$3,500/$7,000 deductible, 0% co-insurance
Wellness Drugs: $15 co-payment/$50 co-payment/60% co-insurance
**Summary of Benefits and Coverage:** What this Plan Covers & What You Pay for Covered Services

**Coverage Period Begins:** 01-01-2025
**Coverage For**: All **Plan Type**: EPO

**The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) 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, www.bluecrossvt.org/select-cert-2025. For general definitions of common terms, such as allowed amount, balance billing, co-insurance, co-payment, deductible, provider, or other underlined terms, see the Glossary. You can view the Glossary at www.healthcare.gov/sbc-glossary or call (800) 255-4550 to request a copy.

| Important Questions | Answers | Why This Matters: |
|---|---|---|
| **What is the overall deductible?** | $3,500 individual plan / $7,000 family aggregate.<br><br>Co-insurance and co-payments do not apply to the deductible. This benefit combines your prescription drug and medical deductibles. | Generally, you must pay all of the costs from providers up to the deductible amount each plan year before this plan begins to pay. If you have other family members on the policy, the overall family deductible must be met before the plan begins to pay. Your plan year: 01-01-2025 through 12-31-2025. |
| **Are there services covered before you meet your deductible?** | Yes, preventive care, wellness drugs | This plan covers some items and services even if you haven't yet met the deductible amount. But a co-payment or co-insurance may apply. For example, this plan covers certain preventive services without cost-sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/. |
| **Are there other deductibles for specific services?** | No. There are no other specific deductibles. | You don't have to meet deductibles for specific services. |
| **What is the out-of-pocket limit for this plan?** | $3,500 individual plan / $7,000 family aggregate. Prescription drugs: $1,650 individual plan / $3,300 family aggregate. Medical and prescription drug out-of-pocket limits are combined. | The out-of-pocket limit is the most you could pay in a plan year for covered services. If you have other family members in this plan, the overall family out-of-pocket limit must be met. |
| **What is not included in the out-of-pocket limit?** | Premiums, balance-billing charges, adult vision care, adult dental services and health care this plan doesn't cover. | Even though you pay these expenses, they don't count toward the out-of-pocket limit. |
| **Will you pay less if you use a network provider?** | Yes. See www.bluecrossvt.org/find-doctor or call (800) 255-4550 for a list of network providers. | This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). For certain emergency services and/or services at an in-network hospital or surgical center (as explained below), the maximum amount you may pay is the plan's in network cost- sharing amount. In these circumstances, the providers cannot balance bill you. Check with your provider before you get services. |

*Deductible applies to these services.

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

All **co-payment** and **co-insurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

| Common Medical Event | Services You May Need | What You Will Pay | | Limitations, Exceptions, & Other Important Information |
|---|---|---|---|---|
| | | In-Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | |
| **If you visit a health care provider's office or clinic** | Primary care visit to treat an injury or illness | No charge* for primary care physician and mental health / substance use | Not covered | Some services require prior approval. For clarification on mental health services visit www.bluecrossvt.org/members/coverage. |
| | Specialist visit | No charge* | Not covered | Some services require prior approval. |
| | Other practitioner office visit | No charge* for chiropractic care, nutritional counseling, outpatient physical, speech and occupational therapy | Not covered | Some services require prior approval. Outpatient physical, speech and occupational therapy benefits are covered up to 30 visits combined. |
| | Preventive care/Screening/ Immunization | No charge | Not covered | 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. For clarification on preventive services visit www.bluecrossvt.org/members/coverage. |
| **If you have a test** | Diagnostic test (x-ray, blood work) | No charge* for office based and outpatient hospital | Not covered | Some services require prior approval. |
| | Imaging (CT/PET scans, MRIs) | No charge* | Not covered | Most services require prior approval. |
| **If you need drugs to treat your illness or condition** More information about **prescription drug coverage** is available at http://www.bluecrossvt.org/ pharmacies-medications. This plan | Generic drugs | No charge* | Not covered | Covers up to a 30-day supply for most prescription drugs. Some prescriptions require prior approval. |
| | Preferred brand drugs | No charge* | Not covered | Covers up to a 30-day supply for most prescription drugs. Some prescriptions require prior approval. |
| | Non-preferred brand drugs | No charge* | Not covered | Covers up to a 30-day supply for most prescription drugs. Some prescriptions require prior approval. |

