

**Summary of Benefits and Coverage:** What this Plan Covers & What You Pay for Covered Services**Coverage Period:** 1/1/2023 - 12/31/2023**ELON UNIVERSITY: Plan A****Coverage for:** Individual + Family. **Plan Type:** PPO

**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, visit

[www.bluecrossnc.com](http://www.bluecrossnc.com). For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms, see the Glossary. You can view the Glossary at [www.healthcare.gov/sbc-glossary](http://www.healthcare.gov/sbc-glossary) or call 1-877-275-9787 to request a copy.

Important Questions	Answers	Why this Matters:
<b>What is the overall deductible?</b>	In-Network: \$700 Individual/\$2,100 Family. Out-of-Network: \$2,300 Individual/\$6,900 Family.	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 <u>plan</u> , each family member must meet their own individual <u>deductible</u> until the total amount of <u>deductible</u> expenses paid by all family members meets the overall family <u>deductible</u> .
<b>Are there services covered before you meet your deductible?</b>	Yes. Preventive care and most services that may require a copayment.	This <u>plan</u> covers some items and services even if you haven't yet met the <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 <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a> .
<b>Are there other deductibles for specific services?</b>	No.	You don't have to meet <u>deductibles</u> for specific services.
<b>What is the out-of-pocket limit for this plan?</b>	In-Network: \$5,500 Individual/\$9,000 Family. Out-of-Network: \$10,000 Individual/\$20,000 Family.	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.
<b>What is not included in the out-of-pocket limit?</b>	<u>Premiums</u> , <u>balance-billing</u> charges, health care this <u>plan</u> doesn't cover and penalties for failure to obtain <u>pre-authorization</u> for services.	Even though you pay these expenses, they don't count toward the <u>out-of-pocket limit</u> .

**Will you pay less if you use a network provider?**

Yes. See [www.bluecrossnc.com/FindADoctor](http://www.bluecrossnc.com/FindADoctor) or call 1-877-275-9787 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). Check with your provider 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 **copayment** and **coinsurance** 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
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
<b>If you visit a health care provider's office or clinic</b>	Primary care visit to treat an injury or illness	\$35 <u>copayment</u>	50% <u>coinsurance</u>	None
	<u>Specialist</u> visit	\$55 <u>copayment</u>	50% <u>coinsurance</u>	None
	<u>Preventive care/screening/immunization</u>	No Charge	50% <u>coinsurance</u>	-You may have to pay for services that aren't <u>preventive</u> . Ask your <u>provider</u> if the services needed are <u>preventive</u> . Then check what your <u>plan</u> will pay for.--Limits may apply
<b>If you have a test</b>	<u>Diagnostic test</u> (x-ray, blood work)	No Charge	50% <u>coinsurance</u>	None
	Imaging (CT/PET scans, MRIs)	\$55/office visit;30% <u>coinsurance</u> <u>outpatient</u>	50% <u>coinsurance</u>	-Prior authorization may be required or services will not be covered
<b>If you need drugs to treat your illness or condition</b>  More information about <b>prescription drug coverage</b> is available at <a href="http://www.bluecrossnc.com/rxinfo">www.bluecrossnc.com/rxinfo</a>	Tier 1 Drugs	\$12 <u>copayment</u>	Not Covered	-Prior authorization may be required or services will not be covered - Copayment applies to a 30-day supply -For Infertility dosage limits apply - *See <u>Prescription Drug</u> section.
	Tier 2 Drugs	\$45 <u>copayment</u>	Not Covered	
	Tier 3 Drugs	\$90 <u>copayment</u>	Not Covered	
	Tier 4 Drugs	\$90 copayment	Not Covered	

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
<b>If you have outpatient surgery</b>	Facility fee (e.g., ambulatory surgery center)	30% <u>coinsurance</u>	50% <u>coinsurance</u>	None
	Physician/surgeon fees	30% <u>coinsurance</u>	50% <u>coinsurance</u>	None
<b>If you need immediate medical attention</b>	<u>Emergency room care</u>	\$150 <u>copayment</u>	\$150 <u>copayment</u>	None
	<u>Emergency medical transportation</u>	30% <u>coinsurance</u>	30% <u>coinsurance</u>	None
	<u>Urgent care</u>	\$55 <u>copayment</u>	50% <u>coinsurance</u>	None
<b>If you have a hospital stay</b>	Facility fee (e.g., hospital room)	30% <u>coinsurance</u>	\$250 per admission copay then 50% <u>coinsurance</u>	-Prior authorization may be required or services will not be covered
	Physician/surgeon fees	30% <u>coinsurance</u>	50% <u>coinsurance</u>	None
<b>If you need mental health, behavioral health, or substance abuse services</b>	Outpatient services	\$35/office visit; 30% <u>coinsurance</u> /outpatient	50% <u>coinsurance</u>	-Prior authorization may be required or services will not be covered
	Inpatient services	30% <u>coinsurance</u>	\$250 per admission copay then 50% <u>coinsurance</u>	-Prior authorization may be required or services will not be covered
<b>If you are pregnant</b>	Office visits	\$55 <u>copayment</u>	50% <u>coinsurance</u>	-This benefit applies in limited situations.*See Family Planning section.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
	Childbirth/delivery professional services	30% <u>coinsurance</u>	50% <u>coinsurance</u>	None
	Childbirth/delivery facility services	30% <u>coinsurance</u>	\$250 per admission copay then 50% <u>coinsurance</u>	-Prior authorization may be required or services will not be covered
<b>If you need help recovering or have other special health needs</b>	<u>Home health care</u>	No Charge	50% <u>coinsurance</u>	-Prior authorization may be required or services will not be covered
	<u>Rehabilitation services</u>	30% <u>coinsurance</u>	30% <u>coinsurance</u>	-*See Therapies section - Unlimited/benefit period for Adaptive Behavior Treatment.
	<u>Habilitation services</u>	30% <u>coinsurance</u>	30% <u>coinsurance</u>	- <u>Habilitation services</u> are combined with the <u>Rehabilitation service</u> limits listed above.
	<u>Skilled nursing care</u>	30% <u>coinsurance</u>	50% <u>coinsurance</u>	-Coverage is limited to 120 days . - Prior authorization may be required or services will not be covered
	<u>Durable medical equipment</u>	30% <u>coinsurance</u>	50% <u>coinsurance</u>	-Prior authorization may be required or services will not be covered -Limits may apply
	<u>Hospice services</u>	No Charge	50% <u>coinsurance</u>	-Prior authorization may be required or services will not be covered

