




The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) 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 1-218-728-4231 or 1-800-570-1012. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms see the Glossary. You can view the Glossary at www.dol.gov/ebsa/healthreform or call 1-218-728-4231 or 1-800-570-1012 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall <u>deductible</u> ?	\$500 person/\$1,000 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> from Health Dynamics <u>providers</u> , Online and Telehealth visits, and <u>preventive services</u> from other <u>in-network providers</u> and <u>out-of-network providers</u> up to \$250 are covered before you meet your <u>deductible</u> .	This <u>plan</u> covers some items and services even if you haven't yet met the <u>deductible</u> amount. But a <u>copayment</u> or <u>coinsurance</u> may apply.
Are there other <u>deductibles</u> for specific services?	Yes. \$100 <u>emergency room care deductible</u> per visit. There are no other specific <u>deductibles</u> .	You must pay all of the costs for these services up to the specific <u>deductible</u> amount before this <u>plan</u> begins to pay for these services.
What is the <u>out-of-pocket limit</u> for this <u>plan</u> ?	\$5,000 person/\$10,000 family.	The <u>out-of-pocket limit</u> is the most you could pay in a year for covered services. If you have other family members in this <u>plan</u> , they have to meet their own <u>out-of-pocket 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-billing</u> charges, health care this <u>plan</u> does not cover, and emergency room <u>copayment</u> .	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.bluecrossmn.com for a list of <u>network providers</u> .	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 network</u> . You will pay the most if you use an <u>out-of-network provider</u> , and you might receive a bill from a <u>provider</u> for the difference between the <u>provider's charge</u> and what your <u>plan</u> pays (<u>balance billing</u>). Be aware your <u>network provider</u> might use an <u>out-of-network provider</u> for some services (such as lab work). Check with your <u>provider</u> before you get services.

Do you need a <u>referral</u> to see a <u>specialist</u> ?	No.	You can see the <u>specialist</u> you choose without a <u>referral</u> .
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 All copayment and coinsurance costs shown in this chart are after your deductible has been met, if a deductible applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care <u>provider's</u> office or clinic	Primary care visit to treat an injury or illness	30% <u>coinsurance</u>	35% <u>coinsurance</u>	-- None --
	<u>Specialist</u> visit	30% <u>coinsurance</u>	35% <u>coinsurance</u>	-- None --
	<u>Preventive care/screening/immunization</u>	Health Dynamics: No charge and <u>deductible</u> does not apply. Other <u>In-Network Providers</u> : No charge up to \$250 and <u>deductible</u> does not apply, then 30% <u>coinsurance</u> for charges over \$250.	No charge up to \$250 and <u>deductible</u> does not apply, then 35% <u>coinsurance</u> for charges over \$250.	\$150 penalty for failure to keep appointment with Health Dynamics provider.
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	30% <u>coinsurance</u>	35% <u>coinsurance</u>	-- None --
	Imaging (CT/PET scans, MRIs)	30% <u>coinsurance</u>	35% <u>coinsurance</u>	-- None --
If you need drugs to treat your illness or condition More information about <u>prescription drug coverage</u> is available at 1-218-728-4231 or 1-800-570-1012 and at myprime.com .	Generic and brand name drugs	50% <u>coinsurance</u> (retail & mail order)	Not covered	Covers a 90-day supply. Use mail order program for long-term or maintenance drugs.
	<u>Specialty drugs</u>	50% <u>coinsurance</u>	Not covered	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	30% <u>coinsurance</u>	35% <u>coinsurance</u>	-- None --
	Physician/surgeon fees	30% <u>coinsurance</u>	35% <u>coinsurance</u>	-- None --

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need immediate medical attention	<u>Emergency room care</u>	30% <u>coinsurance</u> after \$100 <u>deductible</u> /visit	35% <u>coinsurance</u> after \$100 <u>deductible</u> /visit	<u>Deductible</u> waived if admitted to hospital within 24 hours of emergency room visit or if <u>Plan</u> pays secondary.
	<u>Emergency medical transportation</u>	30% <u>coinsurance</u>	35% <u>coinsurance</u>	Coverage is limited to one trip per injury or sickness.
	<u>Urgent care</u>	30% <u>coinsurance</u>	35% <u>coinsurance</u>	-- None --
If you have a hospital stay	Facility fee (e.g., hospital room)	30% <u>coinsurance</u>	Not covered	-- None --
	Physician/surgeon fees	30% <u>coinsurance</u>	Not covered	-- None --
If you need mental health, behavioral health, or substance abuse services	Outpatient services	30% <u>coinsurance</u> . Substance use disorder services (except for smoking cessation services) are not covered.	35% <u>coinsurance</u> . Substance use disorder services (except for smoking cessation services) are not covered.	Smoking cessation program covered at 50% up to \$500 per calendar year.
	Inpatient services	30% <u>coinsurance</u> . Substance use disorder services are not covered.	Not covered.	-- None --
If you are pregnant	Office visits	30% <u>coinsurance</u>	35% <u>coinsurance</u>	-- None --
	Childbirth/delivery professional services	30% <u>coinsurance</u>	Not covered	-- None --
	Childbirth/delivery facility services	30% <u>coinsurance</u>	Not covered	-- None --
If you need help recovering or have other special health needs	<u>Home health care</u>	30% <u>coinsurance</u>	35% <u>coinsurance</u>	Must be approved in writing and established by the attending Physician; 30 months lifetime maximum.
	<u>Rehabilitation services</u>	30% <u>coinsurance</u>	35% <u>coinsurance</u> for outpatient services; inpatient services are not covered.	Limited to and 24 visits per calendar year.
	<u>Habilitation services</u>	30% <u>coinsurance</u>	35% <u>coinsurance</u>	

