Medical & Pharmacy Plan Description

Effective January 1, 2017
# TABLE OF CONTENTS

NOTICE OF HEALTH INFORMATION PRACTICES ........................................................................... i-iv
OVERVIEW OF THE PLAN .............................................................................................................. 1
  Purpose of the Plan ....................................................................................................................... 1
  Using myBlueCross to Get More Information ........................................................................... 1
  BlueCare Health Advocate ........................................................................................................... 1
  Medical Definitions ...................................................................................................................... 2
  Receipt of Medical Care ................................................................................................................ 2
  Beginning of Coverage ................................................................................................................ 2
  Limitations and Exclusions ......................................................................................................... 2
  Medical Necessity and Precertification ...................................................................................... 2
  In-Network Medical Benefits ...................................................................................................... 3
  Relationship Between Blue Cross and/or Blue Shield Plans and the Blue Cross and
  Blue Shield Association ............................................................................................................. 5
  Medical Claims and Appeals ...................................................................................................... 5
  Changes in the Plan ..................................................................................................................... 5
  Termination of Coverage .......................................................................................................... 5
  Your Rights ............................................................................................................................... 5
  Your Responsibilities ............................................................................................................... 6
ELIGIBILITY FOR MEDICAL & PHARMACY PLAN ................................................................. 6
  Eligibility for the Medical & Pharmacy Plan ............................................................................ 6
  Enrollment Waiting Periods ....................................................................................................... 6
  Applying for Plan Coverage ...................................................................................................... 6
  Eligible Dependents .................................................................................................................. 6
  Beginning of Coverage ............................................................................................................. 7
  Qualified Medical Child Support Orders .................................................................................. 8
  Relationship to Medicare .......................................................................................................... 8
  Termination of Coverage ......................................................................................................... 9
  Leaves of Absence ..................................................................................................................... 10
MEDICAL PLAN COST SHARING .............................................................................................. 11
  Calendar Year Medical Deductible ............................................................................................ 11
  Calendar Year Medical Out-of-Pocket Maximum ..................................................................... 12
  Other Cost Sharing Provisions .................................................................................................. 12
  Out-of-Area Services ................................................................................................................ 13
MEDICAL NECESSITY AND PRECERTIFICATION ................................................................. 14
  Inpatient Hospital Benefits ....................................................................................................... 15
  Outpatient Hospital Benefits, Physician Benefits, Other Covered Services ......................... 15
  Physician-Administered Drugs Benefits .................................................................................... 15
MEDICAL BENEFITS .................................................................................................................. 16
  Inpatient Hospital Benefits ....................................................................................................... 16
  Outpatient Hospital Benefits .................................................................................................... 17
  Physician Benefits .................................................................................................................... 18
  Physician Preventive Benefits ................................................................................................... 20
  Other Covered Services ............................................................................................................ 21
ADDITIONAL BENEFIT INFORMATION .................................................................................. 23
  Individual Case Management .................................................................................................. 23
  Disease Management ................................................................................................................ 23
  American Cancer Society Smoking Quitline ........................................................................... 23
  Baby Yourself Program .......................................................................................................... 23
  Organ and Bone Marrow Transplants ...................................................................................... 23
Air Medical Transportation ................................................................. 24
Women's Health and Cancer Rights Act Information .......................... 25
Routine Vision Care .................................................................................. 25

COORDINATION OF BENEFITS (COB) ......................................................... 25
Order of Benefit Determination ............................................................. 25
Determination of Amount of Payment .................................................... 27
COB Terms ............................................................................................... 27
Right to Receive and Release Needed Information ............................... 28
Facility of Payment .................................................................................. 28
Right of Recovery ..................................................................................... 29
Special Rules for Coordination with Medicare ....................................... 29

SUBROGATION OF MEDICAL CLAIMS .......................................................... 29
Right of Subrogation ............................................................................... 29
Right of Reimbursement ......................................................................... 29
Right to Recovery .................................................................................. 29

