

2026 BOOKLET FOR:

**NORTHWEST FINANCIAL ASSOCIATIONS' EMPLOYEE BENEFITS
TRUST**

PPO 80 / 3000

Regence Classic

Group Number: 800000014

Regence BlueCross BlueShield of Oregon Medical Benefits



Regence BlueCross BlueShield of Oregon is an Independent
Licensee of the Blue Cross and Blue Shield Association

Notice: Your Rights and Protections Against Surprise Medical Bills

When You get emergency care or are treated by an out-of-network Provider at an in-network Hospital or Ambulatory Surgical Center, You are protected from balance billing. In these cases, You shouldn't be charged more than Your plan's Copayments, Coinsurance and/or Deductible.

WHAT IS "BALANCE BILLING" (SOMETIMES CALLED "SURPRISE BILLING")?

When You see a doctor or other health care Provider, You may owe certain out-of-pocket costs, like a Copayment, Coinsurance, or Deductible. You may have additional costs or have to pay the entire bill if You see a Provider or visit a health care facility that isn't in Your health plan's network.

"Out-of-network" as used in this Notice, means Providers and facilities that haven't signed a contract with Your health plan to provide services. Out-of-network Providers may be allowed to bill You for the difference between what Your plan pays and the full amount charged for a service. This is called "**balance billing**." This amount is likely more than in-network costs for the same service and might not count toward Your plan's Deductible or annual out-of-pocket limit.

"Surprise billing" is an unexpected balance bill. This can happen when You can't control who is involved in Your care - like when You have an emergency or when You schedule a visit at an in-network facility but are unexpectedly treated by an out-of-network Provider. Surprise medical bills could cost thousands of dollars depending on the procedure or service.

YOU ARE PROTECTED FROM BALANCE BILLING FOR:

Emergency services

If You have an Emergency Medical Condition and get emergency services from an out-of-network Provider or facility, the most they can bill You is Your plan's in-network cost-sharing amount (such as Copayments, Coinsurance, and Deductibles). You **can't** be balance billed for these emergency services. This includes services You may get after You're in stable condition, unless You give written consent and give up Your protections not to be balance billed for these post-stabilization services.

Certain services at an in-network Hospital or Ambulatory Surgical Center

When You get services from an in-network Hospital or Ambulatory Surgical Center, certain Providers there may be out-of-network. In these cases, the most those Providers may bill You is Your plan's in-network cost-sharing amount. This applies to emergency medicine, anesthesia, pathology, radiology, laboratory, neonatology, assistant surgeon, hospitalist, or intensivist services. These Providers **can't** balance bill You and may **not** ask You to give up Your protections not to be balance billed.

If You get other types of services at these in-network facilities, out-of-network Providers **can't** balance bill You, unless You give written consent and give up Your protections.

You're never required to give up Your protections from balance billing. You also aren't required to get care out-of-network. You can choose a Provider or facility in Your plan's network.

WHEN BALANCE BILLING ISN'T ALLOWED, YOU ALSO HAVE THESE PROTECTIONS:

- You are only responsible for paying Your share of the cost (like the Copayments, Coinsurance, and Deductibles that You would pay if the Provider or facility was in-network). Your health plan will pay any additional costs to out-of-network Providers and facilities directly.
- Generally, Your health plan must:
 - Cover emergency services without requiring You to get approval for services in advance (also known as "prior authorization").
 - Cover emergency services by out-of-network Providers.
 - Base what You owe the Provider or facility (cost-sharing) on what it would pay an in-network Provider or facility and show that amount in Your explanation of benefits.
 - Count any amount You pay for emergency services or out-of-network services toward Your in-network Deductible and out-of-pocket limit.

If You believe You've been wrongly billed by Us, contact the Oregon Division of Financial Regulation by:

- calling the Consumer Hotline at 1 (888) 877-4894;
- e-mail at: **DFR.InsuranceHelp@dcbs.oregon.gov**; or
- filing a complaint at: **<https://dfr.oregon.gov/help/complaints-licenses/Pages/file-complaint.aspx>**.

