# **Auburn University HDHP Plan**

Coverage For: Individual + FamilyPlan Type: HDHP

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, call1-800-633-8052 or visit us at auburn.edu. 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.bcbsal.org/sbcglossary/</u> or call 1-800-292-8868 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	\$2,500/self-only or \$5,000/family innetwork. \$5,000/self-only or \$10,000 family/out-of-network.	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> , the overall family <u>deductible</u> must be met before the <u>plan</u> begins to pay.
Are there services covered before you meet your deductible?	Yes. <u>Preventive services</u> in-network are covered before you meet your <u>deductible</u> .	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> .
Are there other deductibles for specific services?	No.	You don't have to meet <u>deductible</u> for specific services.
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	For in-network \$5,000 self-only/ \$10,000 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 limit</u> until the overall family <u>out-of-pocket limit</u> has been met.
What is not included in the <u>out-of-pocket limit</u> ?	Premiums, balance-billed charges, health care this plan doesn't cover, cost sharing for most out-of-network benefits, pre-certification penalties and specialty drug coupon programs payments.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a <u>network provider</u> ?	Yes. See AlabamaBlue.com or call 1-800-810-BLUE for a list of network providers.	This <u>plan</u> uses a <u>provider</u> network. You will pay less if you use a <u>provider</u> in the <u>plan</u> 's network. You will pay the 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 provider's charge and what your <u>plan</u> pays ( <u>balance billing</u> ). 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 referral to see a specialist?	No.	You can see the specialist you choose without a referral.

Common		What Yo	u Will Pay	Limitations, Exceptions, & Other Important	
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Information	
	Primary care visit to treat an injury or illness	20% coinsurance	40% coinsurance	In Alabama, <u>out-of-network coinsurance</u> is 50%; precertification is required for some <u>provider</u>	
If you visit a health	Specialist visit	20% coinsurance	40% coinsurance	administered drugs; if no precertification is obtained, no benefits are available	
care <u>provider's</u> office or clinic	Preventive care/screening/immunization	No Charge Deductible does not apply	Not Covered	Please visit <u>AlabamaBlue.com/PreventiveServices</u> . You may have to pay for services that aren't preventive. Ask your <u>provider</u> if the services needed are preventive. Then check what your <u>plan</u> will pay for.	
	Diagnostic test (x-ray, blood work)	20% coinsurance	40% coinsurance	Benefits listed are <u>physician services</u> ; in Alabama, <u>out-of-network coinsurance</u> is 50%; facility benefits	
If you have a test	Imaging (CT/PET scans, MRIs)	20% coinsurance	40% coinsurance	are also available; precertification may be required; if no precertification is obtained, no benefits are available	
	Tier 1 Drugs	\$15 <u>copay</u> (retail)	\$30 <u>copay</u> (retail)	Prior authorization required for specific drugs; if no precertification is obtained, no benefits are available;	
If you need drugs to	Tier 2 Drugs	\$25 <u>copay</u> (retail)	\$40 <u>copay</u> (retail)	all prescriptions, except for prescription drugs considered preventive, are subject to the overall deductible; member pays the copay plus the	
treat your illness or condition	Tier 3 Drugs	\$55 <u>copay</u> (retail)	\$70 copay (retail)	difference between the allowance and the actual billed charge for out-of-network outside Alabama; In	
More information about	Tier 4 Drugs	\$85 copay (retail)	\$100 copay (retail)	Alabama, out-of-network not covered; Auburn University will waive \$15 copay for all Tier 1 medications and Tier 2 medications will have a \$10	
prescription drug coverage is available at AlabamaBlue.com/phar macy	Tier 5 Drugs (preferred specialty)	25% <u>coinsurance</u> (retail)	25% <u>coinsurance</u> (retail)	copay when filled at Auburn University Pharmaceutical Care Center (AUPCC) when employee enrolls and meets requirements in TigerMeds program; generic equivalents mandatory when available; please visit AlabamaBlue.com and go to "pharmacy" for more prescription drug information; specialty drugs up to a maximum of \$800	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% coinsurance	40% coinsurance	In Alabama, out-of-network not covered; precertification may be required; if no precertification is obtained, no benefits are available	

<sup>\*</sup> For more information about limitations and exceptions, see the <u>plan</u> or policy document at auburn.edu..

