



This is only a summary. If you want more detail about your coverage and costs, you can get the complete terms in the policy or plan document at www.anthem.com or by calling 1-800-582-6941.

Important Questions	Answers	Why this Matters:
What is the overall <u>deductible</u> ?	For in-network providers AND out-of-network providers combined, per calendar year: \$3,000 Individual; \$6,000 Family Services not subject to deductible are noted in Limitations & Exceptions.	You must pay all the costs up to the calendar year deductible amount before this plan begins to pay for covered services you use. See the chart starting on page 2 for how much you pay for covered services after you meet the deductible . No one family member will pay more than the \$3,000 Individual deductible per calendar year.
Are there other <u>deductibles</u> for specific services?	No.	You don't have to meet deductibles for specific services, but see the chart starting on page 2 for other costs for services this plan covers.
Is there an <u>out-of-pocket limit</u> on my expenses?	Yes. In-network providers: \$4,000 Individual ; \$8,000 Family Out-of-network providers: \$6,000 Individual ; \$12,000 Family	The out-of-pocket limit is the most you could pay during a coverage period (per calendar year) for your share of the cost of covered services. This limit helps you plan for health care expenses. The out of pocket limits includes both medical and prescription drug cost shares.
What is not included in the <u>out-of-pocket limit</u> ?	Routine vision care, the cost of care when the benefit limits have been reached, the cost of non-covered services and amounts above the allowed amount for services.	Even though you pay these expenses, they don't count toward the out-of-pocket limit .
Is there an overall annual limit on what	No.	The chart starting on page 2 describes any limits on what the plan will pay for <i>specific</i> covered services, such as office visits.

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the plan pays?		
Does this plan use a network of providers?	Yes. For a list of providers , see www.anthem.com or call 1-800-582-6941.	If you use an in-network doctor or other health care provider , this plan will pay some or all of the costs of covered services. Be aware, your in-network doctor or hospital may use an out-of-network provider for some services. Plans use the term in-network, preferred , or participating for providers in their network . See the chart starting on page 2 for how this plan pays different kinds of providers .
Do I need a referral to see a specialist ?	No.	You can see the specialist you choose without permission from this plan.
Are there services this plan doesn't cover?	Yes.	Some of the services this plan doesn't cover are listed on page 6. See your policy or plan document for additional information about excluded services .



- **Copayments** are fixed dollar amounts (for example, \$15) you pay for covered health care, usually when you receive the service.
- **Coinsurance** is *your* share of the costs of a covered service, calculated as a percent of the **allowed amount** for the service. For example, if the plan's **allowed amount** for an overnight hospital stay is \$1,000, your **coinsurance** payment of 20% would be \$200. This may change if you haven't met your **deductible**.
- The amount the plan pays for covered services is based on the **allowed amount**. If an out-of-network **provider** charges more than the **allowed amount**, you may have to pay the difference. For example, if an out-of-network hospital charges \$1,500 for an overnight stay and the **allowed amount** is \$1,000, you may have to pay the \$500 difference. (This is called **balance billing**.)
- This plan may encourage you to use **in-network providers** by charging you lower **deductibles**, **copayments** and **coinsurance** amounts.

Common Medical Event	Services You May Need	Your Cost If You Use an In-network Provider	Your Cost If You Use an Out-of-network Provider	Limitations & Exceptions
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	0% coinsurance	20% coinsurance	—————none—————
	Specialist visit	0% coinsurance	20% coinsurance	
	Other practitioner office visit	0% coinsurance	20% coinsurance	Spinal manipulation and other manual medical intervention limited to 30 visits per calendar year combined for in and out-of-network.
	Preventive care/screening/immunization	No Charge	20% coinsurance	Deductible does not apply in-network.

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City of Salem & Salem City Schools - HSA

