

High PPO Plan

School Employees Benefits Board (SEBB) Program

January 1, 2024 through December 31, 2024



BLUE CROSS

An Independent Licensee of the Blue Cross Blue Shield Association

PCY = per calendar year; OOP = out-of-pocket

| Monthly employee premium | Heritage Prime Network | |
|--|--|---|
| | \$115/\$230/\$201/\$345 | |
| Employee only / Employee+Spouse* / Employee+Child(ren) / Employee+Spouse*+Child(ren) | In network | Out of network |
| Annual medical deductible | \$750 individual / \$1,875 family | \$1,500 individual / \$3,750 family |
| Coinsurance | 25% | 50% |
| Out-of-pocket maximum (OOP max): Emp/Family Includes deductible, coinsurance, and copays | \$3,500 individual / \$7,000 family | Unlimited |
| Office visit copay (deductible waived) Includes naturopathy services | \$25 copay nonspecialist (deductible waived) / \$50 copay specialist (deductible waived) | Deductible, then 50% |
| Urgent care | Deductible, then 25% | |
| Virtual care (deductible waived) General medical / dermatology Behavioral health | \$5 copay (deductible waived) \$25 copay (deductible waived) | Not covered |
| Alternative care Spinal manipulation: 24 visits PCY Acupuncture: 24 visits PCY Massage therapy: 24 visits PCY | \$25 copay (deductible waived) | Deductible, then 50% |
| Emergency services Emergency care (copay waived if directly admitted to an inpatient facility) Ambulance transportation (air and ground) | \$150 copay, then deductible, then 25% Deductible, then 25% | \$150 copay, then deductible, then 25% Deductible, then 25% |
| Hospitalization Inpatient and outpatient services Organ and tissue transplants | Deductible, then 25% | Deductible, then 50% |
| Maternity and newborn care | Deductible, then 25% | Deductible, then 50% |
| Mental health and substance use disorder services, including behavioral health Office visit Inpatient and outpatient hospital: mental/behavioral health | \$25 copay (deductible waived) Deductible, then 25% | Deductible, then 50% |
| Rehabilitative and habilitative services and devices Inpatient: Physical, speech, occupational (45 days combined PCY); Neurodevelopmental (45 days PCY) Outpatient: Physical, speech, occupational (45 visits combined PCY); Neurodevelopmental (45 visits PCY) Durable medical equipment | Deductible, then 25% \$50 copay (deductible waived) Deductible, then 25% | Deductible, then 50% |
| Laboratory services Includes x-ray, pathology, imaging/diagnostic, standard ultrasound Major imaging including MRI, CT, PET | Deductible, then 25% | Deductible, then 50% |
| Preventive and wellness services Screenings Exams and vaccinations | \$0 (deductible waived) | Not covered |
| Hearing Exam: 1 PCY Hardware | Exam: Plan covers at 100% Hardware: One hearing instrument per ear, up to \$3,000 every 36 months (deductible waived) | Exam: Deductible, then 50% Hardware: One hearing instrument per ear, up to \$3,000 every 36 months (deductible waived) |
| Annual prescription deductible: PCY, Employee/Family | \$125 individual / \$312 family | \$125 individual / \$312 family |
| Prescription drugs Retail and specialty: 30-day supply / Mail order: 90-day supply Preferred generic Preferred brand Preferred specialty (30-day supply; mail order only) Non-preferred drugs Drug list (view full E4 drug list at premera.com/sebb) | Applies to medical OOP max for in-network prescriptions. The member pays the difference when requesting a brand-name drug. \$9 / \$18 copay (deductible waived) \$40 / \$80 copay \$75 copay 50% E4 | Cost share, then 40% (to allowed amount) Not covered for mail order E4 |

*Or state-registered domestic partner

Choose a plan based on the county where you live or work. Premera Blue Cross High PPO health plan is available in these counties: Adams, Asotin, Benton, Chelan, Clallam, Columbia, Cowlitz, Ferry, Franklin, Garfield, Grant, King, Kitsap, Kittitas, Lewis, Lincoln, Mason, Okanogan, Pend Oreille, Pierce, Skagit, Skamania, Spokane, Stevens, Thurston, Wahkiakum, Walla Walla, Whatcom, Whitman, and Yakima counties.