MEDICAL BENEFIT EXCLUSIONS ............................................................... 30

MEDICAL CLAIMS AND APPEALS ............................................................ 34
Post-Service Claims ............................................................................... 34
Pre-Service Claims ................................................................................. 34
Concurrent Care Determinations ............................................................ 37
Your Right to Information ....................................................................... 37
Appeals ..................................................................................................... 37
External Reviews of Medical Claims ....................................................... 40
Expedited External Reviews for Urgent Pre-Service Claims ................ 40

COBRA FOR MEDICAL & PHARMACY PLAN ............................................. 40
COBRA Rights for Covered Employees .................................................. 41
COBRA Rights for a Covered Spouse and Dependent Children .......... 41
Extensions of COBRA for Disability ....................................................... 42
Extensions of COBRA for Second Qualifying Events ......................... 42
Notice Procedures ................................................................................... 43
Adding New Dependents to COBRA ...................................................... 43
Medicare and COBRA Coverage ............................................................. 43
ELECTING COBRA ................................................................................... 44
COBRA Premiums ................................................................................... 44
Early Termination of COBRA ................................................................... 45

RESPECTING YOUR PRIVACY ................................................................. 45

GENERAL MEDICAL PLAN INFORMATION .............................................. 47
Delegation of Discretionary Authority to Blue Cross ............................ 47
Notice ..................................................................................................... 47
Correcting Payments ............................................................................... 48
Responsibility for Providers .................................................................. 48
Misrepresentation .................................................................................... 48
Governing Law ....................................................................................... 48
Termination of Medical Benefits and Termination of the Medical Plan .. 48
Changes in the Medical Plan ................................................................. 49
No Assignment ....................................................................................... 49

MEDICAL PLAN DEFINITIONS .................................................................. 49
BC/BS NOTICE OF NONDISCRIMINATION.................................................. 54
FOREIGN LANGUAGE ASSISTANCE ......................................................... 55
MEDICAL PLAN CUSTOMER SERVICE ..................................................... 57
NOTICE OF HEALTH INFORMATION PRACTICES
SELF-FUNDED GROUP HEALTH PLAN #79912
(DIVISIONS APPLICABLE TO THE UNIVERSITY OF ALABAMA)
Administered by Blue Cross Blue Shield of Alabama for Medical Benefits
Administered by OptumRx for Pharmacy Benefits

Effective Date of Notice: January 1, 2007
Amended Date of Notice: September 23, 2013
Amended Date of Notice: January 1, 2016

THIS NOTICE DESCRIBES HOW MEDICAL (INCLUDING PHARMACY) INFORMATION ABOUT
YOU MAY BE USED AND DISCLOSED AND HOW YOU CAN GET ACCESS TO THIS
INFORMATION. PLEASE REVIEW IT CAREFULLY.

Who Will Follow This Notice

THIS NOTICE GIVES YOU INFORMATION REQUIRED BY THE HIPAA PRIVACY RULE about the
duties and privacy practices of The University of Alabama SELF-FUNDED GROUP HEALTH PLAN
(Group #79912, Divisions applicable to The University of Alabama) to protect the privacy of your medical
information. The Plan (specifically, the Divisions applicable to The University of Alabama, Tuscaloosa) is
sponsored by The University of Alabama (the “Plan Sponsor”). The University of Alabama is a hybrid
covered entity, and this Notice applies only to the Divisions of the UA Group Health Plan and
administrative departments at The University of Alabama or The University of Alabama System Office that
may provide legal, billing, auditing, technology support, or other administrative support for these divisions
of the Plan, including but not limited to The University of Alabama System Office of Counsel, The
University of Alabama System Office of Internal Audit, The University of Alabama’s Privacy and Security
Officers, UA Human Resources and its Privacy and Security Officers, and UA and UAS Risk
Management. For purposes of this Notice, the Group Health Plan and its affiliated University of Alabama
and University of Alabama System Office administrative support departments, when providing
administrative support for the Divisions of the UA Group Health Plan, will be referred to as the “Plan.”

