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.

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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		<ul> <li>Infertility treatment</li> </ul>	• Priv	ate-duty nursing	
Cosmetic surgery		<ul> <li>Long-term care</li> </ul>	• 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
<ul> <li>Hospital (facility) <u>coinsurance</u></li> </ul>	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
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## 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
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#### 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
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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.