Common		What Yo	u Will Pay	Limitations, Exceptions, & Other Important	
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Information	
	Physician/surgeon fees	20% coinsurance	40% coinsurance	In Alabama, out-of-network coinsurance is 50%	
If you need immediate	Emergency room care	20% coinsurance	20% coinsurance	Physician charges will apply; mental health disorders and substance abuse benefits are available; subject to in-network overall deductible	
medical attention	Emergency medical transportation	20% coinsurance	20% coinsurance	Subject to in-network overall deductible	
	Urgent care	20% coinsurance	40% coinsurance	In Alabama, out-of-network coinsurance is 50%	
If you have a hospital stay	Facility fee (e.g., hospital room)	20% <u>coinsurance</u>	40% coinsurance	Only available for medical emergency and accidental injury; precertification is required for coverage; if no precertification is obtained, not benefits are available	
•	Physician/surgeon fees	20% coinsurance	40% coinsurance	In Alabama, out-of-network coinsurance is 50%	
If you need mental	Outpatient services	Not Covered	Not Covered		
health, behavioral health, or substance abuse services	Inpatient services	Not Covered	Not Covered	None	
	Office visits	20% coinsurance	40% coinsurance	Cost sharing does not apply for preventive services.	
	Childbirth/delivery professional services	20% coinsurance	40% coinsurance	Depending on the type of services, a <u>copayment</u> , <u>coinsurance</u> or <u>deductible</u> may apply. Maternity care	
If you are pregnant	Childbirth/delivery facility services	20% coinsurance	40% coinsurance	may include tests and services described elsewhere in the SBC (i.e. ultrasound); in Alabama, <u>out-of-network coinsurance</u> is 50%; precertification is required for some inpatient services; if no precertification is obtained, no benefits are available	

 $<sup>^{\</sup>star}$  For more information about limitations and exceptions, see the  $\underline{\text{plan}}$  or policy document at auburn.edu..

Common			What You	u Will Pay	Limitations, Exceptions, & Other Important	
	Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Information	
		Home health care	20% coinsurance	40% coinsurance	In Alabama, out-of-network not covered; benefits are also available for home infusion services; precertification may be required; if no precertification is obtained, no benefits are available	
		Rehabilitation services	20% coinsurance	40% coinsurance	Benefits listed are for Rehabilitation & Habilitation	
	If you need help recovering or have other special health needs	Habilitation services	20% coinsurance	40% coinsurance	services; each service has a combined maximum of 30 visits for occupational, physical and speech therapy per year; children ages 0-18 with an autistic diagnosis are allowed visits for occupational, physical and speech therapy meeting certain clinical criteria subject to annual maximums	
		Skilled nursing care	Not Covered	Not Covered	Not covered; member pays 100%	
		Durable medical equipment	20% coinsurance	40% coinsurance	Precertification may be required; if no precertification is obtained, no benefits are available	
		Hospice services	20% coinsurance	40% coinsurance	In Alabama, out-of-network not covered; precertification may be required; if no precertification is obtained, no benefits are available	
		Children's eye exam	No Charge <u>Deductible</u> does not apply	Not Covered	For detailed coverage information, please visit AlabamaBlue.com/PreventiveServices	
	If your child needs	Children's glasses	Not Covered	Not Covered	Not covered; member pays 100%	
	dental or eye care	Children's dental check-up	No Charge <u>Deductible</u> does not apply	Not Covered	For detailed coverage information, please visit <u>AlabamaBlue.com/PreventiveServices</u>	

 $<sup>^{\</sup>star}$  For more information about limitations and exceptions, see the  $\underline{\text{plan}}$  or policy document at auburn.edu..