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need help recovering or have other special health needs (Cont'd)	<u>Skilled nursing care</u>	30% <u>coinsurance</u>	35% <u>coinsurance</u> for outpatient services; inpatient services are not covered.	Coverage is limited to 20 days per period of disability unless additional days are certified by a medical doctor.
	<u>Durable medical equipment</u>	30% <u>coinsurance</u>	35% <u>coinsurance</u>	Rental of equipment not to exceed purchase price.
	<u>Hospice services</u>	30% <u>coinsurance</u>	35% <u>coinsurance</u> for outpatient services; inpatient services are not covered.	\$500 calendar year maximum for counseling, \$250 calendar year maximum for bereavement counseling.
If your child needs dental or eye care	Children's eye exam	Not covered	Not covered	You must pay 100% of this service, even <u>in-network</u> .
	Children's glasses	Not covered	Not covered	You must pay 100% of this service, even <u>in-network</u> .
	Children's dental check-up	Not covered	Not covered	You must pay 100% of this service, even <u>in-network</u> .

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

- Acupuncture
- Bariatric surgery
- Chiropractic care
- Cosmetic surgery (except for injury, birth defects, and post-mastectomy reconstruction)
- Dental care (adult and child)
- Hearing Aids
- Infertility treatment
- Long-term care
- Private-duty nursing
- Routine eye care (adult and child)
- Routine foot care
- Weight loss programs

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

- Non-emergency care when traveling outside the U.S.

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: the U.S. Department of Labor, 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 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 plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: the Plan at 1-218-728-4231 or 1-800-570-1012. You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform.

Does this plan provide Minimum Essential Coverage? **Yes**

If you don't have Minimum Essential Coverage for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

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.

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

About these Coverage Examples:



This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby

(9 months of in-network pre-natal care and a hospital delivery)

■ The <u>plan's overall deductible</u>	\$500
■ <u>Specialist coinsurance</u>	30%
■ <u>Hospital (facility) coinsurance</u>	30%
■ <u>Other coinsurance</u>	30%

This EXAMPLE event includes services like:

Specialist office visits (*prenatal care*)
 Childbirth/Delivery Professional Services
 Childbirth/Delivery Facility Services
 Diagnostic tests (*ultrasounds and blood work*)
 Specialist visit (*anesthesia*)

Total Example Cost	\$12,800
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In this example, Peg would pay:

<i>Cost Sharing</i>	
Deductibles	\$500
Copayments	\$0
Coinsurance	\$3,670
<i>What isn't covered</i>	
Limits or exclusions	\$10
The total Peg would pay is	\$4,180

Managing Joe's type 2 Diabetes

(a year of routine in-network care of a well-controlled condition)

■ The <u>plan's overall deductible</u>	\$500
■ <u>Specialist coinsurance</u>	30%
■ <u>Hospital (facility) coinsurance</u>	30%
■ <u>Other coinsurance</u>	30%

This EXAMPLE event includes services like:

Primary care physician office visits (*including disease education*)
 Diagnostic tests (*blood work*)
 Prescription drugs
 Durable medical equipment (*glucose meter*)

Total Example Cost	\$7,400
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In this example, Joe would pay:

<i>Cost Sharing</i>	
Deductibles	\$500
Copayments	\$0
Coinsurance	\$3,220
<i>What isn't covered</i>	
Limits or exclusions	\$20
The total Joe would pay is	\$3,740

Mia's Simple Fracture

(in-network emergency room visit and follow up care)

■ The <u>plan's overall deductible</u>	\$500
■ <u>Specialist coinsurance</u>	30%
■ <u>Hospital (facility) coinsurance</u>	30%
■ <u>Other coinsurance</u>	30%

This EXAMPLE event includes services like:

Emergency room care (*including medical supplies*)
 Diagnostic test (*x-ray*)
 Durable medical equipment (*crutches*)
 Rehabilitation services (*physical therapy*)

Total Example Cost	\$1,900
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In this example, Mia would pay:

<i>Cost Sharing</i>	
Deductibles	\$600*
Copayments	\$0
Coinsurance	\$400
<i>What isn't covered</i>	
Limits or exclusions	\$0
The total Mia would pay is	\$1,000

* Note: In addition to the overall deductible, this coverage example includes a \$100 deductible for the emergency room care visit. The plan would be responsible for the other costs of these EXAMPLE covered services.