Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services Coverage Period: 01/01/2025 - 12/31/2025 BCBSND: DakotaBlue 100 5000 HDHP NR Altru Coverage for: Individual, Parent and Child, Parent and Children, Two Person, Family | Plan Type: POS

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, call 1-844-363-8457 or visit www.bcbsnd.com/plandocuments. 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>https://www.healthcare.gov/sbc-glossary</u> or call 1-844-363-8457 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall <u>deductible</u> ?	For Preferred <u>network providers</u> \$5,000 individual / \$7,500 parent and child / \$7,500 parent and children / \$10,000 two person / \$10,000 family For Enhanced <u>network providers</u> \$10,000 individual / \$15,000 parent and child / \$15,000 parent and children / \$20,000 two person / \$20,000 family For Standard <u>network providers</u> \$12,500 individual / \$18,750 parent and child / \$18,750 parent and children / \$25,000 two person / \$25,000 family For Nonparticipating <u>providers</u> \$18,750 individual / \$28,125 parent and child / \$28,125 parent and children / \$37,500 two person / \$37,500 family	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> , each family member must meet their own individual <u>deductible</u> until the total amount of <u>deductible</u> expenses paid by all family members meets the overall family <u>deductible</u> .
Are there services covered before you meet your <u>deductible</u> ?	Yes, <u>preventive care</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-</u> <u>sharing</u> and before you meet your <u>deductible</u> . See a list of covered <u>preventive services</u> at <u>www.healthcare.gov/coverage/preventive-care-</u> <u>benefits</u> .
Are there other <u>deductibles</u> for specific services?	No.	You don't have to meet <u>deductibles</u> for specific services.

Important Questions	Answers	Why This Matters:
What is the <u>out-of-pocket</u> <u>limit</u> for this <u>plan</u> ?	For Preferred <u>network providers</u> \$5,000 individual / \$7,500 parent and child / \$7,500 parent and children / \$10,000 two person / \$10,000 family For Enhanced <u>network providers</u> \$15,000 individual / \$22,500 parent and child / \$22,500 parent and children / \$30,000 two person / \$30,000 family For Standard <u>network providers</u> \$17,500 individual / \$26,250 parent and child / \$26,250 parent and children / \$35,000 two person / \$35,000 family For Nonparticipating <u>providers</u> \$26,250 individual / \$39,375 parent and child / \$39,375 parent and children / \$52,500 two person / \$52,500 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 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>Premiums</u> , <u>balance-billed</u> charges and health care 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 <u>www.bcbsnd.com/find-a-doctor</u> or call 1-844-363-8457 for a list of <u>network providers</u> .	You pay the least if you use a <u>provider</u> in the Preferred <u>network</u> . You pay more if you use a <u>provider</u> in the Enhanced or Standard <u>network</u> . You will pay the most if you use a Nonparticipating <u>provider</u> , and you might receive a bill from a provider for the difference between the <u>provider's</u> charge and what your <u>plan</u> pays (<u>balance billing</u>). Be aware, your <u>network provider</u> might use a Nonparticipating <u>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 specialist you choose without a referral.

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All **<u>copayment</u>** and **<u>coinsurance</u>** costs shown in this chart are after your **<u>deductible</u>** has been met, if a <u>**deductible**</u> applies.

		What You Will Pay				
Common Medical Event	Services You May Need	Preferred Network Provider (You will pay the least)	Enhanced Network Provider	Standard Network Provider	Nonparticipating Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Primary care visit to treat an injury or illness	0% coinsurance	20% <u>coinsurance</u>	40% <u>coinsurance</u>	50% <u>coinsurance</u>	None
	<u>Specialist</u> visit	0% <u>coinsurance</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	50% <u>coinsurance</u>	None
If you visit a health care <u>provider's</u> office or clinic	Preventive care/screening/ immunization	No charge	No charge	No charge	Not covered	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.
If you have a test	Diagnostic test (x-ray, blood work)	0% coinsurance	20% <u>coinsurance</u>	40% <u>coinsurance</u>	50% <u>coinsurance</u>	None
	Imaging (CT/PET scans, MRIs)	0% coinsurance	20% coinsurance	40% coinsurance	50% coinsurance	None