The Plan provides to you health benefits as described in your Blue Cross Blue Shield of Alabama
Summary Plan Description and pharmacy benefits as described in your OptumRx Summary Plan
Description. The Plan receives and maintains your medical information in the course of providing these
health and pharmacy benefits to you. The Plan hires business associates, such as Blue Cross Blue
Shield of Alabama and OptumRx, to help it provide these benefits to you. These business associates
also receive and maintain your medical information in the course of assisting the Plan.

Our Pledge Regarding Medical Information

The Plan understands that medical (including prescription) information about you and your health is
personal. The Plan is committed to protecting medical information about you. This Notice will tell you
about the ways in which the Plan (or its business associates, like Blue Cross Blue Shield of Alabama and
OptumRx) may use and disclose medical information about you. This Notice also describes your rights
and certain obligations the Plan has regarding the use and disclosure of medical information about you.
The Plan is required by law to:

• make sure that medical information that identifies you is kept private;
• give you this notice of the Plan’s legal duties and privacy practices with respect to medical
  information about you;
• notify you in the case of a breach of your unsecured identifiable medical information; and
• follow the terms of the then-current version of this notice.

Changes To This Notice

The Plan is required to follow the terms of this notice until it is replaced. The Plan reserves the right to
change the terms of this notice at any time. If the Plan makes material changes to this notice, the Plan
will, within 60 days of making those material revisions, provide a new notice to all subscribers then
covered by the Plan, unless another date is permitted or required by law. We will post our new notice on our Health Benefits website at http://hr.ua.edu/benefits/. The Plan reserves the right to make the new changes apply to all your medical information maintained by the Plan before and after the effective date of the new notice.

**Purposes for which the Plan May Use or Disclose Your Medical Information Without Your Consent or Authorization**

The following categories describe different purposes that the Plan may use and/or disclose your medical information. Not every use or disclosure in a category will be listed specifically. However, all of the ways the Plan is permitted to use and/or disclose information will fall within one of the following categories.

- **Treatment and Treatment Alternatives.** For example, the Plan may disclose your medical information to your doctor, at the doctor's request, for your treatment by him. The Plan may notify a doctor that you have not received a covered preventive health screening that is recommended by a national institute or authoritative agency, or we may use your information to fill and dispense your prescription medication, refill your prescriptions, or alert your doctor that you are taking prescription drugs that could cause adverse reactions or interactions with other drugs. In addition, the Plan may help your doctor coordinate or arrange medical services that you need, or help your doctor find a safer or more affordable prescription drug alternative. We may use and disclose your medical information to tell you about health-related benefits or services that may be of interest to you.

- **Payment.** The Plan may use or disclose your medical information for payment purposes. Examples include to pay claims for covered health care services and to fill and dispense your prescription medications, to determine whether services are medically necessary or to otherwise pre-authorize or certify services as covered under the Plan, to provide eligibility information to health care providers, to pursue recoveries from third parties (subrogation), or for payment activities associated with another covered health plan which provides you benefits, such as a flexible spending plan.

- **Health Care Operations.** For example, the Plan may use or disclose your medical information (i) to conduct quality assessment and improvement activities, including monitoring the performance of the pharmacists providing service to you, (ii) to perform underwriting, premium rating, or other activities relating to the creation, renewal or replacement of a contract of health insurance, (iii) to authorize business associates to perform data aggregation services, (iv) to engage in care coordination or case management, and (v) to manage, plan or develop the Plan's business, including conducting or arranging for legal, billing, auditing, compliance and other administrative support functions and/or services. **Note:** we will not use or disclose genetic information about you for underwriting purposes.

- **Individuals Involved in Your Care or Payment for Your Care.** The Plan may release information about you to the Subscriber, a family member, friend or other person who is involved in your medical care or payment for your medical care, and to your personal representative(s) appointed by you or designated by applicable law. For example, a caregiver can contact us to confirm that a prescription has been filled or to pick up a prescription for you, provided that person can identify certain information about you or your prescription order. State and federal law may require us to secure permission from a child age 14 or older prior to making certain disclosures of medical information to a parent. In addition, we may disclose medical information about you to an entity assisting in a disaster relief effort so that your family can be notified about your status and location.