*Deductible applies to these services.

| Common Medical Event | Services You May Need | What You Will Pay | | Limitations, Exceptions, & Other Important Information |
|---|---|---|---|---|
| | | In-Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | |
| follows the National Performance Formulary (NPF). | Wellness drugs | $15 co-payment per prescription generic, $50 co-payment per prescription preferred, 60% co-insurance non-preferred | Not covered | Covers up to a 30-day supply for most prescription drugs. Some prescriptions require prior approval. |
| **If you have outpatient surgery** | Facility fee (e.g., ambulatory surgery center) | No charge* | Not covered | Some services require prior approval. If you see an out-of-network provider at an in-network facility, the most the provider may bill you is the in-network cost-sharing amount. |
| | Physician/surgeon fees | No charge* | Not covered | Some services require prior approval. If you see an out-of-network provider at an in-network facility, the most the provider may bill you is the in-network cost-sharing amount. |
| **If you need immediate medical attention** | Emergency room care | No charge* for facility and physician services | No charge* for facility and physician services | Must meet emergency criteria. If you have an emergency medical condition, and get emergency services from an out-of-network provider or facility, the maximum you may pay is the standard in-network cost-sharing amount and you cannot be balance billed. |
| | Emergency medical transportation | No charge* | No charge* | Must meet emergency criteria. If you have an emergency medical condition, and get emergency services from an out-of-network provider or facility, the maximum you may pay is the standard in-network cost-sharing amount and you cannot be balance billed. |
| | Urgent care | No charge* | No charge* | Applies to urgent care facilities. If you have an emergency medical condition, and get emergency services from an out-of-network provider or facility, the maximum you may pay is the standard in-network cost-sharing amount and you cannot be balance billed. |

*Deductible applies to these services.

| Common Medical Event | Services You May Need | What You Will Pay | | Limitations, Exceptions, & Other Important Information |
|---|---|---|---|---|
| | | In-Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | |
| **If you have a hospital stay** | Facility fee (e.g., hospital room) | No charge* | Not covered | Out-of-state inpatient care requires prior approval. If you receive care from an out-of-network provider at an in-network hospital or ambulatory surgical center, the most the provider may bill you is the in-network cost-sharing amount and the provider cannot balance bill you. |
| | Physician/surgeon fees | No charge* | Not covered | Some services require prior approval. If you receive care from an out-of-network provider at an in-network hospital or ambulatory surgical center, the most the provider may bill you is the in-network cost-sharing amount and the provider cannot balance bill you. |
| **If you need mental health, behavioral health, or substance abuse services** | Outpatient services | No charge* | Not covered | Some services require prior approval. |
| | Inpatient services | No charge* | Not covered | Includes facility and physician fees. Requires prior approval. |
| **If you are pregnant** | Office visits | No charge* | Not covered | Cost sharing does not apply for preventive services. Depending on the type of services, a co-payment, co-insurance, or deductible may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound.). For a list of services visit www.bluecrossvt.org/members/coverage. |
| | Childbirth/delivery professional services | No charge* | Not covered | Out-of-state inpatient care requires prior approval. |
| | Childbirth/delivery facility services | No charge* | Not covered | Out-of-state inpatient care requires prior approval. |
| **If you need help recovering or have other special health** | Home health care | No charge* | Not covered | Home infusion therapy requires prior approval. Outpatient physical, speech and occupational therapy benefits are covered up to 30 visits combined. |

*Deductible applies to these services.