#### **Excluded Services & Other Covered Services:**

Services Your Plan Generally Does NOT Cover	Check your policy or plan document for more information	on and a list of any other excluded services.)
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Acupuncture	Hearing aids	<ul> <li>Routine foot care</li> </ul>
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- Cosmetic surgery Long-term care Weight loss programs
- Dental care (Adult)
   Private-duty nursing
- Glasses, child
   Routine eye care (Adult)

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

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Bariatric surgery (only morbid obesity in limited circumstances)	Infertility treatment (Assisted Reproductive Technology not covered)
Chiropractic care	Non-emergency care when traveling outside the U.S.

### **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 Health and Human Services, Center for Consumer Information and Insurance Oversight at 1-877-267-2323 x61565 or <a href="www.cciio.cms.gov">www.cciio.cms.gov</a> or your plan administrator at the phone number listed in your benefit booklet. Other coverage options may be available to you too, including buying individual insurance coverage through the <a href="Health Insurance">Health Insurance</a> Marketplace. For more information about the <a href="Marketplace">Marketplace</a>, visit <a href="www.HealthCare.gov">www.HealthCare.gov</a> or call 1-800-318-2596.

## Your Grievance and Appeals Rights:

There are agencies that can help if you have a complaint against your <u>plan</u> 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 on how 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 Alabama at 1-800-633-8052

#### 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 Minimum Value Standards? Yes

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

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

<sup>\*</sup> For more information about limitations and exceptions, see the plan or policy document at auburn.edu..

# **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)		Managing Joe's Type 2 Diabetes (a year of routine in-network care of a well-controlled condition)		Mia's Simple Fracture (in-network emergency room visit and follow up care)	
■ The plan's overall deductible ■ Specialist coinsurance ■ Hospital (facility)	\$2,500 20%	■ The <u>plan's</u> overall <u>deductible</u> ■ <u>Specialist coinsurance</u> ■ Hospital (facility)	\$2,500 20%	■ The <u>plan's</u> overall <u>deductible</u> ■ <u>Specialist coinsurance</u> ■ Hospital (facility)	\$2,500 20%
coinsurance  Other copayment/coinsurance	20% \$25/20%	coinsurance  ■ Other copayment/coinsurance	20% \$25/20%	coinsurance  ■ Other copayment/coinsurance	20% \$25/20%

#### 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	<b>EXAMPL</b>	Ε	event	includes	services	like:
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Primary care physician office visits (including disease education)

Diagnostic tests (blood work)

**Total Example Cost** 

Prescription drugs

<u>Durable medical</u> equipment (alucose meter)

#### This EXAMPLE event includes services like:

Emergency room care (including medical supplies)

Diagnostic tests (x-ray)

**Total Example Cost** 

\$5,600

Durable medical equipment (crutches)

Rehabilitation services (physical therapy)

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

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Cost Sharing					
<u>Deductibles</u>	\$2,500				
Copayments	\$10				
Coinsurance	\$2,000				
What isn't covered					
Limits or exclusions	\$60				
The total Peg would pay is	\$4,570				

n	this	example	JOE	Mould	nav:

Cost Sharing				
<u>Deductibles</u>	\$2,500			
<u>Copayments</u>	\$300			
Coinsurance	\$100			
What isn't covered				
Limits or exclusions	\$40			
The total Joe would pay is	\$2,910			

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n uns example, ima would pay.				
Cost Sharing				
<u>Deductibles</u>	\$2,400			
Copayments	\$0			
Coinsurance	\$70			
What isn't covered				
Limits or exclusions	\$0			
The total Mia would pay is	\$2,470			

Note: These numbers assume the patient does not participate in the plan's wellness program. If you participate in the plan's wellness program, you may be able to reduce your costs. For more information about the wellness program, please contact: auburn.edu.

\$2.800

Language Assistance Services, Auxiliary Aids, Services and Notice of Nondiscrimination only apply to administrative services that Blue Cross and Blue Shield of Alabama provides to your employer.