			What You	u Will Pay			
Common Medical Event	Services You May Need	Preferred Network Provider (You will pay the least)	Enhanced Network Provider	Standard Network Provider	Nonparticipating Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information	
	Preventive drugs	\$5 <u>copav</u> /prescription; <u>deductible</u> does not apply (retail & mail order)	\$5 <u>copay</u> /prescription; <u>deductible</u> does not apply (retail & mail order)	\$5 <u>copay</u> /prescription; <u>deductible</u> does not apply (retail & mail order)	Not covered	Benefits are subject to the <u>copay</u> application described in the benefit plan. *See section 1.	
If you need drugs to treat your	Generic preferred drugs (Tier 1)	0% <u>coinsurance</u> (retail & mail order)	0% <u>coinsurance</u> (retail & mail order)	0% <u>coinsurance</u> (retail & mail order)	Not covered		
illness or condition More information	Generic nonpreferred drugs (Tier 2)	0% <u>coinsurance</u> (retail & mail order)	0% <u>coinsurance</u> (retail & mail order)	0% <u>coinsurance</u> (retail & mail order)	Not covered		
about <u>prescription</u> <u>drug coverage</u> is available at <u>www.bcbsnd.com</u> /members/rx-tools	Brand name preferred drugs (Tier 3)	0% <u>coinsurance</u> (retail & mail order)	0% <u>coinsurance</u> (retail & mail order)	0% <u>coinsurance</u> (retail & mail order)	Not covered	None	
	Brand name nonpreferred drugs (Tier 4)	0% <u>coinsurance</u> (retail & mail order)	0% <u>coinsurance</u> (retail & mail order)	0% <u>coinsurance</u> (retail & mail order)	Not covered		
	Specialty preferred drugs (Tier 5)	0% <u>coinsurance</u>	0% coinsurance	0% coinsurance	Not covered	Specialty drugs must be	
	Specialty nonpreferred drugs (Tier 6)	0% coinsurance	0% <u>coinsurance</u>	0% coinsurance	Not covered	received from the preferred specialty pharmacy <u>network</u> .	
If you have outpatient	Facility fee (e.g., ambulatory surgery center)	0% <u>coinsurance</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	50% <u>coinsurance</u>	None	
surgery	Physician/surgeon fees	0% <u>coinsurance</u>	20% coinsurance	40% coinsurance	50% coinsurance	None	
If you need immediate medical attention	Emergency room care	0% <u>coinsurance</u>	0% <u>coinsurance;</u> Preferred network <u>deductible</u> applies	0% <u>coinsurance;</u> Preferred network <u>deductible</u> applies	0% <u>coinsurance;</u> Preferred network <u>deductible</u> applies	None	
	Emergency medical transportation	0% coinsurance	0% <u>coinsurance;</u> Preferred network <u>deductible</u> applies	0% <u>coinsurance;</u> Preferred network <u>deductible</u> applies	0% <u>coinsurance;</u> Preferred network <u>deductible</u> applies	None	
	<u>Urgent care</u>	0% <u>coinsurance</u>	20% <u>coinsurance</u>	40% coinsurance	50% <u>coinsurance</u>	None	

*For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>www.bcbsnd.com/plandocuments</u>.

		What You Will Pay				
Common Medical Event	Services You May Need	Preferred Network Provider (You will pay the least)	Enhanced Network Provider	Standard Network Provider	Nonparticipating Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
If you have a	Facility fee (e.g., hospital room)	0% <u>coinsurance</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	50% <u>coinsurance</u>	Precertification may be required.
hospital stay	Physician/surgeon fees	0% coinsurance	20% <u>coinsurance</u>	40% <u>coinsurance</u>	50% <u>coinsurance</u>	None
If you need mental health, behavioral health, or substance abuse services If you are pregnant	Outpatient services	0% <u>coinsurance</u> / office visit 0% <u>coinsurance</u> for other outpatient services	0% <u>coinsurance</u> / office visit; Preferred network <u>deductible</u> applies 0% <u>coinsurance</u> for other outpatient services; Preferred network <u>deductible</u> applies	40% <u>coinsurance</u> / office visit 40% <u>coinsurance</u> for other outpatient services	50% <u>coinsurance</u> / office visit 50% <u>coinsurance</u> for other outpatient services	<u>Precertification</u> may be required.
	Inpatient services	0% <u>coinsurance</u>	0% <u>coinsurance;</u> Preferred network <u>deductible</u> applies	40% <u>coinsurance</u>	50% <u>coinsurance</u>	Precertification may be required.
	Office visits	No charge	20% coinsurance	40% coinsurance	50% coinsurance	None
	Childbirth/delivery professional services	0% <u>coinsurance</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	50% <u>coinsurance</u>	None
	Childbirth/delivery facility services	0% coinsurance	20% coinsurance	40% coinsurance	50% coinsurance	None

