further disclose PHI as permitted or required by law and will report any use or disclosure of PHI that is inconsistent with the allowed uses and disclosures.

Separation Between the Employer and the Plan

The employees, classes of employees or other workforce members below will have access to PHI only to perform the plan administration functions that the employer provides for the plan. The following may be given access to PHI: plan administrator.

This list includes every employee or class of employees or other workforce members under the control of the employer who may receive PHI relating to the ordinary course of business.

The employees, classes of employees or other workforce members identified above will be subject to disciplinary action and sanctions for any use or disclosure of PHI that is in violation of these provisions. The employer will promptly report such instances to the plan and will cooperate to correct the problem. The employer will impose appropriate disciplinary actions on each employee or workforce member and will reduce any harmful effects of the violation.

Employee Retirement Income Security Act (ERISA) Statement of Rights

As a participant in the plan, you are entitled to certain rights and protection under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan participants will be entitled to:

Receive Information About Your Plan and Benefits

- a. Examine without charge, at the plan administrator's office and at other specified locations, such as work sites and union halls, all documents governing the plan, including insurance contracts, and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- b. Obtain, upon written request to the plan administrator, copies of documents governing the operation of the plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated benefit booklet. The Administrator may make a reasonable charge for the copies.
- c. Receive a summary of the plan's annual financial report. The plan administrator is required by law to furnish each participant with a copy of this summary annual report.

Continue Group Health Plan Coverage

Continue health care coverage for yourself, spouse, or dependents if there is a loss of coverage under the plan as a result of a qualifying event. You or your dependents may have to pay for such coverage. Review this benefit booklet and the documents governing the plan on the rules governing your continuation coverage rights.

Prudent Actions by Plan Fiduciaries

In addition to creating certain rights for the plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your plan, called "fiduciaries" of the plan, have a duty to do so prudently and in the interest of you and other plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a welfare benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a welfare benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the plan administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the plan administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you should disagree with the plan's decision or lack thereof concerning the qualified status of domestic relations order or a medical child support order, you may file suit in federal court; **however, you may not assign, convey, or in any way transfer your right to bring a lawsuit to anyone else.** If it should happen that the fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds that your claim is frivolous.

Assistance with Your Questions

If you have any questions about your plan, you should contact the plan administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the plan administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory; or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue Northwest, Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

Important Plan Information

Plan name:	Bright Health Management, Inc. Preferred Provider Organization (PPO) Health plan
Type of plan:	A group health plan (a type of welfare benefits plan that is subject to the provisions of ERISA)
ERISA plan year:	January 1 through December 31
Plan number:	501
Funding medium:	This plan is self-funded by contributions from the employer and/or employees. Funds for benefit payments are provided by the employer according to the terms of its agreement with the claims administrator. Your contribution toward the cost of coverage under the plan will be determined by the employer each year. The claims administrator provides administrative services only and does not assume any financial risk or obligation with respect to providing benefits. The claims administrator's payment of claims is contingent upon the plan administrator continuing to provide sufficient funds for benefits.
Type of plan administration:	Claims are administered by Blue Cross and Blue Shield of Minnesota pursuant to a contract between the plan and Blue Cross and Blue Shield of Minnesota.
Plan sponsor:	Bright Health Management, Inc. Suite 900 8000 Norman Center Drive Bloomington, MN 55437 (612) 238-1321
Plan sponsor's Employer Identification Number:	81-1108911
Plan administrator:	Bright Health Management, Inc. Suite 900 8000 Norman Center Drive Bloomington, MN 55437 (612) 238-1321
Named fiduciary for claims purposes:	Blue Cross
Named fiduciary for all other purposes:	Bright Health Management, Inc. Suite 900 8000 Norman Center Drive Bloomington, MN 55437 (612) 238-1321
Agent for services of legal process:	AVP, People Operations Bright Health Management, Inc. 8000 Norman Center Drive Bloomington, MN 55437 (612) 238-1321 Service of legal process may also be made on the plan administrator.
Plan document:	The plan and its attachments, if any, constitute the written plan document required by ERISA §402.

Terms You Should Know

90dayRx - Participating 90dayRx home delivery and retail pharmacies used for the dispensing of a supply of long-term prescription drug refills.

Accountable Care Organization (ACO) - A group of physicians, other health care providers, hospitals, and other health care providers that accept a shared responsibility to deliver a broad set of medical services to a defined set of patients.

Admissions - A period of one (1) or more days and nights while you occupy a bed and receive inpatient care in a facility.

Adverse Benefit Determination - A decision relating to a health care service or claim that is partially or wholly adverse to the complainant. This includes:

- a decision relating to the coverage of nonparticipating provider services as described in "Special Circumstances."
- a determination for health care services that is less intensive than the service specified in the original prior authorization request.

Aftercare/Continuing Care Services - The stage following discharge, when the patient no longer requires services at the intensity required during primary treatment.