If You believe You've been wrongly billed by a Provider, contact **www.cms.gov/nosurprises/consumers** or call the No Surprises Help Desk at 1 (800) 985-3059.

Visit **www.cms.gov/nosurprises/consumers** for more information about Your rights under federal law.

NONDISCRIMINATION NOTICE

Regence complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Regence does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

Regence:

Provides people with disabilities reasonable modifications and free appropriate auxiliary aids and services to communicate effectively with us, such as:

- Qualified sign language interpreters
- 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, which may include:

- Qualified interpreters
- Information written in other languages.

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services, contact the Civil Rights Coordinator.

If you believe that Regence has 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. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, the Civil Rights Coordinator is available to help you.

Customer Service

Civil Rights Coordinator
PO Box 1106
Lewiston, ID 83501-1106
Phone: 1-888-344-6347, (TTY: 711)
Fax: 1-888-309-8784
Email: CS@regence.com

Medicare Customer Service

Phone: 1-800-541-8981 (TTY: 711)
Email: medicareappeals@regence.com

VSP Customer Service

Phone: 1-844-299-3041
TTY: 1-800-428-4833

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 <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
<http://www.hhs.gov/ocr/office/file/index.html>.

Language assistance

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-888-344-6347 (TTY: 711).

注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 1-888-344-6347 (TTY: 711)。

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-888-344-6347 (TTY: 711).

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-888-344-6347 (TTY: 711) 번으로 전화해 주십시오.

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-888-344-6347 (TTY: 711).

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-888-344-6347 (телетайп: 711).

ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-888-344-6347 (ATS : 711)

注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。1-888-344-6347 (TTY:711) まで、お電話にてご連絡ください。

Díí baa akó nínízin: Díí saad bee yáníłti'go **Diné Bizaad**, saad bee áká'ánída'áwo'déé', t'áá jiik'eh, éí ná hóló, koji' hódíilnih 1-888-344-6347 (TTY: 711.)

FAKATOKANGA'I: Kapau 'oku ke Lea-Fakatonga

Introduction

Regence BlueCross BlueShield of Oregon

Street Address:

200 SW Market Street 11th Floor
Portland, OR 97201

This Booklet provides the evidence and a description of the terms and benefits of coverage. All covered benefits are subject to the terms, conditions, exclusions, and limitations in this Booklet. The agreement between the Group and Regence BlueCross BlueShield of Oregon (called the "Contract") contains all the terms of coverage. Your plan administrator has a copy.

This Booklet describes benefits effective **January 1, 2026**, or the date Your coverage became effective. This Booklet replaces any plan description, Booklet or certificate previously issued by Us and makes it void. The "identification card" issued to You includes Your name and Your identification number for this coverage. Present Your identification card to Your Provider before receiving care.

In this Booklet, the terms "We," "Us" and "Our" refer to Regence BlueCross BlueShield of Oregon and the term "Group" means the trust through which Your employer has made arrangements for its employees to participate in this coverage. References to "You" and "Your" refer to both the Enrolled Employee and Enrolled Dependents (except that in the eligibility and continuation of coverage sections, the terms "You" and "Your" mean the Enrolled Employee only). Other terms are defined in the Definitions Section or where they are first used and are designated by the first letter being capitalized.

Mental Health Parity and Addiction Equity Act of 2008

This coverage complies with the Mental Health Parity and Addiction Equity Act of 2008.

Risk-Sharing Arrangements with Providers

This plan includes "risk-sharing" arrangements with Providers who provide services to the Members of this plan. Under a risk-sharing arrangement, the Providers that are responsible for delivering health care services are subject to some financial risk or reward for the services they deliver. Additional information on Our risk-sharing arrangements is available upon request by calling Customer Service at the number listed below.

Notice of Privacy Practices

Regence BlueCross BlueShield of Oregon has a Notice of Privacy Practices that is available by calling Customer Service or visiting the website listed below.

Phone lines are open Monday through Friday 5 a.m. to 8 p.m. and Saturday 8 a.m. to 4:30 p.m., Pacific time.

