Microsoft Autism/Applied Behavior Analysis Therapy

BENEFIT INFORMATION

Premera Blue Cross administers the Autism Spectrum Disorder benefit for all eligible Microsoft members. This unique benefit provides coverage for behavioral interventions based on the principles of Applied Behavior Analysis (ABA).

This informational packet provides a description of eligibility and coverage, how to access providers and services, and how to receive reimbursement for treatment costs. We hope having this information will help you understand this benefit and manage care for your child.

Understanding benefits and coverage

Review your Summary Plan Description (SPD) to better understand benefit coverage and eligibility requirements. The SPD can be found at **aka.ms/benefits**.

Treatment plans

Treatment plans should be kept on file at the provider's office and updated regularly, generally every six months.

Diagnosis requirement

This benefit is available for enrolled dependent children who are diagnosed with the following conditions under the Autism Spectrum Disorder:

- Autistic Disorder (International Classification of Diseases, 9th Revision, Clinical Modification)
- Childhood Disintegrative Disorder
- Asperger's Disorder
- Rett's Disorder and Pervasive Development Disorder Not Otherwise Specified/Atypical Autism
- Pervasive Developmental Disorder

Program Manager requirements

Program Managers must provide services that are within the scope of their license. These providers are generally licensed behavior analysts (LBA, BCBA); medical doctors (MD); doctors of osteopathic medicine (DO); nurse practitioners (NP, ANP, ARNP, etc.); and master's level or above for mental health clinicians and occupational, physical, and speech therapists.

Note: If your provider of choice is not an LBA or BCBA, you may want to check with them before services are rendered to make sure they are licensed to perform ABA services.

Find an in-network provider

Sign in to **premera.com** and select Find Care and then Find a Doctor. Search for a provider by name or category, such as a behavior analyst. If you are not able to find an in-network provider, you have the option to see an out-of-network provider. You can ask your child's Primary Care Provider for a list of recommended Program Managers or go to Autism Speaks (see resource section) for help in finding a provider.

Therapy Assistant Services

Therapy Assistant Services must be billed through the Program Manager who is supervising the therapy.

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Submitting claims

If your provider is in-network, they should submit your claims electronically on your behalf to the local Blue Cross or Blue Shield plan (for CA: Blue Cross only). If your provider is out-of-network and unable to submit the claim on your behalf, you can complete the Premera Medical and Dental Claim Form found by signing in to **premera.com** and selecting Forms at the bottom of the page. Please make sure to submit all of the required information with your claim form, as noted in the instructions section, directly to Premera.

Contact information and resources

Customer service

The Microsoft-dedicated customer service team can answer questions regarding benefits and claims.
Monday through Friday, 5 a.m. to 8 p.m. Pacific Time
microsoft@premera.com
800-676-1411

Microsoft autism community support

There is a distribution list (autism@microsoft.com) for the Microsoft community impacted by autism. The autism alias was set up to share information and news regarding the disorder, new treatments, the UW Autism Center, and Microsoft benefits coverage of various autism treatments.

To join this distribution group, go to **//idweb** while on the Microsoft domain. In the search box, type "Autism Info Exchange," select the group, and then choose "Join."

Rethink

Rethink is an award-winning program that provides live teleconsultation with behavioral experts, over 1,500 easy-to-follow videos, and other materials to support parents raising children with learning and behavioral challenges.
microsoftcares.org
support@rethinkbenefits.com
877-988-8871

Autism Speaks

Autism Speaks offers services and programs that provide social and educational experiences to people with autism and their families. You can find local-area resources, such as schools, adult day care programs, support groups, and health care providers; download tool kits on various topics, including family support, financial planning, and finding employment; browse their online library for materials such as books, magazine articles, and software; and find local autism-friendly events.
autismspeaks.org
888-288-4762

This guide provides highlights of Microsoft's benefit plans. For full information on your benefits, including any limitations that may apply to you, please see the official Summary Plan Description. Microsoft reserves the right to change or terminate the benefits described in this guide at any time.

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