- **Health Services.** The Plan may use and disclose your medical information to contact you and remind you to talk to your doctor about certain covered medical screenings or preventive services. The Plan may also use and disclose your medical information to tell you about treatment alternatives or other health-related benefits and services that may be of interest to you. The Plan may disclose your medical information to its business associates to assist the Plan in these activities.

- **Certain Marketing Activities.** The Plan may use medical information about you to forward promotional gifts of nominal value, to communicate with you about services offered by The Plan, to communicate with you about case management and care coordination, and to communicate with you about treatment alternatives. We do not sell your health information to any third party for their marketing activities unless you sign an authorization allowing us to do this.
As required by law. The Plan will disclose medical information when required to do so by federal, state or local law. For example, the Plan must allow the U.S. Department of Health and Human Services to audit Plan records. The Plan may also disclose your medical information as authorized by and to the extent necessary to comply with workers’ compensation or other similar laws.

To Business Associates. The Plan may disclose your medical information to business associates the Plan hires to assist the Plan. Each business associate of the Plan must agree in writing to ensure the continuing confidentiality and security of your medical information. For example, Blue Cross Blue Shield of Alabama is the Third Party Administrator for the Health Benefits and OptumRx is the Pharmacy Benefits Manager (PBM) for the Pharmacy Benefits. They are required to sign a Business Associate Agreement agreeing to comply with the HIPAA Privacy and Security Regulations and to provide appropriate safeguards to protect the privacy of your medical information. Other examples of business associates may include a copy service, consultants, accountants, lawyers and subrogation companies.

To Plan Sponsor. The Plan may disclose to the Plan Sponsor, in summary form, claims history and other similar information. Such summary information does not disclose your name or other distinguishing characteristics. The Plan may also disclose to the Plan Sponsor the fact that you are enrolled in, or disenrolled from the Plan. The Plan may disclose your medical information to Designated Plan Sponsor Employees to perform customer service functions on your behalf and/or to perform administrative functions. These Designated Employees must agree to comply with HIPAA Privacy and Security Rules and they may be subject to sanctions for non-compliance. The Plan Sponsor and its Designated Employees must also agree not to use or disclose your medical information for employment-related activities or for any other benefit or benefit plans of the Plan Sponsor, except as otherwise permitted by HIPAA.

The Plan may also use and disclose your medical information as follows:

- To comply with legal proceedings, such as a court or administrative order or subpoena.
- To law enforcement officials for limited law enforcement purposes (for identification and location of fugitives, witnesses or missing persons, for suspected victims of crimes, for deaths that may have resulted from criminal conduct and for suspected crimes on the premises).
- To a government authority authorized by law to receive reports of child, elder or domestic abuse or neglect.
- For research purposes in limited circumstances.
- To a coroner or medical examiner to identify a deceased person or determine the cause of death, or to a funeral director as necessary to carry out their duties.
- To an organ procurement organization in limited circumstances.
- To avert a serious threat to your health or safety or the health or safety of others.
- To a governmental agency authorized to oversee the health care system or government programs or compliance with civil rights laws.
- To federal officials for lawful intelligence, counterintelligence and other national security purposes.
- To authorized federal officials so they may provide protection to the President, other persons for whom protection is authorized or foreign heads of state or conduct special investigations.
- To public health authorities for public health purposes.
- To the FDA and to manufacturers health information relative to adverse events with respect to food, supplements, products or product defects, or post-marketing surveillance information to enable product recalls, repairs, or replacements.
- To appropriate military authorities, if you are a member of the armed forces.

