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, <u>www.NebraskaBlue.com</u>. 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.cciio.cms.gov</u> or call 1-844-201-0763 to request a copy.

| Important Questions | Answers | Why this Matters: |
|---|---|--|
| What is the overall <u>deductible</u> ? | Individual/Family <u>In-Network</u> : \$1,500/\$3,000 <u>Out-of-Network</u> : \$3,000/\$6,000 | 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 policy, they have to meet their own individual <u>deductible</u> until the overall family <u>deductible</u> amount has been met. |
| Are there services covered before you meet your <u>deductible</u> ? | Yes, <u>preventive care, prescription drugs,</u> and <u>provider</u> office services. | This <u>plan</u> covers some items and services even if you haven't yet met the annual <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 <u>https://www.healthcare.gov/coverage/preventive-care-benefits/</u> . |
| Are there other <u>deductibles</u> for specific services? | No. | You don't have to meet <u>deductibles</u> for specific services. |
| What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ? | <u>In-Network</u> : \$3,000/\$6,000 <u>Out-of-Network</u> : \$6,000/\$12,000 | 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. |
| What is not included in the <u>out-of-pocket limit</u> ? | <u>Premium, balance billed</u> charges, penalties, denial for failure to obtain <u>preauthorization</u> and services this <u>plan</u> doesn't cover. | 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 <u>network provider</u> ? | Yes. See www.NebraskaBlue.com/find-a-doctor or call 1-844-201-0763 for a list of <u>network</u> providers. | This <u>plan</u> uses a <u>provider network</u> . You will pay less if you use a <u>provider</u> in the <u>plan's</u> <u>network</u> . You will pay 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 <u>provider's</u> charge and what your <u>plan</u> pays (a balance bill). 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 <u>referral</u> to see a <u>specialist</u> ? | No. | You can see the <u>specialist</u> you choose without a <u>referral</u> . |

BlueCross BlueShield Nebraska

Spreetail, LLC

Coverage Period: 1/1/2025 - 12/31/2025



All <u>copayment</u> and <u>coinsurance</u> costs shown in this chart are after your overall <u>deductible</u> has been met, if a <u>deductible</u> applies. Certain Common Medical Events, including <u>prescription drugs</u>, may require <u>preauthorization</u>. Failure to obtain <u>preauthorization</u> will result in denial of the <u>claim</u>.

| | | What You Will Pay | | | |
|---|--|---|--|--|--|
| Common Medical Event | Services You May Need | In-Network Provider (You will pay the least) | Out-of-Network Provider (You will pay the most) | Limitations, Exceptions, & Other Important Information | |
| | Primary care visit to treat an injury or illness | \$15 <u>copay</u> /visit | 40% coinsurance | Some office services may be subject to <u>deductible</u> and/or <u>coinsurance</u> . <u>Preauthorization</u> may be required. | |
| If you visit a health care <u>provider's</u> office or clinic | <u>Specialist</u> visit | \$40 <u>copay</u> /visit | 40% <u>coinsurance</u> | Some office services may be subject to <u>deductible</u> and/or <u>coinsurance</u> . <u>Preauthorization</u> may be required. | |
| | Preventive care/screening/ immunization | No charge for federally mandated services. | 40% <u>coinsurance</u> . For immunizations for children up to age 7, the <u>deductible</u> is waived. | 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. <u>Preauthorization</u> may be required. | |
| If you have a test | <u>Diagnostic test</u> (x-ray, blood work) | No charge | 40% <u>coinsurance</u> | Preauthorization may be required. | |
| | Imaging (CT/PET scans, MRIs) | 20% <u>coinsurance</u> | 40% <u>coinsurance</u> | Preauthorization may be required. | |
| If you need drugs to treat your illness or condition | | | | | |
| More information about | Generic drugs | \$10/prescription | 50% coinsurance | | |
| prescription drug | Preferred brand drugs | \$30/prescription | 50% coinsurance | For more information about prescription drugs, | |
| coverage is available at www.optumrx.com | Non-preferred brand drugs | \$50/prescription | 50% coinsurance | please see the plan document <u>here</u> . | |
| | Specialty drugs | Same as any retail drug | Not covered | | |
| If you have outpatient surgery | Facility fee (e.g., ambulatory surgery center) | 20% <u>coinsurance</u> | 40% <u>coinsurance</u> | Preauthorization may be required. | |
| | Physician/surgeon fees | 20% <u>coinsurance</u> | 40% <u>coinsurance</u> | Preauthorization may be required. | |

* For more information about limitations and exceptions, see the plan or policy document here.