Allowed Amount - The amount that payment is based on for a given covered service of a specific provider. The allowed amount may vary from one (1) provider to another for the same service. All benefits are based on the allowed amount, except as provided in "Benefit Overview." The allowed amount may include the provider's applicable taxes, for example, the MinnesotaCare tax.

The allowed amount for participating providers

For participating providers, the allowed amount is the negotiated amount of payment that the in-network provider has agreed to accept as full payment for a covered service at the time your claim is processed. The claims administrator periodically may adjust the negotiated amount of payment at the time your claim is processed for covered services at in-network providers as a result of expected settlements or other factors. The negotiated amount of payment with in-network providers for certain covered services may not be based on a specified charge for each service. Through annual or other global settlements, which may include an agreed upon fee schedule rate, case rate, withhold and/or capitation agreements, rebates, prospective payments or other methods, the claims administrator may adjust the amount due to in-network providers without reprocessing individual claims. These annual or other global adjustments will not cause any change in the amount you paid at the time your claim was processed. If the payment to the provider is decreased, the amount of the decrease is credited to the claims administrator, and the percentage of the allowed amount paid by the claims administrator is lower than the stated percentage for the covered service. If the payment to the provider is increased, the claims administrator pays that cost on your behalf, and the percentage of the allowed amount paid is higher than the stated percentage.

The allowed amount for all nonparticipating providers

For nonparticipating providers, the allowed amount may also be determined by the provider type, provider location, and the availability of certain pricing methods. The allowed amount may not be based upon or related to a usual, customary or reasonable charge. The claims administrator will pay the stated percentage of the allowed amount for a covered service. In most cases, the claims administrator will pay this amount to you. The determination of the allowed amount is subject to all business rules as defined in the claims administrator's Provider Policy and Procedure Manual. As a result, the claims administrator may bundle services, take multiple procedure discounts and/or other reductions as a result of the procedures performed and billed on the claim. No fee schedule amounts include any applicable tax.

The allowed amount for nonparticipating providers in Minnesota

For nonparticipating provider services within Minnesota, except those described in "Special Circumstances," the allowed amount will be based upon one (1) of the following payment options to be determined at the claims administrator's discretion: (1) a percentage, not less than 100%, of the Medicare allowed charge for the same or similar service; (2) a percentage of billed charges; (3) provider reimbursement databases, median costs from a benchmark of like claims, or fee negotiations; or, (4) as may be required by federal law. The payment option selected by the claims administrator may result in an allowed amount that is a lower amount than if calculated by another payment option. When the Medicare allowed charge is not available, the pricing method may also be determined by factors such as type of service, place of service, reason for care, and type of provider at the point the claim is received by the claims administrator.

The allowed amount for nonparticipating provider services outside Minnesota

For nonparticipating provider physician or clinic services outside of Minnesota, except those described in “Special Circumstances,” the allowed amount will be based upon one (1) of the following payment options to be determined at the claims administrator’s discretion: (1) a percentage, not less than 100%, of the Medicare allowed charge for the same or similar service; (2) a percentage of billed charges; (3) pricing determined by another Blue Cross or Blue Shield plan; (4) provider reimbursement databases, median costs from a benchmark of like claims, or fee negotiations; or, (5) as may be required by federal law. The payment option selected by the claims administrator may result in an allowed amount that is a lower amount than if calculated by another payment option. When the Medicare allowed charge is not available, the pricing method may also be determined by factors such as type of service, place of service, reason for care, and type of provider at the point the claim is received by the claims administrator.

Applied Behavioral Analysis - The design, implementation and evaluation of environmental modifications, using behavioral stimuli and consequences, to produce socially significant improvement in human behavior or to prevent loss of attained skill or function, including the use of direct observation, measurement and functional analysis of the relations between environment and behavior.

Artificial Insemination (AI) - A procedure in which semen is placed in a vagina, cervix, or uterus.

Assisted Reproductive Technology (ART) - Treatments or procedures that are done to start a pregnancy. This may include handling eggs and sperm or embryos.

Attending Health Care Provider - A health care provider with primary responsibility for the care provided to a sick or injured person.

Autism Spectrum Disorders - Any of the pervasive developmental disorders defined by the most recent edition of the Diagnostic and Statistical Manual of Mental Disorders (DSM), or its successor, including autistic disorder, Asperger's disorder and pervasive developmental disorder not otherwise specified.

Behavioral Health Care Treatment - Treatment for mental health disorders and substance use disorder/addiction diagnoses as listed in the most recent editions of the International Classification of Diseases (ICD) and Diagnostic and Statistical Manual for Mental Disorders (DSM). Does not include developmental disability.

Biological Products - Products that are regulated by the Food and Drug Administration (FDA) and are medicines made from living organisms through highly complex manufacturing processes and must be handled and administered under carefully monitored conditions. There are a wide variety of biological products such as drugs, gene and cellular therapies and vaccines.

Biosimilars - Products that are regulated by the Food and Drug Administration (FDA) and are highly similar to the reference biological brand name product in terms of safety, purity and potency, but may have minor differences in clinically inactive components.