Contact Customer Service:

- if You have questions;
- if You would like to learn more about Your coverage;
- if You would like to request written or electronic information regarding any other plan that We offer;
- to talk with one of Our Customer Service representatives;
- via Our website, **regence.com**, to submit a claim online or chat live with a Customer Service representative;
- to request a copy of Your identification card (or print a copy via Our website); or
- for assistance in a language other than English.

Mail Your claims to the following address:

P.O. Box 1106
Lewiston, ID 83501-1106

For questions about Your plan or to contact Us, Our Customer Service and correspondence address is:

P.O. Box 1106
Lewiston, ID 83501-1106

Case Management: Case managers assess Your needs, develop plans, coordinate resources and negotiate with Providers. For additional information, refer to the Medical Benefits Section or call Case Management at 1-866-543-5765.

BlueCard® Program: This unique program enables You to access Hospitals and Physicians when traveling outside the four-state area Regence BlueCross BlueShield of Oregon serves (Idaho, Oregon, Utah and Washington), as well as receive care in 200 countries around the world. Call Customer Service to learn how to have access to care through the BlueCard Program.

Using Your Regence Classic Booklet

ACCESSING PROVIDERS

You are not restricted in Your choice of Provider for care or treatment of an Illness or Injury. All Members must select a primary physician or practitioner. If a primary physician or practitioner is not selected within 90 days one will be assigned by Us. Contact Customer Service for further information and guidance. You control Your out-of-pocket expenses by choosing between "In-Network" and "Out-of-Network" Providers.

- **In-Network.** Choosing In-Network Providers saves You the most in Your out-of-pocket expenses. In-Network Providers will not bill You for balances beyond any Deductible, Copayment and/or Coinsurance for Covered Services.
- **Out-of-Network.** Choosing Out-of-Network Providers means Your out-of-pocket expenses will be higher than choosing an In-Network Provider. An Out-of-Network Provider may bill You for balances beyond any Deductible, Copayment and/or Coinsurance. This is referred to as balance billing.

For each benefit, We indicate the Provider You may choose and Your payment amount for each Provider option. See the Definitions Section for a complete description of In-Network and Out-of-Network. You can go to **regence.com** for further Provider network information.

SERVICES RECEIVED FROM AN OREGON OUT-OF-NETWORK PROVIDER IN AN IN-NETWORK HEALTHCARE FACILITY

Regardless of any provision to the contrary, if You receive services from an Oregon licensed or certified Out-of-Network Provider at an In-Network Hospital, Ambulatory Surgical Center, freestanding birthing center, or outpatient renal dialysis center, You may not be responsible for their charges in excess of any In-Network cost-share for:

- emergency services; or
- other inpatient or outpatient services, unless the Out-of-Network Provider obtained Your informed consent in advance of the services in a manner established by the state.

This does not apply to:

- a residential facility licensed by the Department of Human Services or the Oregon Health Authority under Oregon law;
- an establishment furnishing primarily domiciliary care as described under Oregon law;
- a residential facility licensed or approved under the rules of the Department of Corrections;
- facilities established through the Oregon Health Authority for the treatment of substance use disorders;

ADDITIONAL ADVANTAGES OF MEMBERSHIP

Advantages of membership include access to discounts on select items and services, personalized health care planning information, health-related events and innovative health-decision tools, as well as a team dedicated to Your personal health care needs. You also have access to Our website and Our mobile application to help You navigate Your way through health care decisions. For access, You just set up Your free account once and it is always up to You whether to participate. **THESE SERVICES ARE VOLUNTARY, NOT INSURANCE AND ARE OFFERED IN ADDITION TO THE BENEFITS IN YOUR BOOKLET.** Additional information about some programs and services can be found in the Value-Added Services Appendix at the end of this Booklet.