M23739002-V1

Blue Cross and Blue Shield of Nebraska is an independent licensee of the Blue Cross Blue Shield Association.

| BlueCross BlueShield Nebraska Spreetail, LLC | | | | Coverage Period: 1/1/2025 - 12/31/2025 |
|--|---|--|--|--|
| Common Medical Event | Services You May Need | What You In-Network Provider (You will pay the least) | u Will Pay Out-of-Network Provider (You will pay the most) | Limitations, Exceptions, & Other Important Information |
| | Emergency room care | \$200 <u>copay</u> /visit, then 20% <u>coinsurance, deductible</u> waived | Same cost shares as In-network provider | <u>Copay</u> waived if admitted. <u>Preauthorization</u> may be required. |
| If you need immediate medical attention | Emergency medical transportation | 20% coinsurance | Same cost shares as In-network provider | Limitations may apply to air ambulance. |
| | <u>Urgent care</u> | \$60 <u>copay</u> /visit | 40% <u>coinsurance</u> | <u>Copay</u> applies to <u>urgent care</u> facilities. Some <u>urgent care</u> services may be subject to the <u>deductible</u> and <u>coinsurance</u> . |
| lf you have a hospital stay | Facility fee (e.g., hospital room) | 20% <u>coinsurance</u> | 40% <u>coinsurance</u> | Preauthorization may be required. |
| | Physician/surgeon fee | 20% <u>coinsurance</u> | 40% <u>coinsurance</u> | Preauthorization may be required. |
| If you need mental health, behavioral health, or substance abuse services | Outpatient services | Office Visit: No charge Other Outpatient Services: 20% <u>coinsurance</u> | 40% <u>coinsurance</u> | Preauthorization may be required. |
| | Inpatient services | 20% coinsurance | 40% <u>coinsurance</u> | Preauthorization may be required. |
| If you are pregnant | Office visits | 20% <u>coinsurance</u> | 40% <u>coinsurance</u> | <u>Copay</u> may apply for visit to determine pregnancy. <u>Cost sharing</u> does not apply to certain <u>preventive services</u> . Depending on the type of services, <u>copay</u> , <u>deductible</u> and <u>coinsurance</u> may apply. Maternity care may include tests and services described elsewhere in the SBC. <u>Preauthorization</u> may be required. |
| | Childbirth/delivery professional services | 20% coinsurance | 40% coinsurance | See pregnancy office visits limit. <u>Preauthorization</u> may be required. |
| | Childbirth/delivery facility services | 20% coinsurance | 40% coinsurance | See pregnancy office visits limit. <u>Preauthorization</u> may be required. |

* For more information about limitations and exceptions, see the plan or policy document here.

M23739002-V1

Blue Cross and Blue Shield of Nebraska is an independent licensee of the Blue Cross Blue Shield Association.

| BlueCross BlueShield Spreetail, LLC Coverage Period: 1/1/2025 - 12/31/20 | | | | |
|--|--------------------------------|--|--|--|
| Common Medical Event | Services You May Need | What You In-Network Provider (You will pay the least) | u Will Pay Out-of-Network Provider (You will pay the most) | Limitations, Exceptions, & Other Important Information |
| If you need help recovering or have other special health needs | <u>Home health care</u> | 20% <u>coinsurance</u> | 40% <u>coinsurance</u> | <u>Home health aide</u> : 60 days per calendar year. Skilled nursing in the home: Limited to 8 hours per day. Respiratory care: 60 days per calendar year. <u>Preauthorization</u> may be required. |
| | <u>Rehabilitation services</u> | Outpatient therapy: \$20 <u>copay</u> /visit Manipulations: \$20 <u>copay</u> /visit Other services: 20% <u>coinsurance</u> | Outpatient therapy: \$20 <u>copay</u> /visit Manipulations: \$20 <u>copay</u> /visit Other services: 40% <u>coinsurance</u> | Outpatient physical, occupational, speech, physiotherapy: Combined 60 session limit per calendar year. Manipulations and adjustments: Combined 30 session limit per calendar year. Outpatient cardiac rehabilitation: Combined 18 session limit per diagnosis. Outpatient pulmonary rehabilitation: Combined 18 session limit per diagnosis for certain diagnoses and criteria. <u>Preauthorization</u> may be required. |
| | Habilitation services | Outpatient therapy: \$20 <u>copay</u> /visit Other services: 20% <u>coinsurance</u> | Outpatient therapy: 40% <u>coinsurance</u> Other services: 40% <u>coinsurance</u> | See the <u>Rehabilitation services</u> and <i>If you have</i> a hospital stay sections. Educational services are not covered. <u>Preauthorization</u> may be required. |
| | Skilled nursing care | 20% <u>coinsurance</u> | 40% <u>coinsurance</u> | <i>In the home:</i> See the <u>Home health care</u> section. <u>Skilled nursing care</u> : Limited to 60 days per calendar year. <u>Preauthorization</u> may be required. |
| | Durable medical equipment | 20% coinsurance | 40% <u>coinsurance</u> | Rental or purchase, whichever is least costly. <u>Preauthorization</u> may be required. |
| | Hospice services | 20% coinsurance | 40% <u>coinsurance</u> | Preauthorization may be required. |
| If your child needs dental or eye care | Children's eye exam | Not covered | Not covered | Visual acuity tests are covered under the <u>preventive services</u> benefit. No coverage for eye exams. |

* For more information about limitations and exceptions, see the plan or policy document here.