BlueCard Program - A Blue Cross and Blue Shield program which allows you to access covered health care services while traveling outside of your service area. You must use in-network providers of a Host Blue and show your member ID card to secure BlueCard program access.

Board-Certified - A designation given to those physicians who, after meeting strict standards of knowledge and practices, are certified by the professional board representing their specialty.

Brand Drug - A recognized trade name prescription drug product, usually either the innovator product for new prescription drugs still under patent protection or a more expensive product marketed under a brand name for multi-source prescription drugs and noted as such in the pharmacy database used by the claims administrator.

Calendar Year - The period starting on January 1st of each year and ending at midnight December 31st of that year.

Care Coordination - Organized, information-driven patient care activities intended to facilitate the appropriate responses to your health care needs across the continuum of care.

Care/Case Management Plan - A plan for health care services developed for a specific patient by a care/case manager after an assessment of the patient's condition in collaboration with the patient and the patient's health care team. The plan sets forth both the immediate and the ongoing skilled health care needs of the patient to sustain or achieve optimal health status.

Cellular Therapy - The transfer of cells into a person with the goal of improving a disease. Gene modified cell therapy removes the cells from a person's body and alters the genetic material of the cell. The modified cells are then reintroduced into the body.

Chronic Condition - Any physical or mental condition that requires long-term monitoring and/or management to control symptoms and to shape the course of the disease.

Claim - A request for prior approval of a covered service or for the payment or reimbursement of the charges or costs associated with a covered service. Claims include:

- **Pre-service claim** - A request for prior approval of a covered service which under the terms of your coverage must be approved before you receive the covered service.
- **Urgent care claim** - A pre-service claim which, if decided within the time periods established for making non-urgent care pre-service claim decisions, could seriously jeopardize your life, health or ability to regain maximum function or, in the opinion of a physician with knowledge of your medical condition, would subject you to severe pain that cannot be adequately managed without the service. Whether a request involves an urgent care claim will be determined by your attending health care provider.
- **Post-service claim** - A request for payment or reimbursement of the charges or costs associated with a covered service that you have received.

Claims Administrator - Blue Cross and Blue Shield of Minnesota (Blue Cross).

Coinsurance - The percentage of the allowed amount you must pay for certain covered services after you have paid any applicable deductibles and copays until you reach your out-of-pocket limits. For covered services from participating providers, coinsurance is calculated based on the lesser of the allowed amount or the billed charge. Because payment amounts are negotiated to achieve overall lower costs, the allowed amount for participating providers is generally lower than the billed charge. However, the amount used to calculate your coinsurance will not exceed the billed charge. When your coinsurance is calculated on the billed charge rather than the allowed amount for participating providers, the percentage of the allowed amount paid by the claims administrator will be greater than the stated percentage.

For covered services from nonparticipating providers, coinsurance is calculated based on the allowed amount. In addition, you are responsible for any excess charge over the allowed amount.

Your coinsurance and deductible amount will be based on the negotiated payment amount the claims administrator has established with the provider or the provider's charge, whichever is less. The negotiated payment amount includes discounts that are known and can be calculated when the claim is processed. In some cases, after a claim is processed, that negotiated payment amount may be adjusted at a later time if the agreement with the provider so provides. Coinsurance calculation will not be changed by such subsequent adjustments or any other subsequent reimbursements the claims administrator may receive from other parties.

Coinsurance Example:

You are responsible for payment of any applicable coinsurance amounts for covered services. The following is an example of how coinsurance would work for a typical claim:

For instance, when Blue Cross pays 80% of the allowed amount for a covered service, you are responsible for the coinsurance, which is 20% of the allowed amount. In addition, you would be responsible for any excess charge over the allowed amount when a nonparticipating provider is used. For example, if a nonparticipating provider ordinarily charges \$100 for a service, but the allowed amount is \$95, Blue Cross will pay 80% of the allowed amount (\$76). You must pay the 20% coinsurance on the Blue Cross allowed amount (\$19), plus the difference between the billed charge and the allowed amount (\$5), for a total responsibility of \$24.

Remember, if participating providers are used, your share of the covered charges (after meeting any deductibles) is limited to the stated coinsurance amounts based on the Blue Cross allowed amount. If nonparticipating providers are used, your out-of-pocket costs will be higher as shown in the example above.

Compound Drug - A prescription where two (2) or more drugs are mixed together. All of these drugs must be FDA-approved. The end product must not be available in an equivalent commercial form. A prescription will not be considered as a compound prescription if it is reconstituted or if, to the active ingredient, only water or sodium chloride solutions are added. The compound drug must also be FDA-approved for use in the condition being treated and in the dosage form being dispensed.

Continued Stay - A continuation of inpatient care services for a member with an existing prior authorization. A continued stay review determines if continued inpatient care is medically necessary and/or if the current health care facility is still the most appropriate to provide the level of care required for the patient. Also known as concurrent review.