- **Go to regence.com or Our mobile application.** You can use these secure applications to:
 - view recent claims, benefits and coverage;
 - find a contracting Provider or identify Participating Pharmacies;
 - use tools to estimate upcoming health care costs and otherwise help You manage health care expenses;
 - get suggestions to improve or maintain wellness and participate in self-guided motivational online wellness programs;
 - learn about prescriptions for various illnesses;
 - compare medications based upon performance and cost and get assistance in switching to less costly, equally effective alternative medications, if You wish; and
 - access information about Regence Advantages. Regence Advantages is a discount program that gives You access to savings on a variety of health-related products and services. We have contracted with several program partners, listed on the secure applications, to offer discounts on their products and services, such as hearing care, health and wellness products and vision care.* Regence Advantages is available to You at no additional cost. The discounts vary depending on the product, service or program partner. The discount savings are either a flat dollar amount or a percentage ranging from 5% to 60% off of a product or service. Program partners may have limitations or exclusions on their products or services. To find information about any limitations or exclusions, visit the program partner's website or contact them directly. You can contact Customer Service if You don't have access to the Internet.

*NOTE: If You choose to access these discounts, You may receive savings on an item or service that is covered by this plan, that also may create savings or administrative fees for Us. **ANY SUCH DISCOUNTS OR COUPONS ARE COMPLEMENTS TO THE GROUP HEALTH PLAN, BUT ARE NOT INSURANCE.**

Table of Contents

UNDERSTANDING YOUR BENEFITS.....	1
MAXIMUM BENEFITS.....	1
DEDUCTIBLES.....	1
COPAYMENTS.....	1
COINSURANCE (PERCENTAGE YOU PAY)	1
OUT-OF-POCKET MAXIMUM.....	2
HOW CALENDAR YEAR BENEFITS RENEW	2
MEDICAL BENEFITS	3
CASE MANAGEMENT	3
PRIOR AUTHORIZATION	3
PREVENTIVE VERSUS DIAGNOSTIC SERVICES	5
CALENDAR YEAR DEDUCTIBLES	5
CALENDAR YEAR OUT-OF-POCKET MAXIMUM.....	5
UPFRONT BENEFITS.....	6
PREVENTIVE CARE AND IMMUNIZATIONS	6
OFFICE OR URGENT CARE VISITS – ILLNESS OR INJURY	9
OTHER PROFESSIONAL SERVICES	9
ACUPUNCTURE	11
AMBULANCE SERVICES	11
AMBULATORY SURGICAL CENTER.....	12
APPROVED CLINICAL TRIALS	12
BEHAVIORAL HEALTH SERVICES.....	13
BLOOD BANK	15
CHILD ABUSE MEDICAL ASSESSMENT	15
DENTAL HOSPITALIZATION.....	15
DIABETIC EDUCATION	16
DIALYSIS	16
DURABLE MEDICAL EQUIPMENT.....	17
EMERGENCY ROOM (INCLUDING PROFESSIONAL CHARGES).....	17
HEARING AIDS, COCHLEAR IMPLANTS, AND ASSISTIVE LISTENING DEVICES	18
HOME HEALTH CARE.....	19
HOSPICE CARE.....	19
HOSPITAL CARE – INPATIENT AND OUTPATIENT	20
INFUSION THERAPY.....	20
MATERNITY CARE	20
MEDICAL FOODS.....	21
NEURODEVELOPMENTAL THERAPY	22
NEWBORN CARE	22
NEWBORN HOME VISITS.....	22
NUTRITIONAL COUNSELING	23
ORTHOTIC DEVICES	23
PALLIATIVE CARE.....	24