		What You Will Pay				
Common Medical Event	Services You May Need	Preferred Network Provider (You will pay the least)	Enhanced Network Provider	Standard Network Provider	Nonparticipating Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Home health care	0% <u>coinsurance</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	50% <u>coinsurance</u>	Precertification is required.
	Rehabilitation services	0% <u>coinsurance</u>	20% coinsurance	40% coinsurance	50% <u>coinsurance</u>	None
If you need help recovering or have other special health needs	Habilitation services	0% <u>coinsurance</u>	20% <u>coinsurance</u>	40% <u>coinsurance</u>	50% <u>coinsurance</u>	90 visits max/benefit period may apply for each therapy: physical, occupational and speech.
	Skilled nursing care	0% <u>coinsurance</u>	20% <u>coinsurance</u>	40% coinsurance	50% <u>coinsurance</u>	Precertification is required.
	Durable medical equipment	0% coinsurance	20% <u>coinsurance</u>	40% <u>coinsurance</u>	50% <u>coinsurance</u>	Precertification may be required.
	Hospice services	0% <u>coinsurance</u>	20% <u>coinsurance</u>	40% coinsurance	50% <u>coinsurance</u>	None
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	Not covered	Not covered	N/A
	Children's glasses	Not covered	Not covered	Not covered	Not covered	N/A
	Children's dental check- up	Not covered	Not covered	Not covered	Not covered	N/A

Excluded Services & Other Covered Services: Services Your Plan Generally Does NOT Cover (Chec	k your policy or <u>plan</u> document for more information and	a list of any other <u>excluded services</u> .)				
 Acupuncture Cosmetic surgery Dentel serve (condiction on order) Long-term (custodial) care Routine eye care (adult) Weight loss programs 						
Dental care (pediatric or adult) Other Covered Services (Limitations may apply to the	ese services. This isn't a complete list. Please see your <u>p</u> l	lan document.)				
Bariatric surgery (lifetime maximum of 1 operative procedure may apply)	 Hearing aids (1 hearing aid per ear every 3 years for members under age 18) 	Non-emergency care when traveling outside the U.S.				

Infertility treatment (\$20,000 lifetime maximum)

Chiropractic care

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: BCBSND at 1-844-363-8457 or www.bcbsnd.com; or the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.bcbsnd.com; or the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.bcbsnd.com; or the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance (Marketplace. For more information about the Marketplace, visit http://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: BCBSND at 1-844-363-8457 or <u>www.bcbsnd.com</u>; the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>www.dol.gov/ebsa/healthreform</u>; or North Dakota Insurance Department at 1-701-328-2440, 1-800-247-0560 or <u>www.nd.gov/ndins/contact</u>.

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? Yes

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

Language Access Services:

See BCBSND's attached disclosure for information on available language assistance services.

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

Private-duty nursing



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 o hospital delivery)		Managing Joe's type 2 Diak (a year of routine in-network care or controlled condition)	Mia's Simple Fracture (in-network emergency room visit and follow up care)		
 The <u>plan's</u> overall <u>deductible</u> <u>Specialist coinsurance</u> Hospital (facility) <u>coinsurance</u> Other <u>coinsurance</u> 	\$5,000 0% 0% 0%	 The <u>plan's</u> overall <u>deductible</u> \$5,000 <u>Specialist coinsurance</u> 0% Hospital (facility) <u>coinsurance</u> 0% Other <u>coinsurance</u> 0% 		 The <u>plan's</u> overall <u>deductible</u> <u>Specialist coinsurance</u> Hospital (facility) <u>coinsurance</u> Other <u>coinsurance</u> 	\$5,000 0% 0% 0%
This EXAMPLE event includes servic Specialist office visits (prenatal care) Childbirth/Delivery Professional Service Childbirth/Delivery Facility Services Diagnostic tests (ultrasounds and blood Specialist visit (anesthesia)	S	This EXAMPLE event includes service Primary care physician office visits (including disease education) Diagnostic tests (blood work) Prescription drugs Durable medical equipment (glucose met	ıding	This EXAMPLE event includes servi Emergency room care (including medi supplies) Diagnostic test (x-ray) Durable medical equipment (crutches) Rehabilitation services (physical therap	cal
Total Example Cost	\$12,700	Total Example Cost	\$5,600	Total Example Cost	\$2,800
In this example, Peg would pay:		In this example, Joe would pay:		In this example, Mia would pay:	
Cost Sharing		Cost Sharing		Cost Sharing	
Deductibles	\$5,000	<u>Deductibles</u>	\$1,100	Deductibles	\$2,800
<u>Copayments</u>	\$0	<u>Copayments</u>	\$300	<u>Copayments</u>	\$0
Coinsurance \$0		Coinsurance \$0		Coinsurance	\$0
What isn't covered		What isn't covered		What isn't covered	
Limits or exclusions	\$20	Limits or exclusions	\$0	Limits or exclusions	\$0
The total Peg would pay is	\$5,020	The total Joe would pay is	\$1,400	The total Mia would pay is	\$2,800



In accordance with federal regulations, Blue Cross Blue Shield of North Dakota is required to provide you the following disclosure:

Blue Cross Blue Shield of North Dakota complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, gender identity, sexual orientation or sex. Blue Cross Blue Shield of North Dakota does not exclude people or treat them differently because of race, color, national origin, age, disability, gender identity, sexual orientation or sex.