Copay - The dollar amount you must pay for certain covered services. The "Benefit Overview" lists the copays and services that require copays. A negotiated payment amount with the provider for a service requiring a copay will not change the dollar amount of the copay.

Cosmetic Services - Surgery and other services performed primarily to enhance or otherwise alter physical appearance without correcting or improving a physiological function.

Covered Drug List - The claims administrator's designated covered drug list for this plan is a list of Food & Drug Administration (FDA) approved prescription drugs selected for their quality, safety and effectiveness. It includes products in every major therapeutic category. The list was developed by the claims administrator's Pharmacy and Therapeutics Committee made up of clinical pharmacists and physicians and may, from time to time, be revised by the committee.

Covered Services - A health service or supply that is eligible for benefits when performed and billed by an eligible provider. You incur a charge on the date a service is received or a supply or a drug is purchased.

Custodial Care - Care provided primarily for maintenance of the member or which is designed essentially to assist the member in meeting activities of daily living and which is not primarily provided for its therapeutic value in the treatment of an illness, disease, bodily injury, or condition.

Cycle - One (1) partial or complete fertilization attempt extending through the implantation phase only.

Day Treatment - Behavioral health services that may include a combination of group and individual therapy or counseling for a minimum of three (3) hours per day, three (3) to five (5) days per week.

Deductible - The deductible is a specified dollar amount you must pay for most covered services each calendar year before the health plan begins to provide payment for benefits. Services such as prenatal care, pediatric preventive care, and primary network preventive care services for adults are not subject to the deductible. Please refer to "Benefit Overview" for the deductible amount. If applicable, the dollar amount reimbursed or paid by a coupon for specialty drugs will not count toward your deductible.

Dental Implant - Metal, screwlike posts surgically inserted in the jawbone to replace damaged or missing teeth with artificial teeth that look and function like real ones.

Designated Agent - An entity that has contracted, either directly or indirectly, with the claims administrator to perform a function and/or service in the administration of this health plan. Such function and/or service may include, but is not limited to, medical management and provider referral.

Diabetes Self-Management Education (DSME) - The process of facilitating the knowledge, skill, and ability necessary for diabetes self-care. Diabetes self-management support (DSMS) refers to the support that is required for implementing and sustaining coping skills and behaviors needed to self-manage on an ongoing basis. The overall objectives are to support informed decision making, self-care behaviors, problem solving, and active collaboration with the health care team and to improve clinical outcomes, health status, and quality of life. Support can be behavioral, educational, psychosocial, or clinical. DSMES will be provided by one (1) or more instructors. The instructors will have recent educational and experiential preparation in education and diabetes management or will be a certified diabetes educator. The instructor(s) will obtain regular continuing education in the field of diabetes management and education. At least one (1) of the instructors will be a registered nurse, dietitian, or pharmacist. DSMES must be consistent with the National Standards for Diabetes Self-Management Education.

Durable Medical Equipment - Medical equipment prescribed by a physician that meets each of the following requirements:

1. able to withstand repeated use;
2. used primarily for a medical purpose;
3. generally not useful in the absence of illness or injury;
4. determined to be reasonable and necessary; and
5. represents the most cost-effective alternative.

Enrollment Date - The first day of coverage, or if there is a waiting period, the first day of the waiting period (typically the date employment begins).

E-Visit - A patient-initiated, limited, written online evaluation and management service provided by a health care provider to communicate with an established patient. E-visits are not real-time interactions with a health care provider.

Experimental/Investigative - The use of any treatment, service, procedure, facility, equipment, prescription drug, device or supply (intervention) which is not determined by the claims administrator to be medically effective for the condition being treated. The claims administrator will consider an intervention to be experimental/investigative if: the intervention does not have Food and Drug Administration (FDA) approval to be marketed for the specific relevant indication(s); or available scientific evidence does not permit conclusions concerning the effect of the intervention on health outcomes; or the intervention is not proven to be as safe and as effective in achieving an outcome equal to or exceeding the outcome of alternative therapies; or the intervention does not improve health outcomes; or the intervention is not proven to be applicable outside the research setting. If an intervention, as defined above, is determined to be experimental/investigative at the time of the service, it will not receive retroactive coverage, even if it is found to be in accordance with the above criteria at a later date. Medical researchers constantly experiment with new medical equipment, prescription drugs and other technologies. In turn, health plans must evaluate these technologies. The claims administrator believes that decisions for evaluating new technologies, as well as new applications of existing technologies, for medical and behavioral health procedures, pharmaceuticals and devices should be made by medical professionals. Certain routine patient costs for participation in an approved clinical trial will not be considered experimental/investigative. Routine patient costs include items and services that would be covered if the member was not enrolled in an approved clinical trial.

Extended Hours Skilled Nursing Care (Private Duty Nursing) - Extended hours home care are continuous and complex skilled nursing services greater than two (2) consecutive hours per date of service in the member's home. Extended hours services provide complex, direct, skilled nursing care to develop caregiver competencies through training and education to optimize the member's health status and outcomes. The frequency of the nursing tasks is continuous and temporary in nature and is not intended to be provided on a permanent, ongoing basis.