Understanding your health plan should be simple and easy

To help you understand key healthcare terms, review the glossary below.

Allowed amount: The amount Premera Blue Cross pays for healthcare services. When you receive services from in-network providers, you'll be responsible for cost shares (deductibles, copays, and coinsurance) and charges for services not covered by the health plan. The allowed amount for an out-of-network provider is determined by Premera Blue Cross. In-network providers will not bill you for charges over the allowed amount.

If you receive services from an out-of-network provider, you will be responsible for the difference between the allowed amount and the provider's billed charges, in addition to the deductible, coinsurance, and any applicable copay. This is called balance billing.

Coinsurance: Your percentage of the cost for a service. With the exception of some services, you pay 100% until your deductible is paid for the calendar year. After that, if your plan's coinsurance is 20%, you pay 20% of the allowed amount and your plan pays the other 80%.

Copay: This is a flat fee you pay for a specific service (such as an office visit) at the time you receive the service.

Cost Share: The part of healthcare costs that a member pays, such as deductibles, coinsurance, and copay. It does not include monthly health plan bills, amounts balance billed by healthcare providers who are out of your plan network, or the cost of services not included in your plan.

Deductible: The amount you pay in medical costs before your health plan begins to pay. (The deductible does not apply to some services.) Amounts over the allowed amount for the service do not count toward the deductible.

Drug list: A list, sometimes called a formulary, of prescription drugs covered by the plan. Not all drugs are included in every drug list.

In network: Doctors, pharmacies, hospitals, and other healthcare providers that are contracted to provide services and supplies at negotiated amounts, called allowed amounts.

Out-of-pocket maximum: The maximum of allowed amounts you will pay for covered services from an in-network provider per calendar year. After you've met your out-of-pocket maximum, the plan pays 100% for in-network covered services for the rest of the year.

Plan covers at 100%: A benefit that does not require cost shares. You do not pay deductibles, coinsurance, or copays for services that are covered in full.

Urgent care: Conditions that need treatment right away but are not severe or life threatening. Out-of-network urgent care is covered at deductible, then 50%.

Virtual care: Talk with a doctor by phone, texting, or online video.

General exclusions and limitations

Below is a list of some services and supplies that this health plan does not cover. A complete list of exclusions is available on premera.com/sebb.

Benefits are not provided for treatment, surgery, services, drugs, or supplies for any of the following:

- Services that are not medically necessary
- Cosmetic surgery or reconstructive surgery (except as specifically provided)
- Experimental or investigational services
- Assisted reproduction
- Weight loss, including surgery, drugs, foods, and exercise programs
- Services in excess of specific benefit maximums
- Services payable by other types of insurance, such as property insurance, liability insurance, or motor vehicle insurance
- Services received when you are not covered by this plan
- Services that the provider's license or certification does not allow him or her to perform. It also does not cover a provider that does not have the license or certification that the state requires.
- Sexual dysfunction
- Sterilization reversal

Some services, equipment, and drugs require prior authorization from Premera to be covered. For a list of services and procedures that require preapproval for coverage from your plan before you receive them, visit premera.com/sebb.

Contact us

For enrollment information or if you have questions about Premera Blue Cross SEBB plans:

- Visit premera.com/sebb
- Call **800-807-7310 (TRS: 711)**, Monday - Friday, 5 a.m. to 8 p.m. Pacific Time

This document is not a contract. It is only a summary of major benefits provided by these plans. On our website, you can find the Summary of Benefits and Coverage (SBC) and benefits booklets.

