Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services Coverage Period: 01/01/2024 - 12/31/2024 Horizon BCBSNJ: DSM North America, Inc.

Coverage for: All Coverage Types Plan Type: PPO



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. Benefits may change upon renewal. For more information about your coverage, or to get a copy of the complete terms of coverage, visit Member Online Services at <u>www.HorizonBlue.com/dsm</u> or by calling 1-800-355-BLUE(2583). If you do not currently have coverage with Horizon BCBSNJ you can view a sample policy here, HorizonBlue.com/sample-benefit-booklets. 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>www.cciio.cms.gov</u> or call 1-800-355-BLUE(2583) to request a copy.

Important Questions	Answers	Why This Matters:
<u>deductible</u> ?	Family. Non-Network: \$2,100.00 Employee, \$4,200.00 Employee + 1/\$6,300.00 Family. Aggregate family.	Generally, you must pay all of the costs from <u>providers</u> up to the <u>deductible</u> amount before this plan 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 deductible?	Yes. Preventive care is covered before you meet your deductible.	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-sharing</u> and before you meet your <u>deductible</u> . See a list of covered <u>preventive services</u> at https://www.healthcare.gov/coverage/preventive-care-benefits/ .
Are there other <u>deductibles</u> for specific services?		You don't have to meet <u>deductibles</u> for specific services.
	\$2,850.00 Employee, \$5,700.00 Employee + 1/\$8,550.00 Family. For out-of-network Health providers \$5,700.00 Employee, \$11,400.00 Employee + 1/\$17,100.00 Family. Aggregate family. For in-and out-of-network Pharmacy providers \$1,200 person / \$2,400 employee+1 / \$3,600 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.
		Even though you pay these expenses, they don't count toward the <u>out-of-pocket</u> <u>limit</u> .
Will you pay less if you use a <u>network provider</u> ?	Yes. For a list of in-network provider, see	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</u>

	800-355-BLUE (2583).	charge 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> .



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.

Common			ı Will Pay	Linkston E mate	
Medical Event	Services You May Need	Network Provider	Out-of-Network	Limitations, Exceptions, & Other Important Information	
		(You will pay the	Provider(You will pay	Other important imormation	
If you visit a health	Primary care visit to treat an	least) \$20.00 <u>Copayment</u> per visit	the most)	Horizon CareOnline telemedicine	
care <u>provider's</u> office or clinic	injury or illness	for Office. \$5.00 <u>Copayment</u> per visit applies only to Horizon CareOnline. <u>Deductible</u> does not apply.	Office.	services is an additional telemedicine feature provided through Horizon BCBSNJ's telemedicine vendor. Telemedicine services do not apply to the over age 65 Retiree Medicare	
	<u>Specialist</u> visit	\$40.00 <u>Copayment</u> per visit for Office; Specialist. \$5.00 <u>Copayment</u> per visit applies only to Horizon CareOnline. <u>Deductible</u> does not apply.	11070 0011134141100 101	Population.	
			Office.	One per calendar year. You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.	
If you have a test	work)	Independent Laboratory; <u>Deductible</u> does not apply. 20% <u>Coinsurance</u> for Outpatient Hospital.	Office, Outpatient Hospital, Independent Laboratory.	Applies only to non-routine diagnostic radiology, laboratory, and pathology services.	
	Imaging (CT/PET scans, MRIs)	20% Coinsurance for Outpatient Hospital.	40% Coinsurance for Outpatient Hospital.	none	
If you need drugs to treat your illness or		\$15 Copay / retail; \$37.50 Copay / mail order	Eligible out-of-network retail pharmacy claims will	Covers up to 30 day supply (retail); 90 day supply for mail order. Out-of-	

^{*} For more information about limitations and exceptions, see the <u>plan</u> or policy document at <u>www.HorizonBlue.com/dsm.</u>