Facility - A hospital, skilled nursing facility, residential behavioral health treatment facility, or outpatient behavioral health treatment facility licensed under state law in the state in which it is located to provide the health services billed by that facility. Facility may also include a licensed home/suite infusion therapy provider, freestanding ambulatory surgery center, a home health agency, or freestanding birthing center when services are billed on a facility claim.

Foot Orthoses - Appliances or devices used to stabilize, support, align, or immobilize the foot in order to prevent deformity, protect against injury, or assist with function. Foot orthoses generally refer to orthopedic shoes, and devices or inserts that are placed in shoes including heel wedges and arch supports. Foot orthoses are used to decrease pain, increase function, correct some foot deformities, and provide shock absorption to the foot. Orthoses can be classified as pre-fabricated or custom-made. Pre-fabricated orthoses are manufactured in quantity and are not designed for a specific member. Custom-fitted orthoses are specifically made for an individual member.

Freestanding Ambulatory Surgery Center - A freestanding facility that is not part of a hospital and performs medical and surgical services on an outpatient basis.

Gene Therapy - The introduction, removal, or change in the content of a person's genetic material with the goal of treating or curing a disease. It includes therapies such as gene transfer, gene modified cell therapy, and gene editing.

Generic Drug - A prescription drug that is available from more than one (1) manufacturing source and accepted by the FDA as a substitute for those products having the same active ingredients as a brand drug and listed in the FDA "Approved Drug Products with Therapeutic Equivalence Evaluations," otherwise known as the Orange Book, and noted as such in the pharmacy database used by the claims administrator.

Habilitative Services - Services, including devices, that are expected to make measurable or sustainable improvement within a reasonable period of time and assist a member to attain, maintain, or improve daily living skills or functions never learned or acquired due to a disabling condition.

Halfway House - Specialized residences for individuals who no longer require the complete facilities of a hospital or institution but are not yet prepared to return to independent living.

Health Care Provider - A health care provider, licensed for independent practice, certified or otherwise qualified under state law in the state in which the services are rendered, to provide the health services billed by that health care provider. Health care providers include physicians, chiropractors, mental health professionals, advanced practice nurses, physician assistants, pharmacists, audiologists, physical, speech, and occupational therapists, licensed nutritionists, licensed registered dietitians, licensed acupuncture practitioners, and supervised employees.

Home Delivery Pharmacy - A pharmacy that dispenses prescription drugs through a home delivery option.

Home Health Agency - A preapproved facility that sends health care providers and home health aides into a person's home to provide health services.

Hospice Care - A coordinated set of services provided at home or in an inpatient hospital setting for covered individuals diagnosed with a terminal disease or condition.

Hospital - A facility that provides diagnostic, therapeutic and surgical services to sick and injured persons on an inpatient or outpatient basis. Such services are performed by or under the direction of a staff of licensed doctors of medicine (MD), or osteopathy (DO). A hospital provides 24 hour-a-day professional registered nursing (RN) services.

Host Blue - A Blue Cross and/or Blue Shield licensee outside of Minnesota that has contractual relationships with providers in its designated service area that deliver the benefit of its arrangements with its local and ancillary providers eligible for Inter-Plan Programs, on behalf of Control/Home Licensee Members who incur claims within its service area.

Illness - A sickness, injury, pregnancy, mental illness, substance use disorder, or condition involving a physical disorder.

Immediate Family - Your spouse, child, stepchild, parent, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandchild, grandparent, stepparent, stepbrother or stepsister.

Infertility - The medically documented inability to conceive with unprotected sexual intercourse between partners for a period of at least 12 months. The inability to conceive may be due to either partner.

In-network Provider - A provider that has entered into a specific network contract with the claims administrator for this plan, or with the local Blue Plan.

Inpatient Care - Care that provides 24-hour-a-day professional registered nursing (RN) services for short-term medical and behavioral health services in a hospital setting.

Intensive Outpatient Programs (IOPs) - A behavioral health care service setting that provides structured, multidisciplinary diagnostic and therapeutic services. IOPs operate at least three (3) hours per day, three (3) days per week. Substance use disorder treatment is typically provided in an IOP setting. Some IOPs provide treatment for mental health disorders.

Intermittent Skilled Nursing Care - Services consisting of up to two (2) consecutive hours per date of service in the member's home provided by a licensed registered nurse or licensed practical nurse who are employees of an approved home health agency.

Lifetime Maximum - The cumulative maximum payable for specified covered services incurred by a member during their lifetime or by each covered dependent during their lifetime under all health plans with the employer. The lifetime maximum does not include amounts which are the member's responsibility, such as deductibles, coinsurance, copays, and other amounts. Please refer to "Benefit Overview" for specific dollar maximums on certain services.