| Common Medical Event | Services You May Need | What You Will Pay | | Limitations, Exceptions, & Other Important Information |
|---|---|---|---|---|
| | | In-Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | |
| **needs** | Rehabilitation services | No charge* inpatient; no charge* cardiac / pulmonary services | Not covered | Inpatient rehabilitation services require prior approval. |
| | Habilitation services | No charge* for inpatient services | Not covered | Requires prior approval. Outpatient physical, speech and occupational therapy benefits are covered up to 30 visits combined. |
| | Skilled nursing care (facility) | No charge* | Not covered | Requires prior approval. |
| | Durable medical equipment (including supplies) | No charge* | Not covered | May require prior approval. |
| | Hospice services | No charge* | Not covered | None |
| **If your child needs dental or eye care** | Eye exam | No charge* per child exam; 100% of charges for adult exam | Not covered | One routine exam per calendar year. |
| | Glasses | No charge* for child glasses; 100% of charges for adult glasses | Not covered | One pair of exchange-level frames and lenses for prescription glasses or one pair of equivalent contact lenses per calendar year. |
| | Dental check-up | Child: Class I: No charge*, Class II: No charge*, Class III: No charge* Adult: 100% of charges | Not covered | Some services require prior approval. Deductible does not apply to Preventive fluoride supplements for children with non-fluoridated drinking water. |

*Deductible applies to these services.

## Excluded Services & Other Covered Services:

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

- Acupuncture
- Cosmetic Surgery (except with prior approval for reconstruction)
- Dental care (age 21 and older)
- Infertility Medications
- Long-term care
- Routine eye care (age 21 and older)
- Weight loss programs

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

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

## Your Rights to Continue Coverage:

There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: Department of Labor's Employee Benefits Security Administration at (866) 444-EBSA (3272) or www.dol.gov/ebsa/healthreform, or the Department of Health and Human Services at (877) 267-2323 x61565 or www.cciio.cms.gov. You may also contact the plan at (800) 247-2583. Other coverage options may be available to you, too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call (800) 318-2596.

## Your Grievance and Appeals Rights:

There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information on how to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: (800) 255-4550.

## Does this plan provide Minimum Essential Coverage? Yes.

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

## Does this plan meet the Minimum Value Standards? Yes.

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

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

*Deductible applies to these services.

## 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, co-payments and co-insurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

### Peg is Having a Baby
(9 months of in-network prenatal care and a hospital delivery)

| | |
|---|---|
| ■ **The plan's overall deductible** | **$3,500** |
| ■ **Specialist** | **$0** |
| ■ **Hospital (facility)** | **$0** |
| ■ **Other** | **$0** |

**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** |
|---|---|

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

| *Cost Sharing* | |
|---|---|
| Deductibles | $3,500 |
| Copayments | $0 |
| Coinsurance | $0 |
| *What isn't covered* | |
| Limits or exclusions | $60 |
| **The total Peg would pay is** | **$3,560** |

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

| | |
|---|---|
| ■ **The plan's overall deductible** | **$3,500** |
| ■ **Specialist** | **$0** |
| ■ **Hospital (facility)** | **$0** |
| ■ **Other** | **$0** |

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

| **Total Example Cost** | **$5,600** |
|---|---|

**In this example, Joe would pay:**

| *Cost Sharing* | |
|---|---|
| Deductibles | $2,300 |
| Copayments | $0 |
| Coinsurance | $0 |
| *What isn't covered* | |
| Limits or exclusions | $20 |
| **The total Joe would pay is** | **$2,320** |

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

| | |
|---|---|
| ■ **The plan's overall deductible** | **$3,500** |
| ■ **Specialist** | **$0** |
| ■ **Hospital (facility)** | **$0** |
| ■ **Other** | **$0** |

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

| **Total Example Cost** | **$2,800** |
|---|---|

**In this example, Mia would pay:**

| *Cost Sharing* | |
|---|---|
| Deductibles | $2,300 |
| Copayments | $0 |
| Coinsurance | $0 |
| *What isn't covered* | |
| Limits or exclusions | $0 |
| **The total Mia would pay is** | **$2,300** |

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

# DISCLAIMERS

## General Exclusions

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

## How We Protect Your Privacy

The law requires us to maintain the privacy of your health information by using or disclosing it only with your authorization or as otherwise allowed by law. You may find information about our privacy practices at **bluecrossvt.org/privacypolicies**.

**NOTICE: Discrimination is Against the Law**

Blue Cross® and Blue Shield® of Vermont (Blue Cross VT) and its affiliate The Vermont Health Plan (TVHP) comply with applicable federal and state civil rights laws and do not discriminate, exclude people or treat them differently on the basis of race, color, national origin, age, disability, gender identity or sex, ethnicity, sexual orientation, or HIV-status.