Common			u Will Pay		
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider(You will pay the most)	Limitations, Exceptions, & Other Important Information	
condition			network contracted rate for the drug less the application Copay / Coinsurance.	network mail order pharmacy claims are not covered.	
	Preferred brand drugs	\$30 Copay / retail; \$75 Copay / mail order	Eligible out-of-network retail pharmacy claims will be reimbursed at the network contracted rate for the drug less the application Copay / Coinsurance.		
	Non-preferred brand drugs	30% Coinsurance non- formulary brand (\$50min / \$100max) retail; 30% Coinsurance non- formulary brand (\$125min / \$250max) mail order	Eligible out-of-network retail pharmacy claims will be reimbursed at the network contracted rate for the drug less the application Copay / Coinsurance.		
	Specialty drugs	At retail benefit in above applicable tiers.	applicable tiers.	After initial fill at retail enroll with Accredo specialty pharmacy for mail order or future refills will be charged 100% of the medication cost at retail.	
outpatient surgery	surgery center)	20% <u>Coinsurance</u> for Outpatient Hospital, Ambulatory Surgical Center.	40% <u>Coinsurance</u> for Outpatient Hospital, Ambulatory Surgical Center.	none	
		20% <u>Coinsurance</u> for Outpatient Hospital, Ambulatory Surgical Center.	Outpatient Hospital, Ambulatory Surgical Center.	20% <u>Coinsurance</u> for in-network anesthesia. 40% <u>Coinsurance</u> for out-of-network anesthesia.	
If you need immediate medical attention	Emergency room care	\$100.00 <u>Copayment</u> per visit for Outpatient Hospital. <u>Deductible</u> does not apply.		Copayment waived if admitted within 24 hours. Out-of-network payment at the in-network level of benefits applies only to emergency room	

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Common		What You			
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider(You will pay the most)	Limitations, Exceptions, & Other Important Information	
				medical emergencies and accidental injuries.	
	Emergency medical transportation		20% <u>Coinsurance</u> .	none	
	Urgent care	\$20.00 <u>Copayment</u> per visit for Office. \$40.00 <u>Copayment</u> per visit for Specialist. <u>Deductible</u> does not apply.	Office.	none	
If you have a hospital stay	Facility fee (e.g., hospital room)		40% <u>Coinsurance</u> for Inpatient Hospital.	Requires pre-approval. In-network & Out-of-network inpatient separation period is limited to 90 days.	
	Physician/surgeon fees		40% <u>Coinsurance</u> for Inpatient Hospital.	20% <u>Coinsurance</u> for in-network anesthesia.	
If you need mental health, behavioral	Outpatient services		40% <u>Coinsurance</u> for Outpatient Hospital.	none	
health, or substance abuse services	Inpatient services	Inpatient Hospital.	40% <u>Coinsurance</u> for Inpatient Hospital.	Requires pre-approval. In-network & Out-of-network inpatient separation period is limited to 90 days.	
If you are pregnant	Office visits	\$20.00 <u>Copayment</u> per visit for Office. <u>Deductible</u> does not apply.		Cost sharing does not apply for preventive services. Maternity care may include tests and services described elsewhere in the SBC (i.e. Ultrasound). Initial In network office visit is subject to copay. All other prenatal visits, delivery and post natal visits are all subject to applicable deductible and coinsurance.	
			40% <u>Coinsurance</u> for Inpatient Hospital.	none	
	Childbirth/delivery facility services	20% <u>Coinsurance</u> for	40% <u>Coinsurance</u> for Inpatient Hospital.	In-network & Out-of-network inpatient separation period is 90 days.	
If you need help recovering or have other special health	Home health care		40% <u>Coinsurance</u> .	Requires pre-approval. In-network & Out-of-network home health care visits are limited to 100 visits.	

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Common		What Yo	ou Will Pay		
Medical Event	Services You May Need	Network Provider (You will pay the least)	Out-of-Network Provider(You will pay the most)	Limitations, Exceptions, & Other Important Information	
needs	Rehabilitation services	20% <u>Coinsurance</u> for Inpatient Hospital.	Inpatient Hospital.	Requires pre-approval. In-network & Out-of-network separation period is	
	Habilitation services	20% <u>Coinsurance</u> for Inpatient Hospital.	40% <u>Coinsurance</u> for Inpatient Hospital.	limited to 90 days.	
	Skilled nursing care	20% <u>Coinsurance for</u> <u>Inpatient Facility</u> .	Inpatient Facility.	Requires pre-approval. In-network & Out-of-network inpatient skilled nursing facility days are limited to 60 days.	
	Durable medical equipment	20% <u>Coinsurance</u> .		Prior authorization required for DME purchases over \$500.00	
	Hospice services	20% <u>Coinsurance</u> for Inpatient Facility.	Inpatient Facility.	Requires pre-approval. In-network & Out-of-network hospice days are limited to 180 days per lifetime. Respite days are limited to 10.	
If your child needs	Children's eye exam	Not Covered.	Not Covered.	none	
dental or eye care	Children's glasses	Not Covered.	Not Covered.	none	
	Children's dental check-up	Not Covered.	Not Covered.	none	