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
<b>If your child needs dental or eye care</b>	Children's eye exam	Not Covered	Not Covered	Excluded Service
	Children's glasses	Not Covered	Not Covered	Excluded Service
	Children's dental check-up	Not Covered	Not Covered	Excluded Service

### 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.)**

- Bariatric surgery
- Long-term care
- Cosmetic surgery
- Routine eye care (Adult)
- Dental care (Adult)
- Weight loss programs

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

- Acupuncture
- Infertility treatment
- Routine Foot Care
- Chiropractic care
- Non-emergency care when traveling outside the U.S.
- Hearing aids
- Private duty nursing

**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 1-866-444-EBSA (3272) or [www.dol.gov/ebsa/healthreform](http://www.dol.gov/ebsa/healthreform). 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](http://www.HealthCare.gov) or call 1-800-318-2596.

**Your Grievance and Appeals Rights:** There are agencies that can help if you have a complaint against your 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: Blue Cross NC at 1-877-275-9787 or [www.BlueConnectNC.com](http://www.BlueConnectNC.com). You may also receive assistance from the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or [www.dol.gov/ebsa/healthreform](http://www.dol.gov/ebsa/healthreform), if applicable.

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

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

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

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

### **Language Access Services:**

Spanish (Español): Para obtener asistencia en español, llame al 1-877-275-9787.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-877-275-9787.

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码 1-877-275-9787.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwijigo holne' 1-877-275-9787.

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

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.

<b>Peg is Having a Baby</b> (9 months of in-network pre-natal care and a hospital delivery)	<b>Managing Joe’s Type 2 Diabetes</b> (a year of routine in-network care of a well-controlled condition)	<b>Mia’s Simple Fracture</b> (in-network emergency room visit and follow up care)
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■ <u>The plan’s overall deductible</u>	\$700	■ <u>The plan’s overall deductible</u>	\$700	■ <u>The plan’s overall deductible</u>	\$700
■ <u>Specialist copayment</u>	\$55	■ <u>Specialist copayment</u>	\$55	■ <u>Specialist copayment</u>	\$55
■ <u>Hospital (facility) coinsurance</u>	30%	■ <u>Hospital (facility) coinsurance</u>	30%	■ <u>Hospital (facility) coinsurance</u>	30%
■ <u>Other coinsurance</u>	30%	■ <u>Other coinsurance</u>	30%	■ <u>Other coinsurance</u>	30%

**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*)

**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*)

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

<b>Total Example Cost</b>	<b>\$12,700</b>	<b>Total Example Cost</b>	<b>\$5,600</b>	<b>Total Example Cost</b>	<b>\$2,800</b>
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In this example, Peg would pay:

<i>Cost Sharing</i>	
Deductibles	\$700
Copayments	\$10
Coinsurance	\$3,210
<i>What isn’t covered</i>	
Limits or exclusions	\$60
<b>The total Peg would pay is</b>	<b>\$3,980</b>

In this example, Joe would pay:

<i>Cost Sharing</i>	
Deductibles	\$700
Copayments	\$570
Coinsurance	\$190
<i>What isn’t covered</i>	
Limits or exclusions	\$20
<b>The total Joe would pay is</b>	<b>\$1,480</b>

In this example, Mia would pay:

<i>Cost Sharing</i>	
Deductibles	\$700
Copayments	\$330
Coinsurance	\$350
<i>What isn’t covered</i>	
Limits or exclusions	\$0
<b>The total Mia would pay is</b>	<b>\$1,380</b>

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



Blue Cross and Blue Shield of North Carolina (Blue Cross NC) provides free aids to service people with disabilities as well as free language services for people whose primary language is not English. Please contact the Customer Service number on the back of your ID card for assistance.

*Blue Cross and Blue Shield of North Carolina (Blue Cross NC) proporciona asistencia gratuita a /as personas con discapacidades, así como servicios lingüísticos gratuitos para /as personas cuyo idioma principal no es el inglés. Comuníquese con el número para servicio al cliente que aparece en el reverso de su tarjeta de seguro para obtener ayuda.*

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