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

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

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

If you believe that Blue Cross VT has failed to provide these services or discriminated in another way based on race, color, national origin, age, disability, gender identity or sex, ethnicity, sexual orientation, or HIV-Status,

you can file a grievance with: Kienan D. Christianson, Civil Rights Coordinator, P.O. Box 186, Montpelier, VT 05601-0186, call (800) 247-2583 (TTY/TTD: 711), fax (802) 229-0511, or email **civilrightscoordinator@bcbsvt.com**. You can file a grievance in person, by mail, via fax, or by email. If you need help filing a grievance, Kienan D. Christianson, Civil Rights Coordinator is available to help you.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically or through the Office for Civil Rights Complaint Portal, available at **https://ocrportal.hhs.gov/ocr/portal/lobby.jsf**, or by mail or phone at:

U.S. Department of Health and Human Services
200 Independence Avenue, SW Room 509F
HHH Building Washington, D.C. 20201
1-800-368-1019, 800-537-7697 (TDD)

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

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

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|---|---|
| ARABIC | للحصول على خدمات المساعدة اللغوية المجانية ، اتصل (800) 247 2583 (TTY/TTD: 711). lilhusul ealaa khadmat almusaeadat allughawiat almajaaniat, atasal (800) 247-2583 (TTY/TTD: 711). |
| CHINESE | 如需免費語言支援服務，請致電 (800) 247-2583 TTY/TTD: 711). |
| CUSHITE (OROMO) | Tajaajila gargaarsa afaanii bilisaa argachuuf, (800) 247-2583 (TTY/TTD: 711) bilbili. |
| FRENCH | Pour des services d’assistance linguistique gratuits, appelez le (800) 247-2583 (TTY/TTD: 711). |
| GERMAN | Für kostenlose Sprachunterstützungsdienste rufen Sie (800) 247-2583 (TTY/TTD: 711) an. |
| ITALIAN | Per i servizi di assistenza linguistica gratuiti, chiamare il numero (800) 247-2583 (TTY/TTD: 711). |
| JAPANESE | 無料の言語支援サービスについては, (800) 247-2583 (TTY/TTD: 711). |
| NEPALI | निःशुल्क भाषा-सहायता सेवाहरूको लागि, कल गर्नुहोस् , (800) 247-2583 (TTY/TTD: 711). Niḥśulka bhāṣā- |

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|---|---|
| | sahāyatā sēvāharūkō lāgi, kala garnuhōs (800) 247-2583 (TTY/TTD: 711). |
| PORTUGUESE | Para serviços gratuitos de assistência linguística, ligue para (800) 247-2583 (TTY/TTD: 711). |
| RUSSIAN | Чтобы получить бесплатную языковую помощь, позвоните по телефону (800) 247-2583 (TTY/TTD: 711). |
| SERBO-CROATIAN (SERBIAN) | За бесплатне услуге језичке помоћи позовите (800) 247-2583 (TTY/TTD: 711). Za besplatne usluge jezičke pomoći pozovite (800) 247-2583 (TTY/TTD: 711). |
| SPANISH | Para servicios gratuitos de asistencia lingüística, llame al (800) 247-2583 (TTY/TTD: 711). |
| TAGALOG | PAUNAWA:  Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa (800) 247-2583 (TTY/TTD: 711). |
| THAI | สำหรับบริการช่วยเหลือด้านภาษาฟรี โทร,(800) 247-2583 (TTY/TTD: 711). S̄ảh̄rạb brikār ch̀wyh̄elū̱x d̂ān p̣hās'ā frī thor (800) 247-2583 (TTY/TTD: 711). |

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|---|---|
| UKRAINIAN | Щоб отримати безкоштовні мовні послуги, телефонуйте<br>(800) 247-2583 (TTY/TTD: 711). Shchob otrymaty bezkoshtovni movni posluhy, telefonuyte<br>(800) 247-2583 (TTY/TTD: 711) |
| VIETNAMESE | Đối với các dịch vụ hỗ trợ ngôn ngữ miễn phí, hãy gọi<br>(800) 247-2583 (TTY/TTD: 711). |

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