Summary of Benefits and Coverage: What this Plan Covers & What it Costs

Coverage Period: 10/01/2016 – 09/30/2017

Coverage for: Individual/Family | Plan Type: HSA

Common Medical Event	Services You May Need	Your Cost If You Use an In-network Provider	Your Cost If You Use an Out-of-network Provider	Limitations & Exceptions
If you have a test	Diagnostic test (x-ray, blood work)	0% coinsurance	20% coinsurance	—————none—————
	Imaging (CT/PET scans, MRIs)	0% coinsurance	20% coinsurance	—————none—————
If you need drugs to treat your illness or condition More information about <u>prescription drug coverage</u> is available at www.anthem.com	Tier 1 (\$3,000 individual/ \$6,000 family overall deductible applies)	\$10 copay/ prescription for Retail \$10 copay / prescription for Mail order	*\$10 copay/ prescription for Retail Mail order not covered	Retail pharmacy drugs are limited to a 30-day supply. Mail order drugs are limited to a 90-day day supply. If you visit an out-of-network pharmacy, you will pay the full cost of your prescription at the pharmacy then file a claim for reimbursement. Reimbursement will be based on what a participating pharmacy would receive had the prescription been filled at a participating pharmacy. *You may also be subject to any costs above the allowed amount.
	Tier 2 (\$3,000 individual/ \$6,000 family overall deductible applies)	\$30 copay/ prescription for Retail \$60 copay / prescription for Mail order	*\$30 copay/ prescription for Retail Mail order not covered	Your plan uses a preferred drug list (formulary) which identifies the status of covered drugs. Some drugs may require prior authorization, while other drugs are subject to step therapy and quantity limit requirements. If the necessary prior authorization is not obtained, the drug may not be covered.
	Tier 3 (\$3,000 individual/ \$6,000 family overall deductible applies); For tier 3 drugs, copay or coinsurance whichever is greater up to \$200 per script retail and \$400 per script mail.	The greater of \$50 copay/ or 20% coinsurance/ prescription for Retail The greater of \$150 copay or 20% coinsurance/ prescription for Mail order	*The greater of \$50 copay/ or 20% coinsurance/ prescription for Retail Mail order not covered	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	0% coinsurance	20% coinsurance	—————none—————
	Physician/surgeon fees	0% coinsurance	20% coinsurance	—————none—————

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Coverage for: Individual/Family | Plan Type: HSA

Common Medical Event	Services You May Need	Your Cost If You Use an In-network Provider	Your Cost If You Use an Out-of-network Provider	Limitations & Exceptions
If you need immediate medical attention	Emergency room services	0% coinsurance	20% coinsurance	—————none—————
	Emergency medical transportation	0% coinsurance	20% coinsurance	—————none—————
	Urgent care	0% coinsurance	20% coinsurance	—————none—————
If you have a hospital stay	Facility fee (e.g., hospital room)	0% coinsurance	20% coinsurance	Precertification is required.
	Physician/surgeon fee	0% coinsurance	20% coinsurance	—————none—————
If you have mental health, behavioral health, or substance abuse needs	Mental/Behavioral health outpatient services	0% coinsurance	20% coinsurance	—————none—————
	Mental/Behavioral health inpatient services	0% coinsurance	20% coinsurance	Precertification is required.
	Substance use disorder outpatient services	0% coinsurance	20% coinsurance	—————none—————
	Substance use disorder inpatient services	0% coinsurance	20% coinsurance	Precertification is required.
If you are pregnant	Prenatal and postnatal care	0% coinsurance	20% coinsurance	—————none—————
	Delivery and all inpatient services	0% coinsurance	20% coinsurance	—————none—————
If you need help recovering or have other special health needs	Home health care	0% coinsurance	20% coinsurance	Limited to 90 visits per calendar year. Combined in and out-of-network.
	Rehabilitation services	0% coinsurance	20% coinsurance	30 combined visits for physical therapy and occupational therapy; 30 visits for speech therapy.
	Habilitation services	0% coinsurance	20% coinsurance	—————none—————
	Skilled nursing care	0% coinsurance	20% coinsurance	100 day per stay limit; preauthorization required.
	Durable medical equipment	0% coinsurance	20% coinsurance	—————none—————
	Hospice service	0% coinsurance	20% coinsurance	—————none—————
If your child needs dental or eye care	Eye exam	\$15 copay/ visit	\$30 allowance/visit	One eye exam per member per calendar year. Deductible does not apply.
	Glasses	Not covered	Not covered	—————none—————
	Dental check-up	Not covered	Not covered	—————none—————

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Excluded Services & Other Covered Services:

Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services.)

- Acupuncture
- Hearing aids
- Routine foot care
- Cosmetic surgery
- Infertility treatment
- Dental care
- Long-term care

Other Covered Services (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)

- Chiropractic care
- Autism Spectrum Disorder
- Private-duty nursing

Your Rights to Continue Coverage:

If you lose coverage under the plan, then, depending upon the circumstances, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in duration and will require you to pay a **premium**, which may be significantly higher than the premium you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply.

For more information on your rights to continue coverage, contact the Plan at 1-800-582-6941. You may also contact your state insurance department, the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov.