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Excluded Services & Other Covered Services:

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

- Cosmetic Surgery
- Dental Care(Adult)

- Long-term care
- Routine eye care(Adult)

- 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.)

- Acupuncture
- Bariatric surgery
- Chiropractic Care

- Hearing aids(1 every 36 months \$3000 yearly maximum)
- Infertility treatment
- Most coverage provided outside the United States See www.HorizonBlue.com
- Non-emergency care when traveling outside the U.S See www.HorizonBlue.com
- Private duty nursing

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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: 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 www.getcovered.nj.gov or call 1-833-677-1010.

Your <u>Grievance</u> and <u>Appeals</u> 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: 1-800-355-BLUE (2583) or visit <u>www.Horizonblue.com</u>. You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <u>www.dol.gov/ebsa/healthreform</u>. You may also contact the NJ Department of Banking and Insurance Consumer Protection Services at 1-888-393-1062 ext 50998.

Does this <u>plan</u> 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 <u>plan</u> doesn't meet the <u>Minimum Value Standards</u>, you may be eligible for a <u>premium tax credit</u> to help you pay for a <u>plan</u> through the <u>Marketplace</u>.



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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 <u>providers</u> charge, and many other factors. Focus on the <u>cost</u> 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.

\$40.00

20%

20%

Peg is Having a Baby

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

- The plan's overall deductible \$1,050.00
- Specialist *Copayment*

Specialist office visits (*prenatal care*)

Childbirth/Delivery Facility Services

\$40.00 20%

Hospital (facility) *Coinsurance*

Childbirth/Delivery Professional Services

Diagnostic tests (ultrasounds and blood work)

This EXAMPLE event includes services like:

Other Coinsurance

Specialist visit (anesthesia)

20%

This EXAMPLE event includes services like: Primary care physician office visits (including disease education) Diagnostic tests (blood work) Prescription drugs

Managing Joe's type 2 Diabetes

(a year of routine in-network care of a

well-controlled condition)

■ The plan's overall deductible \$1,050.00

Specialist <u>Copayment</u>

Other Coinsurance

Hospital (facility) <u>Coinsurance</u>

Durable medical equipment (glucose meter)

Mia's Simple Fracture

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

- The plan's overall deductible \$1,050.00
- Specialist <u>Copayment</u>

\$40.00

- Hospital (facility) <u>Coinsurance</u>
- Other Coinsurance

Total Example Cost

20% 20%

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 \$12,700.00

Total Example Cost \$5,600.00

\$2.800.00

In this example, Peg	would	pay:
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Cost Sharing			
Deductibles	\$1,050.00		
Copayments	\$0.00		
Coinsurance	\$1,800.00		
What isn't covered			
Limits or exclusions	\$100.00		
The total Peg would pay is	\$2,950.00		

- 1	n this example, Joe would pay:
	Cost Sharing
	Deductibles

Deductibles	\$1,050.00
Copayments	\$180.00
Coinsurance	\$140.00
What isn't covered	
Limits or exclusions	\$4,310.00
The total Joe would pay is	\$5,680.00

In this	example,	Mia	would	pay:

Cost Sharing			
Deductibles	\$240.00		
Copayments	\$110.00		
Coinsurance	\$0.00		
What isn't covered			
Limits or exclusions	\$810.00		
The total Mia would pay is	\$1,160.00		

The plan would be responsible for the other costs of these EXAMPLE covered services.

