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The Summary of Benefits and Coverage (SBC) document will help you choose a health <u>plan</u>. The SBC shows you how you and the <u>plan</u> would share the cost for covered health care services. NOTE: Information about the cost of this <u>plan</u> (called the <u>premium</u>) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, https://coc.NebraskaBlue.com/999MSWXR. For general definitions of common terms, such as <u>allowed amount</u>, <u>balance billing</u>, <u>coinsurance</u>, <u>copayment</u>, <u>deductible</u>, <u>provider</u>, or other <u>underlined</u> terms see the Glossary. You can view the Glossary at <u>www.cciio.cms.gov</u> or call 1-844-201-0763 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	Individual/Family In-Network: \$2,000/\$4,000 Out-of-Network: \$4,000/\$8,000	Generally, you must pay all of the costs from <u>providers</u> up to the <u>deductible</u> amount before this <u>plan</u> begins to pay. If you have other family members on the policy, they have to meet their own individual <u>deductible</u> until the overall family <u>deductible</u> amount has been met.
Are there services covered before you meet your deductible?	Yes, <u>preventive care</u> , <u>prescription drugs</u> , and <u>provider</u> office services.	This <u>plan</u> covers some items and services even if you haven't yet met the annual <u>deductible</u> amount. But a <u>copayment</u> or <u>coinsurance</u> may apply. For example, this <u>plan</u> covers certain <u>preventive services</u> without <u>cost-sharing</u> and before you meet your <u>deductible</u> . See a list of covered <u>preventive services</u> at https://www.healthcare.gov/coverage/preventive-care-benefits/ .
Are there other deductibles for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	In-Network: \$5,500/\$11,000 Out-of-Network: \$11,000/\$22,000	The <u>out-of-pocket limit</u> is the most you could pay in a year for covered services. If you have other family members in this <u>plan</u> , they have to meet their own <u>out-of-pocket limits</u> until the overall family <u>out-of-pocket limit</u> has been met.
What is not included in the out-of-pocket limit?	Premium, balance billed charges, penalties, denial for failure to obtain preauthorization and services this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a network provider?	Yes. See www.NebraskaBlue.com/find-a-doctor or call 1-844-201-0763 for a list of network providers.	This <u>plan</u> uses a <u>provider network</u> . You will pay less if you use a <u>provider</u> in the <u>plan's network</u> . You will pay most if you use an <u>out-of-network provider</u> , and you might receive a bill from a <u>provider</u> for the difference between the <u>provider's</u> charge and what your <u>plan</u> pays (a balance bill). Be aware, your <u>network provider</u> might use an <u>out-of-network provider</u> for some services (such as lab work). Check with your <u>provider</u> before you get services.
Do you need a <u>referral</u> to see a <u>specialist</u> ?	No.	You can see the <u>specialist</u> you choose without a <u>referral</u> .

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

		What You Will Pay		
Common Medical Event	Services You May Need	In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Primary care visit to treat an injury or illness	\$30 <u>copay</u> /visit	50% coinsurance	Some office services may be subject to deductible and/or coinsurance. Preauthorization may be required.
If you visit a health care <u>provider's</u> office or clinic	Specialist visit	\$60 <u>copay</u> /visit	50% coinsurance	Some office services may be subject to deductible and/or coinsurance. Preauthorization may be required.
	Preventive care/screening/ immunization	No charge for federally mandated services.	50% coinsurance. For immunizations for children up to age 7, the deductible is waived.	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for. Preauthorization may be required.
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	50% coinsurance	50% coinsurance	Preauthorization may be required.
	Imaging (CT/PET scans, MRIs)	50% coinsurance	50% coinsurance	Preauthorization may be required.
		For all <u>prescription drugs</u> , out-of-pocket costs shown are per 30-day supply. If allowed by your prescription, up to a 90-day supply may be obtained at one time (except for <u>specialty drugs</u>) by paying 3 <u>copay</u> amounts. Home delivery benefits are not available <u>out-of-network</u> . The following cost-shares apply only when obtaining drugs through a pharmacy.		
If you need drugs to treat your illness or condition	Generic drugs	25% <u>coinsurance</u> , <u>deductible</u> waived	50% <u>coinsurance</u> , <u>deductible</u> waived	In-network: \$10 minimum / \$25 maximum per prescription Preauthorization may be required.
	Preferred brand drugs	30% <u>coinsurance</u> , <u>deductible</u> waived	50% <u>coinsurance</u> , <u>deductible</u> waived	In-network: \$40 minimum / \$65 maximum per prescription Preauthorization may be required.