Uses and Disclosures with Your Permission
The Plan will not use or disclose your medical information for any other purposes unless you give the Plan your written authorization to do so. The Plan will obtain your authorization to use or disclose your psychotherapy notes (other than for uses permitted by law without your authorization); to use or disclose your health information for marketing activities not described above; and prior to selling your health information to any third party. If you give the Plan written authorization to use or disclose your medical information for a purpose that is not described in this notice, then, in most cases, you may revoke it in writing at any time. Your revocation will be effective for all your medical information the Plan maintains, except to the extent that the Plan has taken action in reliance on your authorization.
Your Rights
You may make a written request to the Plan to do one or more of the following concerning your medical information that the Plan maintains:

1. **Request Restrictions**: To put additional restrictions on the Plan’s use and disclosure of your medical information. The Plan does not have to agree to your request; however, if the Plan agrees to comply, it will comply unless the information is needed to provide emergency treatment.

2. **Request Confidential Communications**: To communicate with you in confidence about your medical information by a different means or at a different location than the Plan is currently doing. The Plan does not have to agree to your request unless such confidential communications are necessary to avoid endangering you and your request continues to allow the Plan to collect premiums and pay claims. Your request must specify the alternative means or location to communicate with you in confidence. Even though you requested that we communicate with you in confidence, the Plan may give subscribers cost information.

3. **Inspect and Copy**: To see and get copies of your medical information. Usually, this includes enrollment, payment, claims adjudication and case or medical management records held by the Plan. In limited cases, the Plan does not have to agree to your request.

4. **Amend**: To correct your medical information if it is incorrect or incomplete. In some cases, the Plan does not have to agree to your request.

5. **Accounting**: To receive a list of disclosures of your medical information that the Plan and its business associates made for certain purposes for the last 6 years.

6. **Paper Copy of Notice**: To have the Plan send you a paper copy of this notice if you received this notice by e-mail or on the internet. (Please send request to UA Human Resources Privacy Officer). You may also obtain a copy of this Notice on the Plan’s website at http://hr.ua.edu/benefits/.

If you want to exercise the first five rights listed above for your Health Benefits, please contact Blue Cross Blue Shield of Alabama Customer Service at the number you currently use to obtain Plan benefits assistance/information. That number is located on the back of your health plan ID card. You will be provided the necessary information and forms for you to complete and return to that office, and Blue Cross/Blue Shield of Alabama will advise the Plan of your request. In some cases, you may be charged a nominal, cost-based fee to carry out your request. If you want to exercise the first five rights listed above for your Pharmacy Benefits, received effective January 1, 2016, please contact OptumRx Member Services at the number on the back of your Prescription Drug Program ID card.

Complaints
If you believe your privacy rights have been violated by the Plan, you have the right to complain to the Plan or to the Secretary of the U.S. Department of Health and Human Services. All complaints must be submitted in writing. You may file a complaint with the Plan by sending it to the UA Human Resources Privacy Officer at our UA Contact Office (below). We will not retaliate against you if you choose to file a complaint with the Plan or with the U.S. Department of Health and Human Services.

UA Contact Office
To request additional copies of this notice or to receive more information about our privacy practices or your rights, please contact us at the following Contact Office:

Contact Office: UA Human Resources Privacy Officer
Telephone: 348-7733  Fax: 348-8755
E-mail: hrprivacyofficer@fa.ua.edu
Address: The University of Alabama, Box 870174, Tuscaloosa, AL  35487

YOUR RESPONSIBILITIES FOR PROTECTING MEDICAL INFORMATION.
As a member of the Plan, you are expected to help us safeguard your medical information. For example, you are responsible for letting us know if you have a change in your address or phone number. You are also responsible for keeping your health plan and prescription drug program ID cards safe. If you have on-line access to Plan information, you are responsible for establishing a password and protecting it. If you suspect someone has tried to access your records of those of another member without approval, let us know as soon as possible so we can work with you to determine if additional precautions are needed.
Notice of Financial Information Practices

The Plan is committed to maintaining the confidentiality of your personal financial information. We may collect and disclose non-public financial information about you to assist in providing your health care (including prescriptions) coverage or to help you apply for assistance from federal and state programs. Examples of personal financial information may include your:

- Name, address, phone number (if not available from a public source)
- Date of Birth
- Social security number
- Income and assets
- Premium payment history
- Bank routing/draft information (for the collection of premiums)
- Credit/debit card information (for the collection of premiums)

We do not disclose personal financial information about you (or former members) to any third party unless required or permitted by law.