Your Grievance and Appeals Rights:

If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to **appeal** or file a **grievance**. For questions about your rights, this notice, or assistance, you can contact:

Anthem Blue Cross and Blue Shield: Appeals, Attention Member Services, P.O. Box 27401, Richmond, VA 23279.

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You may also contact the Department of Labor’s Employee Benefits Security Administration at 1-866-EBSA (3272) or www.dol/ebsa/healthreform.

Does this Coverage Provide Minimum Essential Coverage?

The Affordable Care Act requires most people to have health care coverage that qualifies as “minimum essential coverage.” **This plan or policy does provide minimum essential coverage.**

Does this Coverage Meet the Minimum Value Standard?

The Affordable Care Act establishes a minimum value standard of benefits of a health plan. The minimum value standard is 60% (actuarial value). **This health coverage does meet the minimum value standard for the benefits it provides.**

Language Access Services:

Si no es miembro todavía y necesita ayuda en idioma español, le suplicamos que se ponga en contacto con su agente de ventas o con el administrador de su grupo. Si ya está inscrito, le rogamos que llame al número de servicio de atención al cliente que aparece en su tarjeta de identificación.

如果您是非會員並需要中文協助，請聯絡您的銷售代表或小組管理員。如果您已參保，則請使用您 ID 卡上的號碼聯絡客戶服務人員。

Kung hindi ka pa miyembro at kailangan ng tulong sa wikang Tagalog, mangyaring makipag-ugnayan sa iyong sales representative o administrator ng iyong pangkat. Kung naka-enroll ka na, mangyaring makipag-ugnayan sa serbisyo para sa customer gamit ang numero sa iyong ID card.

Doo bee a'tah ni'liigoo eí dooda'í, shikáa adoolwoł íinízinigo t'áá diné k'éjígoo, t'áá shoodí ba na'alníhí ya sidáhí bich'í naabídíłkiid. Eí doo biigha daago ni ba'nija'go ho'aalagú bich'í hodiilní. Hai'daą iini'taago eíya, t'áá shoodí diné ya atáh halne'ígú ní béesh bee hane'í wólta' bi'ki si'niiligú bi'kéhgo bich'í hodiilní.

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

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About these Coverage Examples:

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.



This is not a cost estimator.

Don't use these examples to estimate your actual costs under this plan. The actual care you receive will be different from these examples, and the cost of that care will also be different.

See the next page for important information about these examples.

Having a baby (normal delivery)

- Amount owed to providers: \$7,540
- Plan pays \$4,370
- Patient pays \$3,170

Sample care costs:

Hospital charges (mother)	\$2,700
Routine obstetric care	\$2,100
Hospital charges (baby)	\$900
Anesthesia	\$900
Laboratory tests	\$500
Prescriptions	\$200
Radiology	\$200
Vaccines, other preventive	\$40
Total	\$7,540

Patient pays:

Deductibles	\$3,000
Copays	\$20
Coinsurance	\$0
Limits or exclusions	\$150
Total	\$3,170

Managing type 2 diabetes (routine maintenance of a well-controlled condition)

- Amount owed to providers: \$5,400
- Plan pays \$2,120
- Patient pays \$3,280

Sample care costs:

Prescriptions	\$2,900
Medical Equipment and Supplies	\$1,300
Office Visits and Procedures	\$700
Education	\$300
Laboratory tests	\$100
Vaccines, other preventive	\$100
Total	\$5,400

Patient pays:

Deductibles	\$3,000
Copays	\$200
Coinsurance	\$0
Limits or exclusions	\$80
Total	\$3,280

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Questions and answers about the Coverage Examples:

What are some of the assumptions behind the Coverage Examples?

- Costs don't include **premiums**.
- Sample care costs are based on national averages supplied by the U.S. Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- The patient's condition was not an excluded or preexisting condition.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from in-network **providers**. If the patient had received care from out-of-network **providers**, costs would have been higher.

What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how **deductibles**, **copayments**, and **coinsurance** can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

Does the Coverage Example predict my own care needs?

✘ **No.** Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

Does the Coverage Example predict my future expenses?

✘ **No.** Coverage Examples are **not** cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your **providers** charge, and the reimbursement your health plan allows.

Can I use Coverage Examples to compare plans?

✓ **Yes.** When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

Are there other costs I should consider when comparing plans?

✓ **Yes.** An important cost is the **premium** you pay. Generally, the lower your **premium**, the more you'll pay in out-of-pocket costs, such as **copayments**, **deductibles**, and **coinsurance**. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.

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