**Discrimination is Against the Law** 

Language Assistance Services, Auxiliary Aids Services and Notice of Nondiscrimination:

Blue Cross and Blue Shield of Alabama, an independent licensee of the Blue Cross and Blue Shield Association, complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex (consistent with the scope of sex discrimination described in 45 CFR § 92.101(a)(2)). We do not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

Blue Cross and Blue Shield of Alabama:

- Provides reasonable modifications and free appropriate auxiliary aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language assistance services to people whose primary language is not English, such as qualified interpreters and information written in other languages.

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services, contact our 1557 Compliance Coordinator. If you believe that we have failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance in person or by mail, fax, or email at: Blue Cross and Blue Shield of Alabama, Compliance Office, 450 Riverchase Parkway East, Birmingham, Alabama 35244, Attn: 1557 Compliance Coordinator, 1-855-216-3144, 711 (TTY),1-205-220-2984 (fax), 1557Grievance@bcbsal.org (email). If you need help filing a grievance, our 1557 Compliance 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 through the Office for Civil Rights Complaint Portal, available at <a href="https://ocrportal.hhs.gov/ocr/portal/lobby.jsf">https://ocrportal.hhs.gov/ocr/portal/lobby.jsf</a>, 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, 1-800-537-7697 (TDD). Complaint forms are available at <a href="https://www.hhs.gov/ocr/office/file/index.html">https://www.hhs.gov/ocr/office/file/index.html</a>.

#### Notice of Availability of Language Assistance Services and Auxiliary Aids and Services

**English:** ATTENTION: Free language assistance services are available to you. Appropriate auxiliary aids and services to provide information in accessible formats are also available free of charge. Call 1-855-216-3144 (TTY: 711) or call Customer Service.

انتباه: إذا كنت تتحدث العربية، تتوفر لك خدمات المساعدة اللغوية المجانية. كما تتوفر أيضًا المساعدات :855-216-3144 والخدمات الإضافية المناسبة لتوفير المعلومات بتنسيقات يسهل الوصول إليها مجانًا. اتصل بالرقم 3144-216-216. (الهاتف النصي: 711) أو الاتصال بخدمة العملاء

Chinese: 请注意:如果您说普通话,我们可免费为您提供语言协助服务。我们还免费提供适当的辅助工具和服务,以易读格式向您提供信息。请拨打1-855-216-3144(TTY用户请拨711)或致电客户服务部。

French: À NOTER : Si vous parlez français, des services d'assistance linguistique gratuits sont à votre disposition. Des aides et des services auxiliaires appropriés pour fournir des informations dans des formats accessibles sont également disponibles gratuitement. Appelez le 1 855 216 3144 (TTY : 711) ou contactez le service client.

**German:** ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlose Sprachassistenzdienste zur Verfügung. Geeignete Hilfsmittel und Dienstleistungen zur Bereitstellung von Informationen in zugänglichen Formaten sind ebenfalls kostenlos erhältlich. Rufen Sie +1 855 216 3144 (Durchwahl: 711) oder den Kundendienst an.

Gujarati: ધ્યાન આપો: જો તમે ગુજરાતી બોલો છો, તો તમારા માટે નિઃશુલ્ક ભાષા સહાય સેવાઓ ઉપલબ્ધ છે. સુલભ ફોર્મેટમાં માહિતી પ્રદાન કરવા માટેની યોગ્ય સહાય અને સેવાઓ પણ વિના મૂલ્યે ઉપલબ્ધ છે. 1-855-216-3144 (TTY: 711) પર અથવા ગ્રાહક સેવા પર કૉલ કરો.