Maintenance Services - Services that are neither habilitative nor rehabilitative that are not expected to make measurable or sustainable improvement within a reasonable period of time.

Marriage/Couples Counseling - Behavioral health care services for the primary purpose of working through relationship issues.

Marriage/Couples Training - Services for the primary purpose of relationship enhancement including, but not limited to: premarital education; or marriage/couples retreats, encounters, or seminars.

Medical Emergency - Medically necessary and appropriate care which a reasonable layperson believes is immediately necessary to preserve life, prevent serious impairment to bodily functions, organs, or parts, or prevent placing the physical or mental health of the member in serious jeopardy.

Medically Necessary and Appropriate (Medical Necessity and Appropriateness) - Services that a provider, exercising prudent clinical judgment and nondiscriminatory determinations, would provide to a member for the purpose of preventing, evaluating, diagnosing or treating an illness, injury, disease or its symptoms, and that are: (i) in accordance with generally accepted standards of medical practice; and (ii) clinically appropriate, in terms of type, frequency, extent, site and duration, and considered effective for the member's illness, injury or disease; and (iii) not primarily for the convenience of the member, physician, or other health care provider, and not more costly than an alternative service or sequence of services at least as likely to produce equivalent therapeutic or diagnostic results as to the diagnosis or treatment of that member's illness, injury or disease. The claims administrator reserves the right, utilizing the criteria set forth in this definition, to render the final determination as to whether a service, supply or covered drug is medically necessary and appropriate. No benefits will be provided unless the claims administrator determines that the service, supply or covered drug is medically necessary and appropriate.

With respect to mental health care services: services appropriate, in terms of type, frequency, level, setting, and duration,

to the member's diagnosis or condition, and diagnostic testing and preventive services. Medically necessary and appropriate care must be consistent with generally accepted practice parameters as determined by health care providers in the same or similar general specialty as typically manages the condition, procedure, or treatment at issue and must:

- (1) help restore or maintain the member's health; or
- (2) prevent deterioration of the member's condition.

Medicare - A federal health insurance program established under Title XVIII of the Social Security Act. Medicare is a program for people age 65 or older; some people with disabilities under age 65; and people with end-stage renal disease. The program includes Part A, Part B, and Part D. Part A generally covers some costs of inpatient care in hospitals and skilled nursing facilities. Part B generally covers some costs of physician, medical, and other services. Part D generally covers outpatient prescription drugs defined as those drugs covered under the Medicaid program plus insulin, insulin-related supplies, certain vaccines, and smoking cessation agents. Medicare Parts A, B, and D do not pay the entire cost of services and are subject to cost-sharing requirements and certain benefit limitations.

Mental Illness - A mental disorder as defined in the *International Classification of Diseases (ICD) and Diagnostic and Statistical Manual for Mental Disorders (DSM)*.

Nonparticipating Provider - A provider who has not entered into a network contract with the claims administrator or the local Blue Cross and/or Blue Shield plan.

Opioid Treatment - Treatment that uses Medication Assisted Treatment (MAT) to control withdrawal symptoms of opioid addiction.

Out-of-network Participating Provider - Providers who have a contract with the claims administrator or the local Blue Cross and/or Blue Shield plan (participating providers), but are not in-network providers because the contract is not specific to this plan.

Out-of-network Provider - A provider with a Blue Cross contract that is not specific to this plan; and nonparticipating providers.

Out-of-pocket Limit - A specified dollar amount of member cost-sharing incurred for covered services in a calendar year. When the specified dollar amount is attained, the claims administrator begins to pay 100% of the allowed amount for all covered expenses. Please refer to "Benefit Overview" for the out-of-pocket limit. If applicable, the dollar amount reimbursed or paid by a coupon for specialty drugs will not count toward your out-of-pocket limit.

Outpatient Behavioral Health Treatment Facility - A facility that provides outpatient treatment by, or under the direction of, a licensed mental health care provider for mental health disorders, or a licensed substance use professional for substance use disorders.

Outpatient Care - Services received without being admitted for an inpatient stay. Services received at an ambulatory surgery center are considered outpatient care.

Palliative Care - Services specifically designed to alleviate the physical, psychological, psychosocial, or spiritual impact of a disease, rather than providing a cure for members with a new or established diagnosis of a progressive, debilitating illness. Services are focused on improving quality of life by enabling a patient to address social, emotional and spiritual needs, and supporting the patient and family.

Partial Hospitalization - The provision of medical, nursing, counseling or therapeutic mental health care services or substance use disorder services on a planned and regularly scheduled basis in a facility provider designed for a member or client who would benefit from more intensive services than are generally offered through outpatient treatment but who does not require inpatient care.

Partial Programs - An intensive, structured behavioral health care setting that provides medically supervised diagnostic and therapeutic services. Partial programs operate five (5) to six (6) hours per day, five (5) days per week although some patients may not require daily attendance.

Participating Pharmacy - A pharmaceutical provider that participates in a network for the dispensing of prescription drugs.