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Notice of Nondiscrimination

Horizon Blue Cross Blue Shield of New Jersey complies with applicable Federal civil rights laws and does not discriminate against nor does it exclude people or treat them differently on the basis of race, color, gender, national origin, age, disability, pregnancy, gender identity, sex, sexual orientation or health status in the administration of the plan, including enrollment and benefit determinations. Horizon BCBSNJ provides free aids and services to people with disabilities (e.g. qualified sign language interpreters and information in other formats) and to those whose primary language is not English (e.g. information in other languages) to communicate effectively with us.

Contacting Member Services

Please call Member Services at 1-800-355-BLUE (2583) (TTY 711) or the phone number on the back of your member ID card, if you need the free aids and services noted above and for all other Member Services issues.

Filing a Section 1557 Grievance

If you believe that Horizon BCBSNJ has failed to provide the free communication aids and services or discriminated against you for one of the reasons described above, you can file a discrimination complaint also known as a Section 1557 Grievance. **Horizon BCBSNJ's Civil Rights Coordinator** can be reached by calling the Member Services number on the back of your member ID card or by writing to the following address: **Horizon BCBSNJ**

Civil Rights Coordinator PO Box 820, Newark, NJ 07101.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, through the Office for Civil Rights Complaint Portal, online at https://ocrportal.hhs.gov/ocr/portal/lobby.jsf or by mail at U.S. Department of Health and Human Services, 200 Independence Avenue, SW, Room 509F, HHH Building, Washington, D.C. 20201or by phone at 1-800-368-1019 or 1-800-537-7697 (TDD). OCR Complaint forms are available at www.hhs.gov/ocr/office/file/index.html.

Language assistance

Si habla un idioma diferente al inglés, hay ayuda disponible gratis. Llame al número que aparece al reverso de su tarjeta de identificación. 如果您讲英语以外的语言,可获取免费帮助。请拨打您的身份证背面的号码。

영어 이외의 언어를 사용하는 경우, 무료 지원 서비스를 받을 수 있습니다. ID 카드 뒷면에 있는 번호로 전화하십시오.

Se você fala um idioma diferente do inglês, a ajuda está disponível gratuitamente. Ligue para o número no verso do seu bilhete de identidade.

જો તમે અંગ્રેજ સિવાયની ભાષા બોલતા હોવ. તો મકતમાં મદદ ઉપલબ્ધ છે. તમારા આઇડી કાર્ડની પાછળ આપેલા નંબર પર કૉલ.

Jeśli mówisz w języku innym niż angielski, pomoc udzielana jest bezpłatnie. Zadzwoń pod numer podany na odwrocie dowodu osobistego. Se parli una lingua diversa dall'inglese, è disponibile un servizio di assistenza gratuito. Chiama il numero sul retro della tua carta d'identificaz ione.

Kung nagsasalita ka ng isang wika maliban sa Ingles, magagamit ang tulong nang walang bayad. Tumawag sa numerong nasa likod ng iyong ID card.

Если вы не говорите по-английски, вам помогут бесплатно. Позвоните по телефону, указанному на обратной стороне вашей ID-карты.

Si ou pale on lòt lang ke Anglè, gen èd ki disponib gratis. Rele nan nimewo ki ekri nan do kat idantifyan w lan.

यदि आप अंग्रेज़ी से भिन्न कोई अन्य भाषा बोलते हैं, तो निःश्ल्क सहायता उपलब्ध है। अपने आईडी कार्ड के पीछे दिए गए नंबर पर .

Nếu bạn nói ngôn ngữ khác ngoài tiếng Anh, thì chúng tôi có thể giúp bạn miễn phí. Hãy gọi số ở mặt sau thẻ ID của bạn.

Si vous parlez une langue autre que l'anglais, l'aide est gratuite. Appelez le numéro au dos de votre carte d'identité.

إذا كنت تتحدث لغة أخرى غير الإنجليزية، نوفر لك المساعدة مجانًا. يُمكنك الاتصال بالرقم الموجُّود على ظهر بطاقة الهوية

اگر آپ انگریزی کے علاوہ کوئی دوسری زبان بول سکتے ہیں تو مفت مدد دستیاب ہے۔ براہ مہربانی شناختی کارڈ کی پچھلی طرف درج شدہ نمبر پر کال کریں۔

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