Hindi: ध्यान दें: अगर आप हिन्दी बोलते हैं, तो आपके लिए निःशुल्क भाषा सहायता सेवाएँ उपलब्ध हैं। आसान प्रारूप में सूचना उपलब्ध कराने के लिए उपयुक्त सहायक साधन और सेवाएँ भी निःशुल्क उपलब्ध हैं। 1-855-216-3144 (TTY: 711) पर काल करें या ग्राहक सेवा को कॉल करें।

Japanese: ご案内: 日本語を話される方には、無料の言語アシスタントサービスをご用意しております。アクセシブルな形式で情報を提供するため、補助器具や支援サービスも無料で提供しております。1-855-216-3144 (TTY: 711) もしくは、カスタマーサービスにお電話でお問合せください。

Korean: 주의: 한국어을(를) 하시면 무료 언어 지원 서비스를 이용하실 수 있습니다. 접근 가능한 형식으로 정보를 제공하기 위한 적절한 보조 도구와 서비스도 무료로 제공됩니다. 1-855-216-3144(TTY: 711)로 전화하거나 고객 서비스에 문의하세요.

Lao: ເອົາໃຈໃສ່: ຖ້າເຈົ້າເວົ້າ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາຟຣີແມ່ນມີໃຫ້ທ່ານ. ການຊ່ວຍເຫຼືອ ແລະ ການບໍລິການທີ່ເໝາະສົມໃນການສະໜອງຂໍ້ມູນໃນຮູບແບບທີ່ສາມາດເຂົ້າເຖິງໄດ້ແມ່ນຍັງສາມາດໃຊ້ໄດ້ໂດຍບໍ່ເສຍຄ່າ. ໂທ 1-855-216-3144 (TTY: 711) ຫຼື ໂທຫາຝ່າຍບໍລິການລູກຄ້າ.

**Portuguese:** ATENÇÃO: Se você falar português, serviços gratuitos de assistência linguística estão disponíveis para você. Também estão disponíveis gratuitamente ajudas e serviços auxiliares adequados para fornecer informações em formatos acessíveis. Ligue para 1-855-216-3144 (TTY: 711) ou ligue para o Atendimento ao Cliente.

**Russian:** ВНИМАНИЕ. Если ваш язык русский язык, к вашим услугам бесплатная языковая помощь. Соответствующие вспомогательные средства и услуги по предоставлению информации в доступных форматах также предоставляются бесплатно. Позвоните по телефону 1-855-216-3144 (ТТҮ: 711) или обратитесь в службу поддержки клиентов.

**Spanish:** ATENCIÓN: Si usted habla español, hay disponibles servicios gratuitos de asistencia lingüística. También hay disponibles, de forma gratuita, ayudas y servicios auxiliares adecuados para dar información en formatos accesibles. Llame al 1-855-216-3144 (TTY: 711) o llame a Servicio al cliente.

**Tagalog:** ATTENTION: Kung nagsasalita ka ng Tagalog, available sa iyo ang mga libreng serbisyo sa tulong sa wika. Available rin ang naaangkop na mga pantulong na tulong at serbisyo nang walang bayad para magbigay ng impormasyon sa mga naa-access na format. Tumawag sa 1-855-216-3144 (TTY: 711) o tumawag sa Serbisyo sa Customer.

**Turkish:** DİKKAT Konuşmanız durumunda Türkçe, ücretsiz dil yardımı hizmetlerinden yararlanabilirsiniz. Erişilebilir formatlarda bilgi sağlamak için uygun yardımcı araçlar ve hizmetler de ücretsiz olarak sunulmaktadır. 1-855-216-3144 (TTY: 711) nolu telefonu veya Müşteri Hizmetlerini arayın. **Vietnamese:** CHÚ Ý: Nếu quý vị nói tiếng việt thì dịch vụ hỗ trợ ngôn ngữ miễn phí có sẵn cho quý vị. Chúng tôi cũng có các hỗ trợ và dịch vụ phụ trợ miễn phí phù hợp để cung cấp thông tin ở định dạng dễ tiếp cận. Vui lòng gọi số 1-855-216-3144 (TTY: 711) hoặc gọi Dịch Vụ Khách Hàng.