Participating Provider - A provider who has entered into either a specific network contract or a general broader network contract with the claims administrator or the local Blue Cross and/or Blue Shield plan.

Physician - A doctor of medicine (MD), osteopathy (DO), dental surgery (DDS), medical dentistry (DMD), podiatric medicine (DPM), or optometry (OD) practicing within the scope of their license.

Place of Service - Clinic and hospital providers submit claims using national standards established by the Centers for Medicare & Medicaid Services (CMS) and state guidelines. The benefit paid for a service is based on provider billing and the place of service. For example, the benefits for diagnostic imaging performed in a physician's office may be different than diagnostic imaging delivered in an outpatient facility setting.

Plan - The plan of benefits established by the plan administrator.

Plan Year - A 12-month period which begins on the effective date of the plan and each succeeding 12-month period thereafter.

Preferred Drug List - The claims administrator's preferred drug list is a list of Food & Drug Administration (FDA) approved prescription drugs selected for their quality, safety and effectiveness. It includes products in every major therapeutic category. The list was developed by the claims administrator's Pharmacy and Therapeutics Committee made up of clinical pharmacists and physicians and may, from time to time, be revised by the committee. This list can change throughout the year.

Prescription Drugs - Drugs, including insulin, that are required by federal law to be dispensed only by prescription of a health provider who is authorized by law to prescribe the drug.

Provider - A health care provider or facility licensed, certified or otherwise qualified under state law, in the state in which the services are rendered, to provide the health services billed by that provider. Provider also includes home/suite infusion therapy providers, pharmacies, medical supply companies, independent laboratories and ambulances.

Rapid Whole Genome Sequencing (rWGS) - The investigation of the entire human genome, including coding and noncoding regions and mitochondrial deoxyribonucleic acid, to identify disease-causing genetic changes that returns the final results in 14 days. Rapid whole genome sequencing includes patient-only whole genome sequencing and duo and trio whole genome sequencing of the patient and the patient's biological parent or parents.

Rare Disease - a disease or condition that:

1. is chronic, serious, life-altering or life-threatening affecting fewer than 200,000 people in the United States;
2. affects more than 200,000 people in the United States. for which there is a drug that has been designated as a drug for a rare disease or condition pursuant to federal law; and
3. is included on the Genetic and Rare Diseases Information Center list created by the National Institutes of Health or for member or dependent with inconclusive or conflicting lab or clinical test results, had had at least two clinical consultations for the specific complaint, and documentation in their medical record of a developmental delay, developmental regression, failure to thrive, or progressive multisystemic involvement.

A disease or condition that has widely available and known protocols for diagnosis and treatment that is commonly treated in a primary care setting is not a rare disease even if it affects fewer than 200,000 people in the United States.

Rehabilitative Services - Services, including devices, that are expected to make measurable or sustainable improvement within a reasonable period of time and assist a member to regain, maintain, or prevent deterioration of daily living skills or functions acquired but then lost or impaired due to an illness, injury, or disabling condition.

Rescission - A cancellation or discontinuation of coverage.

Residential Behavioral Health Treatment Facility - A facility licensed under state law in the state in which it is located that provides residential treatment under the direction of, a licensed mental health professional for mental health disorders, or a licensed substance use professional for substance use disorders. The facility provides continuous, 24-hour supervision by a skilled staff who are directly supervised by health care providers. Skilled nursing and medical care are available each day.

Respite Care - Short-term inpatient or home care provided when necessary to relieve family members or other persons caring for the member.

Retail Health Clinic - A clinic located in a retail establishment. The clinic provides medical services for a limited list of eligible symptoms (e.g., sore throat, cold).

Retail Pharmacy - Any licensed pharmacy that you can physically enter to obtain a prescription drug.

Self-Administered Drugs - Drugs you would normally take on your own. These drugs do not require direct supervision or administration by a health care provider, regardless of whether initial medical supervision or training is required.

Services - Health care services, procedures, treatments, durable medical equipment, medical supplies, and prescription

drugs, including specialty drugs.

Skilled Care - Services rendered that are medically necessary and appropriate and provided by a licensed nurse or other licensed health care provider. A service shall not be considered skilled care merely because it is performed by, or under the direct supervision of, a licensed health care provider. Services such as tracheotomy suctioning or ventilator monitoring, that can be safely and effectively performed by a nonmedical person (or self-administered) without direct supervision of a licensed health care provider, shall not be regarded as skilled care, whether or not a licensed health care provider actually provides the service. The unavailability of a competent person to provide a non-skilled service shall not make it skilled care when a licensed health care provider provides the service. Only the skilled care component(s) of combined services that include non-skilled care are covered under the plan.

Skilled Nursing Facility - A Medicare-approved facility that provides skilled transitional care by, or under the direction of, a doctor of medicine (MD) or osteopathy (DO). A skilled nursing facility provides 24-hour-a-day professional registered nursing (RN) services.

Skills Training - Training of basic living and social skills that restore a patient's skills essential for managing their illness, treatment, and the requirements of everyday independent living.