^{*} For more information about limitations and exceptions, see the plan or policy document at https://coc.NebraskaBlue.com/999MSWXR

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		What You Will Pay			
Common Medical Event	Services You May Need	In-Network Provider (You will pay the least)		Limitations, Exceptions, & Other Important Information	
More information about prescription drug coverage is available at www.nebraskablue.com		50% <u>coinsurance</u> , <u>deductible</u> waived	50% <u>coinsurance</u> , <u>deductible</u> waived	In-network: \$65 minimum / \$90 maximum per prescription Preauthorization may be required.	
	Specialty drugs	50% <u>coinsurance</u> , <u>deductible</u> waived	Not covered	In-network: \$0 minimum / \$200 maximum per prescription Retail and home delivery: 30-day supply maximum. Designated pharmacy may apply. Preauthorization may be required.	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	50% coinsurance	50% coinsurance	Preauthorization may be required.	
	Physician/surgeon fees	50% coinsurance	50% coinsurance	Preauthorization may be required.	
	Emergency room care	50% coinsurance	Same cost shares as in-network provider	None	
If you need immediate medical attention	Emergency medical transportation	50% coinsurance	Same cost shares as in-network provider	Limitations may apply to air ambulance.	
	Urgent care	50% coinsurance	50% coinsurance	None	
If you have a hospital stay	Facility fee (e.g., hospital room)	50% coinsurance	50% coinsurance	Preauthorization may be required.	
	Physician/surgeon fee	50% coinsurance	50% coinsurance	Preauthorization may be required.	
If you need mental health, behavioral health, or substance abuse services	Outpatient services	Office Visit: No charge Other Outpatient Services: 50% coinsurance	50% coinsurance	Preauthorization may be required.	
	Inpatient services	50% coinsurance	50% coinsurance	Preauthorization may be required.	

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		What You Will Pay		
Common Medical Event	Services You May Need	In-Network Provider (You will pay the least)	<u> </u>	Limitations, Exceptions, & Other Important Information
If you are pregnant	Office visits	50% coinsurance	50% coinsurance	Copay may apply for visit to determine pregnancy. Cost sharing does not apply to certain preventive services. Depending on the type of services, copay, deductible and coinsurance may apply. Maternity care may include tests and services described elsewhere in the SBC. Preauthorization may be required.
	Childbirth/delivery professional services	50% coinsurance	50% coinsurance	See pregnancy office visits limit. <u>Preauthorization</u> may be required.
	Childbirth/delivery facility services	50% coinsurance	50% coinsurance	See pregnancy office visits limit. <u>Preauthorization</u> may be required.
If you need help recovering or have other special health needs	Home health care	50% coinsurance	50% coinsurance	Home health aide: 60 days per calendar year. Skilled nursing in the home: Limited to 8 hours per day. Respiratory care: 60 days per calendar year. Preauthorization may be required.
	Rehabilitation services	Outpatient therapy: 50% coinsurance Manipulations: 50% coinsurance Other services: 50% coinsurance	Outpatient therapy: 50% coinsurance Manipulations: 50% coinsurance Other services: 50% coinsurance	Outpatient physical, occupational, speech, physiotherapy: Combined 60 session limit per calendar year. Manipulations and adjustments: Combined 20 session limit per calendar year. Outpatient cardiac rehabilitation: Combined 18 session limit per diagnosis. Outpatient pulmonary rehabilitation: Combined 18 session limit per diagnosis for certain diagnoses and criteria. Preauthorization may be required.
	Habilitation services	Outpatient therapy: 50% coinsurance Other services: 50% coinsurance	Outpatient therapy: 50% coinsurance Other services: 50% coinsurance	See the <u>Rehabilitation services</u> and <i>If you have</i> a hospital stay sections. Educational services are not covered. <u>Preauthorization</u> may be required.

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What You Will Pay



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Common Medical Event	Services You May Need	In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information	
	Skilled nursing care	50% coinsurance	50% coinsurance	In the home: See the <u>Home health care</u> section <u>Skilled nursing care</u> : Limited to 60 days per calendar year. <u>Preauthorization</u> may be required.	
	Durable medical equipment	50% coinsurance	50% coinsurance	Rental or purchase, whichever is least costly. <u>Preauthorization</u> may be required.	
	Hospice services	50% coinsurance	50% coinsurance	Preauthorization may be required.	
lf your child needs dental or eye care	Children's eye exam	Not covered	Not covered	Visual acuity tests are covered under the preventive services benefit. No coverage for eye exams.	
	Children's glasses	Lenses: Not covered Frames: Not covered Contacts: Not covered	Lenses: Not covered Frames: Not covered Contacts: Not covered	No coverage for glasses.	
	Children's dental check-up	Preventive, Simple and Complex Restorative services: Not covered Orthodontic Services: Not covered	Preventive, Simple and Complex Restorative services: Not covered Orthodontic Services: Not covered	No coverage for dental check-up.	