PERINATAL HEALTH SERVICES.....	24
PROSTHETIC DEVICES.....	25
PROVIDER-ADMINISTERED SPECIALTY DRUGS	25
RADIOLOGY AND LABORATORY SERVICES	26
REHABILITATION SERVICES	27
REPRODUCTIVE HEALTH CARE SERVICES	28
SKILLED NURSING FACILITY.....	28
SPINAL MANIPULATIONS.....	28
TEMPOROMANDIBULAR JOINT (TMJ) DISORDERS	28
TRANSPLANTS.....	29
VIRTUAL CARE.....	30
PRESCRIPTION MEDICATIONS	32
PRESCRIPTION MEDICATION CALENDAR YEAR DEDUCTIBLES	32
COPAYMENTS AND/OR COINSURANCE	32
PRESCRIPTION MEDICATION CALENDAR YEAR OUT-OF-POCKET MAXIMUM	33
COVERED PRESCRIPTION MEDICATIONS	33
PRESCRIPTION MEDICATIONS CLAIMS AND ADMINISTRATION.....	34
LIMITATIONS	38
EXCLUSIONS	39
DEFINITIONS	41
GENERAL EXCLUSIONS	45
SPECIFIC EXCLUSIONS	45
CONTRACT AND CLAIMS ADMINISTRATION.....	54
ALTERNATIVE BENEFITS.....	54
SUBMISSION OF CLAIMS AND REIMBURSEMENT	54
CONTINUITY OF CARE	56
OUT-OF-AREA SERVICES.....	57
BLUE CROSS BLUE SHIELD GLOBAL® CORE	58
CLAIMS RECOVERY	59
RIGHT OF REIMBURSEMENT AND SUBROGATION RECOVERY	59
COORDINATION OF BENEFITS	63
RESOLVING YOUR CONCERNS	69
INTERNAL APPEAL ..	

NEWLY ELIGIBLE DEPENDENTS.....	78
SPECIAL ENROLLMENT	79
ANNUAL OPEN ENROLLMENT PERIOD	80
DOCUMENTATION OF ELIGIBILITY	80
WHEN COVERAGE ENDS.....	81
CONTRACT TERMINATION	81
MEMBER EMPLOYER TERMINATION	81
WHAT HAPPENS WHEN YOU ARE NO LONGER ELIGIBLE.....	81
WHAT HAPPENS WHEN YOUR ENROLLED DEPENDENTS ARE NO LONGER ELIGIBLE.....	82
OTHER CAUSES OF TERMINATION.....	83
FAMILY AND MEDICAL LEAVE.....	83
MILITARY LEAVE OF ABSENCE.....	84
LEAVE OF ABSENCE	85
COBRA CONTINUATION OF COVERAGE	86
NON-COBRA CONTINUATION OF COVERAGE	88
OTHER CONTINUATION OPTIONS	89
GENERAL PROVISIONS AND LEGAL NOTICES.....	90
CHOICE OF FORUM.....	90
ERISA (IF APPLICABLE)	90
GOVERNING LAW	91
GROUP IS AGENT	91
LIMITATIONS ON LIABILITY	91
MODIFICATION OF CONTRACT.....	92
NO WAIVER	92
NONASSIGNMENT	92
NOTICES.....	92
PREMIUMS	93
RELATIONSHIP TO BLUE CROSS AND BLUE SHIELD ASSOCIATION	93
REPRESENTATIONS ARE NOT WARRANTIES.....	93
RIGHT TO RECEIVE AND RELEASE NECESSARY INFORMATION AND MEDICAL RECORDS.....	93
TAX TREATMENT	9

PREGNANCY PROGRAM	103
REGENCE EMPOWER	104
DISCLOSURE STATEMENT PATIENT PROTECTION ACT	105
WHAT ARE MY RIGHTS AND RESPONSIBILITIES AS A MEMBER OF REGENCE BLUECROSS BLUESHIELD OF OREGON?	105
HOW DO I ACCESS CARE IN THE EVENT OF AN EMERGENCY?	106
HOW WILL I KNOW IF MY BENEFITS CHANGE OR ARE TERMINATED?	106
WHAT HAPPENS IF I AM RECEIVING CARE AND MY DOCTOR IS NO LONGER A CONTRACTING PROVIDER?	106
COMPLAINT AND APPEALS: IF I AM NOT SATISFIED WITH MY HEALTH PLAN OR PROVIDER WHAT CAN I DO TO FILE A COMPLAINT OR GET OUTSIDE ASSISTANCE?	107
HOW CAN I PARTICIPATE IN THE DEVELOPMENT OF YOUR CORPORATE POLICIES AND PRACTICES?	108
WHAT ARE YOUR PRIOR AUTHORIZATION AND UTILIZATION MANAGEMENT CRITERIA?	108
HOW ARE IMPORTANT DOCUMENTS (SUCH AS MY MEDICAL RECORDS) KEPT CONFIDENTIAL?	109
MY NEIGHBOR HAS A QUESTION ABOUT THEIR POLICY WITH YOU AND DOESN'T SPEAK ENGLISH VERY WELL. CAN YOU HELP?	109
WHAT ADDITIONAL INFORMATION CAN I GET FROM YOU UPON REQUEST?	109
WHAT OTHER SOURCE CAN I TURN TO FOR MORE INFORMATION ABOUT YOUR COMPANY?	109