Blue Cross Blue Shield of North Dakota:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services, please call Member Services at 1-844-363-8457 (toll-free) or through the North Dakota Relay at 1-800-366-6888 or 711.

If you believe that Blue Cross Blue Shield of North Dakota has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, gender identity, sexual orientation or sex, you can file a grievance with:

Civil Rights Coordinator 4510 13th Ave S Fargo, ND 58121 701-297-1638 or North Dakota Relay at 800-366-6888 or 711 701-282-1804 (fax) <u>CivilRightsCoordinator@bcbsnd.com</u> (email) (Communication by unencrypted email presents a risk.)

You can file a grievance in person or by mail, fax, or email within 180 days of the date of the alleged discrimination. Grievance forms are available at http://www.bcbsnd.com/report or by calling 1-844-363-8457. If you need help filing a grievance, the Civil Rights 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 <u>https://ocrportal.hhs.gov/ocr/portal/lobby.jsf</u>, or by mail or phone at:

U.S. Department of Health and Human Services

200 Independence Avenue SW.

Room 509F, HHH Building

Washington, DC 20201

800-368-1019 or 800-537-7697 (TDD)

Complaint forms are available at http://www.hhs.gov/ocr/office/file/index.html

Español (Spanish)

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-844-363-8457 (TTY: 1-800-366-6888 o 711).

Deutsch (German)

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-844-363-8457 (TTY: 1-800-366-6888 oder 711).

中文 (Chinese)

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 1-844-363-8457(TTY: 1-800-366-6888 或 711)。

Oroomiffa (Oromo)

XIYYEEFFANNAA: Afaan dubbattu Oroomiffa, tajaajila gargaarsa afaanii, kanfaltiidhaan ala, ni argama. Bilbilaa 1-844-363-8457 (TTY: 1-800-366-6888 ykn 711).

Tiếng Việt (Vietnamese)

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-844-363-8457 (TTY: 1-800-366-6888 hoặc 711).

Ikirundi (Bantu – Kirundi)

ICITONDERWA: Nimba uvuga Ikirundi, uzohabwa serivisi zo gufasha mu ndimi, ku buntu. Woterefona 1-844-363-8457 (TTY: 1-800-366-6888 canke 711).

(Arabic) العربية

ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 8457-863-844 (رقم هاتف الصم والبكم: 8888-366-880 أو 711).

Kiswahili (Swahili)

KUMBUKA: Ikiwa unazungumza Kiswahili, unaweza kupata, huduma za lugha, bila malipo. Piga simu 1-844-363-8457 (TTY: 1-800-366-6888 au 711).

Русский (Russian)

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-844-363-8457 (телетайп: 1-800-366-6888 или 711).

日本語 (Japanese)

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。1-844-363-8457(TTY: 1-800-366-6888 または 711)まで、お電話にてご連絡ください。

नेपाली (Nepali)

ध्यान दिन्होस्: तपाईंले नेपाली बोल्न्हुन्छ भने तपाईंको निम्ति भाषा सहायता सेवाहरू निःशुल्क रूपमा उपलब्ध छ । फोन गर्नुहोस् 1-844-363-8457 (टिटिवाइ: 1-800-366-6888 वा 711) ।

Français (French)

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-844-363-8457 (ATS : 1-800-366-6888 ou 711).

한국어 (Korean)

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-844-363-8457 (TTY: 1-800-366-6888 또는 711)번으로 전화해 주십시오.

Tagalog (Tagalog – Filipino)

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-844-363-8457 (TTY: 1-800-366-6888 o 711).

Norsk (Norwegian)

MERK: Hvis du snakker norsk, er gratis språkassistansetjenester tilgjengelige for deg. Ring 1-844-363-8457 (TTY: 1-800-366-6888 eller 711).

Diné Bizaad (Navajo)

Díí baa akó nínízin: Díí saad bee yáníłti'go **Diné Bizaad**, saad bee áká'ánída'áwo'dęé', t'áá jiik'eh, éí ná hóló, kojj' hódíílnih 1-844-363-8457 (TTY: 1-800-366-6888 éí doodagó 711.)