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

Acupuncture

Cosmetic surgery

Dental care (children)

Bariatric surgery

Dental care (adults)

• Glasses (children)

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NMA Employers Insurance Consortium

Coverage Period: 1/1/2025 - 12/31/2025

Infertility treatment

Routine eye care (adults)

 Voluntary Abortion (except to safeguard the life of the woman or due to a sexual assault (rape) or incest)

Long-term care

Routine eye care (children)

Weight loss programs

Private-duty nursing

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

Chiropractic care

- Non-emergency care when traveling outside the US
- Routine foot care

Hearing aids

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: Blue Cross and Blue Shield of Nebraska at 1-844-201-0763 or visit www.NebraskaBlue.com; for group health coverage subject to ERISA, the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform; for non-federal governmental group health plans, the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.cciio.cms.gov; or your employer's human resources department. Other coverage options may be available to you too, including buying individual insurance coverage through the <a href="Health_Health_Leath_

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a <u>claim</u>. This complaint is called a <u>grievance</u> or <u>appeal</u>. For more information about your rights, look at the explanation of benefits you will receive for that medical <u>claim</u>. Your <u>plan</u> documents also provide complete information to submit a <u>claim</u>, <u>appeal</u>, or a <u>grievance</u> for any reason to your <u>plan</u>. For more information about your rights, this notice, or assistance, contact: Blue Cross and Blue Shield of Nebraska at 1-844-201-0763 or visit <u>www.NebraskaBlue.com</u>, the Nebraska Department of Insurance at 1-877-564-7323 or <u>www.doi.ne.gov</u>, for group health coverage subject to ERISA, the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>www.doi.gov/ebsa/healthreform</u>, your employer's human resources or employee benefits department.

Does this plan provide Minimum Essential Coverage? Yes.

Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

Does this plan meet the Minimum Value Standards? Yes.

If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

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NMA Employers Insurance Consortium

Coverage Period: 1/1/2025 - 12/31/2025

Language Access Services:

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

如果需要中文的帮助,请拨打这个号码1-844-201-0763.

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

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

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About these Coverage Examples:



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

Peg is Having a Baby

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

■ The <u>plan's</u> overall <u>deductible</u>	\$2,000
Specialist copay	\$60
Hospital (facility) coinsurance	50%
Other coinsurance	50%

This EXAMPLE event includes services like:

Specialist office visits (prenatal care) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services Diagnostic tests (ultrasounds and blood work) Specialist visit (anesthesia)

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

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<u>Cost Sharing</u>	
Deductibles	\$2,000
Copayments	\$200
Coinsurance	\$3,300
What isn't covered	
Limits or exclusions	\$60
The total Peg would pay is	\$5,560

Managing Joe's type 2 Diabetes

(a year of routine in-network care of a well-controlled condition)

■ The <u>plan's</u> overall <u>deductible</u>	\$2,000
Specialist copay	\$60
Hospital (facility) coinsurance	50%
Other coinsurance	50%

This EXAMPLE event includes services like:

Primary care physician office visits (including disease education) Diagnostic tests (blood work)

Prescription drugs

Durable medical equipment (glucose meter)

Total Example Cost	\$5,600

In this example, Joe would pay:

Cost Sharing		
<u>Deductibles</u>	\$500	
Copayments	\$200	
Coinsurance	\$500	
What isn't covered		
Limits or exclusions	\$70	
The total Joe would pay is	\$1,270	

Mia's Simple Fracture

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

■ The <u>plan's</u> overall <u>deductible</u>	\$2,000
Specialist copay	\$60
Hospital (facility) coinsurance	50%
Other coinsurance	50%

This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic test (x-ray)

Durable medical equipment (crutches)

Rehabilitation services (physical therapy)

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In this example, Mia would pay:

Cost Sharing	
<u>Deductibles</u>	\$2,000
Copayments	\$100
Coinsurance	\$300
What isn't covered	
Limits or exclusions	\$0
The total Mia would pay is	\$2,400

The **plan** would be responsible for the other costs of the EXAMPLE covered services.

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