Understanding Your Benefits

This section provides information to help You understand the terms Maximum Benefits, Deductibles (if any), Copayments, Coinsurance and Out-of-Pocket Maximum. These terms are types of cost-sharing specific to Your benefits. You will need to refer to the Medical Benefits and Prescription Medications Sections to see what Your benefits are.

MAXIMUM BENEFITS

Some Covered Services may have a specific Maximum Benefit. Those Covered Services will be provided until the specified Maximum Benefit has been reached. Any days, visits, services, or supplies that are applied toward any Deductible will be applied against the Maximum Benefit limit. Refer to the Medical Benefits Section to determine if a Covered Service has a specific Maximum Benefit.

You will be responsible for the total billed charges for Covered Services that are in excess of any Maximum Benefits. You will also be responsible for charges for any other services or supplies not covered by this plan, regardless of the Provider rendering such services or supplies.

DEDUCTIBLES

The Deductible is the amount You must pay each Calendar Year before We will provide payments for Covered Services. Only Allowed Amounts for Covered Services are applied to satisfy the Deductible. There is an individual Deductible amount and a Family Deductible amount.

The Family Deductible is satisfied when any combination of Family Members' payments toward each of their individual Deductibles total the Family Deductible amount. No one Family Member may contribute more than their individual Deductible amount toward the Family Deductible in a Calendar Year. A Family Member does not have to satisfy their individual Deductible if the Family Deductible has already been satisfied.

We do not pay for services applied toward the Deductible. Refer to the benefit sections to see what Covered Services are subject to the Deductible. Any amounts You pay for non-Covered Services, Copayments or amounts in excess of the Allowed Amount do not apply toward the Deductible.

COPAYMENTS

Copayments are a specific dollar amount that You pay directly to the Provider at the time You receive a specified service. A Provider may or may not request any applicable Copayment at the time of service. Refer to the benefit sections to see what Covered Services are subject to a Copayment.

COINSURANCE (PERCENTAGE YOU PAY)

Allowed Amount. We do not reimburse Providers for charges above the Allowed Amount.

OUT-OF-POCKET MAXIMUM

The Out-of-Pocket Maximum is the most You could pay in a Calendar Year for Covered Services. Your payments of any Deductible, Copayments and/or Coinsurance apply to the Out-of-Pocket Maximum, unless specified otherwise. There is an individual Out-of-Pocket Maximum amount and a Family Out-of-Pocket Maximum amount.

The Family Out-of-Pocket Maximum is satisfied when any combination of Family Members' payments of their cost-shares for Covered Services total the Family Out-of-Pocket Maximum. No one Family Member may contribute more than their individual Out-of-Pocket Maximum amount toward the Family Out-of-Pocket Maximum in a Calendar Year. A Family Member does not have to satisfy their individual Out-of-Pocket Maximum if the Family Out-of-Pocket Maximum has already been satisfied.

Any amounts You pay for non-Covered Services or amounts in excess of the Allowed Amount do not apply toward the Out-of-Pocket Maximum. In addition, the difference in cost between a Brand-Name Medication and its generic equivalent (or a Specialty Medication and its Specialty Biosimilar Medication) does not apply toward the Out-of-Pocket Maximum. Any reduction in Your cost-sharing for Prescription Medications resulting from the use of any discount or a drug manufacturer coupon will apply toward the Out-of-Pocket Maximum when purchased through Our Specialty Pharmacy. You will continue to be responsible for amounts that do not apply toward the Out-of-Pocket Maximum, even after You reach the Out-of-Pocket Maximum.

