Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services **Coverage Period: 01/01/2021 – 12/31/2021**

National DCP, LLC: Quality Health Plan Weekly Deductions; Employee Only $69.23, Employee+1 $135.03, Family $190.44 **Coverage for:** Individual or 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.cbabluevt.com** or call **1-888-222-9206**. 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.dol.gov/ebsa/healthreform or call **1-888-222-9206** to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	**$750** individual/**$1,500** family for In-Network providers and **$1,500** individual/**$3,000** family for Out-of-Network providers. Doesn't apply to prescription drug copayments, pre-certification penalties, In-Network adult preventive care, In-Network routine mammogram, In-Network routine well child care, In-Network primary care visit, In-Network specialist visit, In-Network allergy testing, In-Network chiropractic care, emergency room, In-Network outpatient physical, speech and occupational therapy, routine vision exams, In-Network early intervention services, In-Network outpatient cardiac rehabilitation, In-Network infertility services (outpatient), In-Network mental health/substance abuse outpatient services and prescription drug benefits.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible.
Are there services covered before you meet your deductible?	Yes. Preventive care and primary care services are covered before you meet your deductible.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance 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.	You don't have to meet deductible for specific services.
What is the out-of-pocket limit for this plan?	**$4,000** individual / **$8,000** family for In-Network providers and **$6,000** individual / **$12,000** family for Out-of-Network providers.	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.

What is not included in the out-of-pocket limit?	Premiums, balance-billing charges, precertification penalties, 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.cbabluevt.com**or call **1-888-222-9206** 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 referral to see a specialist?	No.	You can see the specialist you choose without a referral.

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
		BlueCard® 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	$35 copay/visit; deductible does not apply	30% coinsurance after deductible	————————none————————
	Specialist visit	$45 copay/visit deductible does not apply	30% coinsurance after deductible	————————none————————
	Preventive care/screening/ immunization	No charge	30% coinsurance after deductible	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. Routine mammograms are limited to a maximum of 1 baseline mammogram between age 35-39 and 1 mammogram per calendar year age 40+.
If you have a test	Diagnostic test (x-ray, blood work)	10% coinsurance after deductible	30% coinsurance after deductible	————————none————————
	Imaging (CT/PET scans, MRIs)	$150 copay/visit after deductible	30% coinsurance after deductible	————————none————————

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		BlueCard® Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need drugs to treat your illness or condition More information about **prescription drug coverage** is available at www.empirxhealth.com	Generic drugs (tier 1)	$20 copay/prescription (retail) $40 copay/prescription (mail order)	Not covered	Covers up to a 34-day supply (retail prescription); 90-day supply (mail order prescription). All prescribed FDA approved contraceptive methods for women are covered at 100% when received from a participating pharmacy. Generic oral contraceptives for women are covered at 100%. The brand version will be covered at 100% when received from a participating pharmacy only if medically necessary or a generic equivalent is not available.
	Preferred brand drugs (tier 2)	$50 copay/prescription (retail) $100 copay/prescription (mail order)		
	Non-preferred brand drugs (tier 3)	$65 copay/prescription (retail) $130 copay/prescription (mail order)		
	Specialty drugs (tier 4)	Applicable copayment		
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	10% coinsurance after deductible	30% coinsurance after deductible	——————none——————
	Physician/surgeon fees	10% coinsurance after deductible	30% coinsurance after deductible	——————none——————
If you need immediate medical attention	Emergency room care	$300 copay/visit		Copayment waived if admitted.
	Emergency medical transportation	10% coinsurance after deductible for emergency; 30% coinsurance after deductible for non-emergency	10% coinsurance after in-network deductible for emergency; 30% coinsurance after deductible for non-emergency	Pre-certification is required for non-emergency ambulance services in order to avoid a $250 penalty.
	Urgent care	$35 copay/visit	30% coinsurance after deductible	——————none——————
If you have a hospital stay	Facility fee (e.g., hospital room)	10% coinsurance after deductible	30% coinsurance after deductible	Pre-certification is required in order to avoid a $250 penalty.
	Physician/surgeon fees	10% coinsurance after deductible	30% coinsurance after deductible	——————none——————