We maintain physical, technical and administrative safeguards that comply with federal standards to guard your personal financial information.

NOTICE OF NON-DISCRIMINATION

The University of Alabama-Group Health Plan complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The University of Alabama-Group Health Plan does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

The University of Alabama-Group Health Plan

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
  - Qualified sign language interpreters
  - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as:
  - Qualified interpreters
  - Information written in other languages

If you need these services, contact Dr. Marcy Huey - Compliance, Ethics, and Regulatory Affairs Coordinator.

If you believe that The University of Alabama-Group Health Plan has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with: Dr. Marcy Huey - Compliance, Ethics, and Regulatory Affairs Coordinator, 410 Queen City, Tuscaloosa, AL, 35401, 205-348-6737, mhuey@fa.ua.edu. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Dr. Marcy Huey - Compliance, Ethics, and Regulatory Affairs 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 Avenue, SW
Room 509F, HHH Building
Washington, D.C. 20201
1-800-368-1019, 800-537-7697 (TDD)


For translated versions of this information, click here.
ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-888-808-9008 (TTY: 1-888-221-3758).

Spanish. ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-888-808-9008 (TTY: 1-888-221-3758).

Chinese. 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1-888-808-9008(TTY: 1-888-221-3758).


Arabic. ﻣﻠﺤﻮظﺔ: إذا كنت تتحدث العربية، فهناك خدمات مترجمة مجانية تتوفر لك. اتصل برقم 1-888-808-9008 (TTY: 1-888-221-3758).


French. ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-888-808-9008 (ATS : 1-888-221-3758).

Gujarati. જો તમે ગુજરાતી બોલતા હો, તો નિશ્ચિત ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. કોલ કરો 1-888-808-9008 (TTY: 1-888-221-3758).


Hindi. ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-888-808-9008 (TTY: 1-888-221-3758). पर कॉल करें।

Laotian. ທ່ານເວົ້າພາສາລາວ, ລາວ ທໍາດີ, ຜ່າ.valueOf. ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໄດ້ຮູບ. ບ້ານ ແມ່ນ ແມ່ນ ເຊັ່ນ ທ້າງນີ້ ຮຽນ. ທ່ານ 1-888-808-9008 (TTY: 1-888-221-3758).

Russian. ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-888-808-9008 (TTY: 1-888-221-3758).


Japanese. 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。1-888-808-9008（TTY: 1-888-221-3758）まで、お電話にてご連絡ください。
OVERVIEW OF THE PLAN

The following provisions of this booklet contain a summary in English of your rights and benefits under the plan. If you have questions about your benefits, please contact our Customer Service Department at 1-800-239-5772. If needed, simply request a translator and one will be provided to assist you in understanding your benefits.

Las siguientes disposiciones de este folleto contienen un resumen en inglés de sus derechos y beneficios bajo el plan. Si usted tiene preguntas acerca de sus beneficios, por favor póngase en contacto con nuestro Departamento de Servicio al Cliente al 1-800-239-5772. Si es necesario, basta con solicitar un traductor de español y se le proporcionará uno para ayudarle a entender sus beneficios.

Purpose of the Plan

The plan is intended to help you and your covered dependents pay for the costs of medical care. The plan does not pay for all of your medical care. For example, you may be required to contribute through payroll deduction before you obtain coverage under the plan. You may also be required to pay deductibles, copayments, and coinsurance.

We comply with applicable Federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability, or sex.