Once You reach the Out-of-Pocket Maximum, benefits subject to the Out-of-Pocket Maximum will be paid at 100 percent of the Allowed Amount for the remainder of the Calendar Year. The Coinsurance does not change to a higher payment level or apply to the Out-of-Pocket Maximum for some benefits. Refer to the benefit sections to determine if a Covered Service does not apply to the Out-of-Pocket Maximum.

HOW CALENDAR YEAR BENEFITS RENEW

The Deductible, Out-of-Pocket Maximum and Maximum Benefits are calculated on a Calendar Year basis. Each January 1, those Calendar Year maximums begin again. Some benefits have a separate Maximum Benefit based upon a Member's Lifetime and do not renew every Calendar Year.

The Contract is renewed each Contract Year. A Contract Year is the 12-month period following either the Contract's original Effective Date or subsequent renewal date. A Contract Year may or may not be the same as a Calendar Year. If Your Contract renews on a day other than January 1 of any year, any Deductible or Out-of-Pocket Maximum amounts You satisfied before the plan's renewal date will carry over into the next Contract Year. If the Deductible and/or Out-of-Pocket Maximum amounts increase

Medical Benefits

This section explains Your benefits and cost-sharing responsibilities for Covered Services. Referrals are not required before You can use any of the benefits of this coverage. All benefits are listed alphabetically, with the exception of Upfront Benefits, Preventive Care and Immunizations, Office or Urgent Care Visits and Other Professional Services.

Medical services and supplies must be Medically Necessary for the treatment of an Illness or Injury (except for any covered preventive care) and received from a Provider practicing within the scope of their license. All covered benefits are subject to the limitations, exclusions and provisions of this plan. In some cases, We may limit benefits or coverage to a less costly and Medically Necessary alternative item. A Health Intervention may be medically indicated or otherwise be Medically Necessary, yet not be a Covered Service. See the Definitions Section for descriptions of Medically Necessary and the types of Providers who deliver Covered Services.

If benefits change while You are in the Hospital (or any other facility as an inpatient), coverage will be provided based upon the benefit in effect when the stay began.

Reimbursement may be available when You purchase new medical supplies, equipment and devices from a Provider or from an approved Commercial Seller. New medical supplies, equipment and devices purchased through an approved Commercial Seller are covered at the In-Network benefit level, with reimbursement based on the lesser of either the amount paid to an In-Network Provider for that item or the retail market value for that item. To learn more about how to access reimbursable new retail medical supplies, equipment and devices, visit Our website or contact Customer Service.

NOTE: If You choose to access new medical supplies, equipment and devices through Our website, We may receive administrative fees or similar compensation from the Commercial Seller and/or You may receive discounts or coupons for Your purchases. **ANY SUCH DISCOUNTS OR COUPONS ARE A COMPLEMENT TO THE GROUP HEALTH PLAN, BUT ARE NOT INSURANCE.**

CASE MANAGEMENT

Case management is a program designed to provide early detection and intervention in cases of serious Illness or Injury that have the potential for continuing major or complex care. Case managers are experienced, licensed health care professionals. They will provide information, support and guidance and will work with Your Physicians or other health care professionals in supporting Your treatment plan and proposing alternative benefits.

PRIOR AUTHORIZATION

Prior authorization refers to the process by which We determine that a proposed service or supply is Medically Necessary and provide approval for it before it is rendered.

meets Our Medical Necessity criteria. Prior authorization also ensures that services or supplies You receive are safe, effective and appropriate.

Contracted Providers

Contracted Providers may be required to obtain prior authorization from Us in advance for certain services provided to You. You will not be penalized if the contracted Provider does not obtain those approvals from Us in advance and the service is determined to be not covered in this Booklet.

Non-Contracted Providers

Non-contracted Providers are not required to obtain prior authorization of any service or supply in order to be eligible for coverage of that service or supply. A claim for a non-contracted Provider's service or supply that is otherwise covered under the Contract will not be denied solely for lack of prior authorization. Benefits will be paid for services and supplies covered under the Contract only if all terms and conditions of the Contract are met, including (unless specified to the contrary) Medical Necessity. You may request that a non-contracted Provider prior authorize services on Your behalf to determine Medical Necessity prior to receiving those services.