M23739002-V1

| BlueCross Blue Nebraska | eShield | Spreetail, LLC | | Coverage Period: 1/1/2025 - 12/31/2025 | |
|--|------------------------------|--|--|---|--|
| Common Medical Event | Services You May Need | | u Will Pay Out-of-Network Provider (You will pay the most) | Limitations, Exceptions, & Other Important Information | |
| | Children's glasses | Lenses: Not covered Frames: Not covered Contacts: Not covered | Lenses: Not covered Frames: Not covered Contacts: Not covered | No coverage for glasses. | |
| | Children's dental check-up | <u>Preventive</u> , Simple and Complex Restorative services: Not covered Orthodontic Services: Not covered | <u>Preventive</u> , Simple and Complex Restorative services: Not covered Orthodontic Services: Not covered | No coverage for dental check-up. | |
| Excluded Services & Other Covered Services: | | | | | |
| | enerally Does NOT Cover (Che | | | st of any other <u>excluded services</u> .) | |
| Bariatric surgery | | Infertility treatment | • Priv | ate-duty nursing | |
| Cosmetic surgery | | Long-term care | • Roi | itine eye care (adults) | |
| Dental care (adults) | | Non-emergency care when traveling outside the US Rou | | outine eye care (children) | |
| Dental care (children) | | Prescription drugs Weig | | ight loss programs | |
| Glasses (children) | | | | | |
| Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.) | | | | | |
| Acupuncture | | Hearing aids | • Rou | tine foot care | |

Acupuncture

• Chiropractic care

* For more information about limitations and exceptions, see the plan or policy document here.



Spreetail, LLC

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: For group health coverage subject to ERISA, the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform; for non-federal governmental group health plans, the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.cciio.cms.gov; or your employer's human resources department. Other coverage options may be available to you too, including buying individual insurance coverage through the <u>Health Insurance Marketplace</u>. For more information about the <u>Marketplace</u>, 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 <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 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 Nebraska at 1-844-201-0763 or visit <u>www.NebraskaBlue.com</u>, the Nebraska Department of Insurance at 1-877-564-7323 or <u>www.doi.ne.gov</u>, for group health coverage subject to ERISA, the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>www.dol.gov/ebsa/healthreform</u>, your employer's human resources or employee benefits department.

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? Not Applicable.

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:

Para obtener asistencia en Español, llame al 1-844-201-0763.

Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-844-201-0763.

如果需要中文的帮助,请拨打这个号码1-844-201-0763.

Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-844-201-0763.

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

* For more information about limitations and exceptions, see the plan or policy document here.



This is not a cost estimator. Treatments shown are just examples of how this <u>plan</u> might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your <u>providers</u> charge, and many other factors. Focus on the <u>cost sharing</u> amounts (<u>deductibles</u>, <u>copayments</u> and <u>coinsurance</u>) and <u>excluded services</u> under the <u>plan</u>. Use this information to compare the portion of costs you might pay under different health <u>plans</u>. 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 <u>plan's</u> overall <u>deductible</u> | \$1,500 |
|--|---------|
| Specialist copay | \$40 |
| Hospital (facility) <u>coinsurance</u> | 20% |
| Other <u>coinsurance</u> | 20% |

This EXAMPLE event includes services like: <u>Specialist</u> office visits (*prenatal care*) Childbirth/Delivery Professional Services Childbirth/Delivery Facility Services <u>Diagnostic tests</u> (*ultrasounds and blood work*) <u>Specialist</u> visit (*anesthesia*)

| | Total Example Cost | \$12,700 |
|--|--------------------|----------|
|--|--------------------|----------|

In this example, Peg would pay:

| <u>Cost Sharing</u> | | | |
|-----------------------------|---------|--|--|
| Deductibles | \$1,500 | | |
| <u>Copayments</u> | \$80 | | |
| Coinsurance | \$1,400 | | |
| What isn't covered | | | |
| Limits or <u>exclusions</u> | \$70 | | |
| The total Peg would pay is | \$3,050 | | |

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

| The plan's overall deductible | \$1,500 |
|--|---------|
| Specialist copay | \$40 |
| Hospital (facility) <u>coinsurance</u> | 20% |
| Other <u>coinsurance</u> | 20% |

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

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

In this example, Joe would pay:

| <u>Cost Sharing</u> | | | |
|-----------------------------|---------|--|--|
| Deductibles | \$500 | | |
| <u>Copayments</u> | \$100 | | |
| Coinsurance | \$0 | | |
| What isn't covered | | | |
| Limits or <u>exclusions</u> | \$4,100 | | |
| The total Joe would pay is | \$4,700 | | |

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

| The plan's overall deductible | \$1,500 |
|--|---------|
| Specialist copay | \$40 |
| Hospital (facility) <u>coinsurance</u> | 20% |
| Other <u>coinsurance</u> | 20% |

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

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

In this example, Mia would pay:

| <u>Cost Sharing</u> | | |
|-----------------------------|---------|--|
| <u>Deductibles</u> | \$1,400 | |
| <u>Copayments</u> | \$400 | |
| Coinsurance | \$100 | |
| What isn't covered | | |
| Limits or <u>exclusions</u> | \$10 | |
| The total Mia would pay is | \$1,910 | |

The <u>plan</u> would be responsible for the other costs of the EXAMPLE covered services.