Specialist - A health care provider who limits their practice to a particular branch of medicine or surgery.

Specialty Drugs - Specialty drugs are designated complex injectable and oral drugs that have very specific manufacturing, storage, and dilution requirements that are subject to restricted distribution by the U.S. Food and Drug Administration (FDA); or require special handling, provider coordination, or patient education that cannot be provided by a retail pharmacy.

Specialty Pharmacy Network Supplier - A pharmaceutical specialty provider that has an agreement with the claims administrator pertaining to the payment and exclusive dispensing of selected specialty prescription drugs provided to you.

Step Therapy - Step therapy includes, but is not limited to, drugs in specific categories or drug classes. If your health care provider prescribes one (1) of these drugs, there must be documented evidence that you have tried another eligible drug(s) that is safe, more clinically effective, and in some cases more cost-effective before the drug subject to step therapy will be paid under the drug benefit.

Substance Use Disorder and/or Addictions - Alcohol, drug dependence or other addictions as defined in the most current editions of the *International Classification of Diseases (ICD) and Diagnostic and Statistical Manual for Mental Disorders (DSM)*.

Supervised Employees - Health care providers employed by a doctor of medicine, osteopathy, chiropractic, dental surgery, or a Minnesota Rule 29 behavioral health treatment facility licensed by the Minnesota Department of Human Services. The employing MD, DO, DC, DDS, or mental health professional must be physically present and immediately available in the same office suite more than 50% of each day when the employed health care provider is providing services. Independent contractors are not eligible.

Supplies - Health care materials prescribed by a physician that are not reusable. They are used primarily for a medical purpose and are generally not useful in the absence of illness or injury.

Supplies include, but are not limited to:

1. ostomy supplies;
2. catheters;
3. oxygen; and
4. diabetic supplies.

Surrogate Pregnancy - An arrangement in which a person agrees to carry a pregnancy for another person.

Telehealth Services - The delivery of health care services or consultations through the use of real time two-way interactive audio and visual communications to provide or support health care delivery and facilitate the assessment, diagnosis, consultation, treatment, education, and care management of a member's health care. Telehealth includes the application of secure video conferencing, store-and-forward technology, and synchronous interactions between a member located at an originating site and a provider located at a distant site. Originating site means a site where the member is located at the time health care services are provided to the member by means of telehealth. Coverage is provided for health care services delivered through telehealth by means of the use of audio-only communication if the communication is a scheduled appointment and the standard of care for that particular service can be met through the use of audio-only communication. Telehealth does not include communication between providers that consists solely of a telephone

conversation, e-mail, or facsimile transmission. Telehealth does not include communication between a provider and a member that consists solely of an e-mail or facsimile transmission.

Tobacco Cessation Drugs and Products - Prescription drugs and over-the-counter products that aid in reducing or eliminating the use of nicotine.

Totally Disabled (or Total Disability) - A condition resulting from illness or injury as a result of which, and as certified by a physician, for an initial period of 24 months, you are continuously unable to perform all of the substantial and material duties of your regular occupation. However: (i) after 24 months of continuous disability, "totally disabled" (or total disability) means your inability to perform all of the substantial and material duties of any occupation for which you are reasonably suited by education, training or experience; (ii) during the entire period of total disability, you may not be engaged in any activity whatsoever for wage or profit and must be under the regular care and attendance of a physician, other than your Immediate Family. If you do not usually engage in any occupation for wages or profits, "totally disabled" (or total disability) means you are substantially unable to engage in the normal activities of an individual of the same age and sex.

Treatment - The management and care of a patient for the purpose of combating illness or injury. Treatment includes medical care, surgical care, diagnostic evaluation, giving medical advice, monitoring and taking medication.

Value-Based Program - An outcomes-based payment arrangement and/or a coordinated care model facilitated with one (1) or more local providers that is evaluated against cost and quality metrics/factors and is reflected in provider payment.

Waiting Period - The period of time that must pass before you or your dependents are eligible for coverage under this plan.

The Blue Cross® and Blue Shield® Association is an association of independent Blue Cross and Blue Shield plans.

You are hereby notified, your health care benefit program is between the employer, on behalf of itself and its employees and Blue Cross and Blue Shield of Minnesota (Blue Cross). Blue Cross is an independent corporation operating under licenses from the Blue Cross and Blue Shield Association ("the Association"), which is a national association of independent Blue Cross and Blue Shield companies throughout the United States. Although all of these independent Blue Cross and Blue Shield companies operate from a license with the Association, each of them is a separate and distinct operation. The Association allows Blue Cross Blue Shield to use the familiar Blue Cross and Blue Shield words, symbols, and trademarks in Minnesota. Blue Cross Blue Shield shall be liable to the employer, on behalf of itself and its employees, for any Blue Cross Blue Shield obligations under your health care benefit program. No person, entity or organization other than the Licensee shall be held accountable or liable to Bright Health Management, Inc. for any of the Licensee's obligations under this agreement.