Services Requiring Prior Authorization

A comprehensive list of services and supplies that must be prior authorized may be obtained by visiting Our website or contacting Customer Service. Prior authorization requests should be submitted by Your Provider following the instructions on Our website.

We will not require prior authorization for Emergency Room services or other services and supplies which by law do not require prior authorization.

Time Frame for Response

You will be notified in writing within two business days after We receive the prior authorization request to let You know whether the request has been approved, denied, or if more information is needed to make a determination. When more information is needed to make a determination, We will notify You in writing of the determination within two business days after We receive the additional information or within 15 calendar days of the original two business days if no additional information is received unless a longer time period to respond is allowed under federal law.

If We do prior authorize a service or supply (from a contracted or non-contracted Provider), We are bound to cover it as follows:

- If Your coverage terminates within five business days of the prior authorization date, We will cover the prior authorized service or supply if the service or supply is

- If coverage remains in effect for at least 30 calendar days after the prior authorization, We will cover the prior authorized service or supply if incurred within the 30 calendar days.

When counting the days described above, day one will begin on the calendar or business day after We prior authorize the service or supply.

PREVENTIVE VERSUS DIAGNOSTIC SERVICES

Covered Services may be either preventive or diagnostic. "Preventive" care is intended to prevent an Illness, Injury or to detect problems before symptoms are noticed. "Diagnostic" care treats, investigates or diagnoses a condition by evaluating new symptoms, following up on abnormal test results or monitoring existing problems.

Your Provider's classification of the service as either preventive or diagnostic and any other terms in this Booklet will determine the benefit that applies. For example, colonoscopies and mammograms are covered in the Preventive Care and Immunizations benefit if Your Provider bills them as preventive and they fall within the recommendations identified in that benefit. Otherwise, colonoscopies and mammograms are covered the same as any other Illness or Injury. You may want to ask Your Provider why a Covered Service is ordered or requested.

CALENDAR YEAR DEDUCTIBLES

Per Member: \$3,000

Per Family: \$6,000

CALENDAR YEAR OUT-OF-POCKET MAXIMUM

Per Member: \$5,500

Per Family: \$11,000

UPFRONT BENEFITS

Three Upfront Primary Care Visits

	Provider: In-Network	Provider: Out-of-Network
Primary Care	Payment: You pay \$5 Copayment per visit.	Payment: Not applicable.
Behavioral Health Office or Psychotherapy	Payment: You pay \$5 Copayment per visit.	Payment: Not applicable.
Virtual Care Telehealth and Store and Forward	Payment: You pay \$5 Copayment per visit.	Payment: Not applicable.
Virtual Care Vendor		
Limit: first three combined Upfront Primary Care visits per Member per Calendar Year. Once this limit is reached, any additional visits are covered elsewhere in the Medical Benefits Section based upon service type. For purposes of this benefit "Primary Care" means in-person office visits, outpatient behavioral health office or psychotherapy, virtual care telehealth and store and forward or virtual care vendor services.		

Upfront Benefits for Your first three Primary Care visits per Calendar Year for the purpose of promoting or maintaining behavioral and physical health and wellness, and diagnosis, treatment, or management of acute or chronic conditions caused by disease, injury or illness are covered.

Outpatient Radiology and Laboratory Services

Provider: In-Network	Provider: Out-of-Network
Payment: No charge.	Payment: No charge up to the Allowed Amount and You pay the balance of billed charges.
Limit: \$400 per Member per Calendar Year. Once this limit is reached, outpatient radiology and laboratory services are covered as specified in the Radiology and Laboratory Services benefit.	

Upfront Benefits for outpatient radiology and laboratory services are covered for treatment of Illness, Injury or Behavioral Health Condition.

PREVENTIVE CARE AND IMMUNIZATIONS

In addition to Covered Services for Preventive Care and Immunizations by an In-Network Provider, Covered Services for Preventive Care and Immunizations provided by a Provider