Using myBlueCross to Get More Information

By being a member of the plan, you get exclusive access to myBlueCross – an online service only for members. Use it to easily manage your healthcare coverage. All you have to do is register at www.AlabamaBlue.com/register. With myBlueCross, you have 24-hour access to personalized healthcare information, PLUS easy-to-use online tools that can help you save time and efficiently manage your healthcare:

- Download and print your benefit booklet or Summary of Benefits and Coverage.
- Request replacement or additional ID cards.
- View all your claim reports in one convenient place.
- Find a doctor.
- Track your health progress.
- Take a health assessment quiz.
- Get fitness, nutrition, and wellness tips.
- Get prescription drug information.

BlueCare Health Advocate

By being a member of the plan, you have access to a BlueCare Health Advocate who serves as a personal coach and advisor. Your BlueCare Health Advocate can explain your benefits, help you to locate a doctor or specialist and help you make an appointment, research and resolve hospital and doctor billing issues, assist you in finding support groups and community services available to you, and much more. To find out more or to contact your BlueCare Health Advocate, call our Customer Service Department at the number on the back of your ID card.
Medical Definitions

Near the end of this booklet you will find a section called Medical Definitions, which identifies words and phrases that have specialized or particular meanings. In order to make this booklet more readable, we generally do not use initial capitalized letters to denote defined terms. Please take the time to familiarize yourself with these definitions so that you will understand your benefits.

Receipt of Medical Care

Even if the plan does not cover benefits, you and your provider may decide that care and treatment are necessary. You and your provider are responsible for making this decision.

Generally, after-hours care is provided by your physician. They may have a variety of ways of addressing your needs. You should call your physician for instructions on how to receive medical care after the physician's normal business hours, on weekends and holidays, or to receive non-emergency care for a condition that is not life threatening, but requires medical attention.

If you are in severe pain or your condition is endangering your life, you may obtain emergency care by calling 911 or visiting an emergency room.

Having a primary care physician is a good decision:

Although you are not required to have a primary care physician, it is a good idea to establish a relationship with one. Having a primary care physician has many benefits, including:

- Seeing a physician who knows you and understands your medical history.
- Having someone you can count on as a key resource for your healthcare questions.
- Help when you need to coordinate care with specialists and other providers.

Typically, primary care physicians specialize in family medicine, internal medicine or pediatrics. Find a physician in your area by visiting AlabamaBlue.com and choosing Find a Doctor.

Seeing a specialist or behavior health provider is easy:

If you need to see a specialist or behavioral health provider, you can contact their office directly to make an appointment. If you choose to see a specialist or Blue Choice Behavioral Health provider, you will have the maximum benefits available for services covered under the plan. If you choose to see an out-of-network specialist or non-Blue Choice behavioral health provider, your benefits could be lower.

Beginning of Coverage

The section of this booklet called Eligibility for Medical & Pharmacy Benefits will tell you what is required for you to be covered under the plan and when your coverage begins.

Limitations and Exclusions

In order to maintain the cost of the plan at an overall level that is reasonable to all plan members, the plan contains a number of provisions that limit benefits. There are also exclusions that you need to pay particular attention to as well. These provisions are found through the remainder of this booklet. You need to be aware of these limits and exclusions in order to take maximum advantage of this plan.

Medical Necessity and Precertification

The plan will only pay for care that is medically necessary and not investigational, as determined by us. We develop medical necessity standards to aid us when we make medical necessity determinations. We publish these standards at www.AlabamaBlue.com/providers/policies. The definition of medical necessity is found in the Medical Definitions section of this booklet.
In some cases, the plan requires that you or your treating physician precertify the medical necessity of your care. Please note that precertification relates only to the medical necessity of care; it does not mean that your care will be covered under the plan. Precertification also does not mean that we have been paid all monies necessary for coverage to be in force on the date that services or supplies are rendered. The section called Medical Necessity and Precertification later in this booklet tells you when precertification is required and how to obtain precertification.