Discrimination is Against the Law

Premera Blue Cross (Premera) complies with applicable Federal and Washington state civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, sex, gender identity, or sexual orientation. Premera does not exclude people or treat them differently because of race, color, national origin, age, disability, sex, gender identity, or sexual orientation. Premera provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and written information in other formats (large print, audio, accessible electronic formats, other formats). Premera provides free language services to people whose primary language is not English, such as qualified interpreters and information written in other languages. If you need these services, contact the Civil Rights Coordinator. If you believe that Premera has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, sex, gender identity, or sexual orientation, you can file a grievance with: Civil Rights Coordinator — Complaints and Appeals, PO Box 91102, Seattle, WA 98111, Toll free: 855-332-4535, Fax: 425-918-5592, TRS: 711, Email AppealsDepartmentInquiries@Premera.com. You can file a grievance in person or by mail, fax, or email. 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 <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at: U.S. Department of Health and Human Services, 200 Independence Ave SW, Room 509F, HHH Building, Washington, D.C. 20201, 1-800-368-1019, 800-537-7697 (TDD). Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>. You can also file a civil rights complaint with the Washington State Office of the Insurance Commissioner, electronically through the Office of the Insurance Commissioner Complaint Portal available at <https://www.insurance.wa.gov/file-complaint-or-check-your-complaint-status>, or by phone at 800-562-6900, 360-586-0241 (TDD). Complaint forms are available at <https://fortress.wa.gov/oic/online-services/cc/pub/complaintinformation.aspx>.

Language Assistance

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 800-807-7310 (TRS: 711).

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 800-807-7310 (TRS : 711)。

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 800-807-7310 (TRS: 711).

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 800-807-7310 (TRS: 711) 번으로 전화해 주십시오.

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 800-807-7310

(служба коммутируемых сообщений: 711).

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 800-807-7310 (TRS: 711).

УВАГА! Якщо ви розмовляєте українською мовою, ви можете звернутися до безкоштовної служби мовної підтримки.

Телефонуйте за номером 800-807-7310 (служба комутованих повідомлень: 711).

ប្រយ័ត្ន: បើសិនជាអ្នកនិយាយ ភាសាខ្មែរ, សេវាជំនួយផ្នែកភាសា ដោយមិនគិតលុយ គឺអាចមានសំរាប់អ្នក។ ចូរ ទូរស័ព្ទ 800-807-7310 (TRS: 711)។

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。800-807-7310 (TRS:711) まで、お電話にてご連絡ください。

800-807-7310 (: 711).

XIYYEEFFANNAA: Afaan dubbattu Oroomiffa, tajaajila gargaarsa afaanii, kanfaltiidhaan ala, ni argama. Bilbilaa 800-807-7310 (TRS: 711).

ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 800-807-7310 (رقم خدمة ترحيل الاتصالات للصم والبكم: 711).

ਧਿਆਨ ਦਿਓ: ਜੇ ਤੁਸੀਂ ਪੰਜਾਬੀ ਬੋਲਦੇ ਹੋ, ਤਾਂ ਭਾਸ਼ਾ ਵਿੱਚ ਸਹਾਇਤਾ ਸੇਵਾ ਤੁਹਾਡੇ ਲਈ ਮੁਫਤ ਉਪਲਬਧ ਹੈ। 800-807-7310 (TRS: 711) 'ਤੇ ਕਾਲ ਕਰੋ।

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 800-807-7310 (TRS: 711).

ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັຽຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທ 800-807-7310 (TRS: 711).

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 800-807-7310 (TRS: 711).

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 800-807-7310 (SRT : 711).

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 800-807-7310 (TRS: 711).

ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 800-807-7310 (TRS: 711).

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 800-807-7310 (TRS: 711).

توجه: اگر به زبان فارسی گفتگو می کنید، تسهیلات زبانی بصورت رایگان برای شما فراهم می باشد. با 800-807-7310 (TRS: 711) تماس بگیرید.