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		BlueCard® Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need mental health, behavioral health, or substance abuse services	Outpatient services	$35 copay/visit	30% coinsurance after deductible	——————none——————
	Inpatient services	10% coinsurance after deductible	30% coinsurance after deductible	Pre-certification is required in order to avoid a $250 penalty.
If you are pregnant	Office visits	Pre-natal: No charge Post-natal: 10% coinsurance after deductible	30% coinsurance after deductible	Cost sharing does not apply for preventive services. Depending on the type of service, a copayment, coinsurance, or deductible may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).
	Childbirth/delivery professional services	10% coinsurance after deductible	30% coinsurance after deductible	——————none——————
	Childbirth/delivery facility services	10% coinsurance after deductible	30% coinsurance after deductible	Pre-certification is required for vaginal deliveries requiring more than a 48 hour stay and for cesarean section deliveries requiring more than a 96 hour stay in order to avoid a $250 penalty.
If you need help recovering or have other special health needs	Home health care	10% coinsurance after deductible	30% coinsurance after deductible	Pre-certification is required in order to avoid a $250 penalty.
	Rehabilitation services	$45 copay/visit for outpatient 10% coinsurance after deductible for other inpatient therapy	30% coinsurance after deductible	Pre-certification is required for inpatient and cardiac rehabilitation in order to avoid a $250 penalty. Outpatient physical, speech and occupational therapy are limited to a combined maximum of 60 visits per calendar year.
	Habilitation services	$45 coapy/visit	30% coinsurance after deductible	——————none——————
	Skilled nursing care	10% coinsurance after deductible	30% coinsurance after deductible	Pre-certification is required in order to avoid a $250 penalty. Coverage is limited to a maximum of 100 days per calendar year.
	Durable medical equipment	10% coinsurance after deductible	30% coinsurance after deductible	Pre-certification is required for durable medical equipment in excess of $1,500 in order to avoid a $250 penalty.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		BlueCard® Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
	Hospice services	10% coinsurance after deductible	30% coinsurance after deductible	Benefits are payable for up to 6 months of services.
If your child needs dental or eye care	Children's eye exam	$45 copay/visit		Limited to one exam every 24 months.
	Children's glasses	Not covered		Not covered.
	Children's dental check-up	Not covered		Not covered

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
- Dental care (Adult)
- Hearing aids
- Long-term care
- Non-emergency care when traveling outside the U.S.
- Routine foot care
- Weight loss programs

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

- Bariatric surgery (when medically necessary for morbid obesity)
- Chiropractic care
- Infertility treatment
- Private-duty nursing
- Routine eye care (Adult)

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. For more information on your rights to continue coverage, contact the plan at **1-888-222-9206.** You may also contact your state insurance department, the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa/healthreform, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov. 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 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 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 the plan at **1-888-222-9206.** You may also contact your state insurance department, the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa/healthreform, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov.

Does this plan provide Minimum Essential Coverage? **Yes**
If you don't have Minimum Essential Coverage for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

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 **1-888-222-9206.**
[Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa **1-888-222-9206.**
[Chinese (中文): 如果需要中文的帮助，请拨打这个号码**1-888-222-9206.**
[Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' **1-888-222-9206.**

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.

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

The plan's overall deductible	$750
Specialist *copayment*	$45
Hospital (facility) *coinsurance*	10%
Other *coinsurance*	10%

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	$750
Copayments	$300
Coinsurance	$1,100
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$2,210**

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

The plan's overall deductible	$750
Specialist *copayment*	$45
Hospital (facility) *coinsurance*	10%
Other *coinsurance*	10%

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	$100
Copayments	$1,600
Coinsurance	$0
What isn't covered	
Limits or exclusions	$20
The total Joe would pay is	**$1,720**

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

The plan's overall deductible	$750
Specialist *copayment*	$45
Hospital (facility) *coinsurance*	10%
Other *coinsurance*	10%

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	$750
Copayments	$700
Coinsurance	$50
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$1,500**