**In-Network Medical Benefits**

One way in which the plan tries to manage healthcare costs is through negotiated discounts with in-network providers. As you read the remainder of this booklet, you should pay attention to the type of provider that is treating you. If you receive covered services from an in-network provider, you will normally only be responsible for out-of-pocket costs such as deductibles, copayments, and coinsurance. If you receive services from an out-of-network provider, these services may not be covered at all under the plan. In that case, you will be responsible for all charges billed to you by the out-of-network provider.

If the out-of-network services are covered, in most cases, you will have to pay significantly more than what you would pay an in-network provider because of lower benefit levels and higher cost-sharing. As one example, out-of-network facility claims will often include very expensive ancillary charges (such as implantable devices) for which no extra reimbursement is available as these charges are not separately considered under the plan. Additionally, out-of-network providers have not contracted with us or any Blue Cross and/or Blue Shield plan for negotiated discounts and can bill you for amounts in excess of the allowed amounts under the plan.

In-network providers are hospitals, physicians, pharmacies, and other healthcare providers or suppliers that contract with us or any Blue Cross and/or Blue Shield plans (directly or indirectly through, for example, a pharmacy benefit manager) for furnishing healthcare services or supplies at a reduced price.

Examples of the plan’s Alabama in-network providers are:

- BlueCard PPO
- Participating Hospitals
- Preferred Outpatient Facilities
- Participating Ambulatory Surgical Centers
- Participating Renal Dialysis Providers
- Preferred Medical Doctors (PMD)
- Participating Chiropractors
- Participating Physician Assistants
- Participating Nurse Practitioners
- Preferred Occupational Therapists
- Preferred Physical Therapists
- Preferred Speech Therapists
- Participating CRNA
- Preferred DME Supplier
- Participating Air Ambulance
To locate Alabama in-network providers, go to www.AlabamaBlue.com.

1. Click “Find a Doctor.”
2. Select a healthcare provider type: doctor, hospital, dentist, pharmacy, other healthcare provider, or other facility or supplier.
3. Enter a search location by using the zip code for the area you would like to search or by selecting a state.
4. Use the drop-down menu in the Network and Plans filter to select a specific provider network (as noted above).

Search Tip: If your search returns zero results, try expanding the number in the Maximum Miles for search drop-down box.

A special feature of your plan gives you access to the national network of providers called BlueCard PPO. Each local Blue Cross and/or Blue Shield plan designates which of its providers are PPO providers. In order to locate a PPO provider in your area, you should call the BlueCard PPO toll-free access line at 1-800-810-BLUE (2583) or visit the BlueCard PPO Provider Finder website at http://provider.bcbs.com.

To receive in-network PPO benefits for lab services, the laboratory must contract with the Blue Cross and/or Blue Shield plan located in the same state as your physician. When you or your physician orders durable medical equipment (DME) or supplies, the service provider must participate with the Blue Cross and/or Blue Shield plan where the supplies are shipped. If you purchase DME supplies directly from a retail store, they must contract with the Blue Cross and/or Blue Shield plan in the state or service area where the store is located. PPO providers will file claims on your behalf with the local Blue Cross and/or Blue Shield plan where services are rendered. The local Blue Cross and/or Blue Shield plan will then forward the claims to us for verification of eligibility and determination of benefits.

Sometimes a network provider may furnish a service to you that is either not covered under the plan or is not covered under the contract between the provider and Blue Cross and Blue Shield of Alabama or the local Blue Cross and/or Blue Shield plan where services are rendered. When this happens, benefits may be denied or may be covered under some other portion of the plan, such as Other Covered Services.
Relationship Between Blue Cross and/or Blue Shield Plans and the Blue Cross and Blue Shield Association

Blue Cross and Blue Shield of Alabama is an independent corporation operating under a license from the Blue Cross and Blue Shield Association, an association of independent Blue Cross and Blue Shield plans. The Blue Cross and Blue Shield Association permits us to use the Blue Cross and Blue Shield service marks in the state of Alabama. Blue Cross and Blue Shield of Alabama is not acting as an agent of the Blue Cross and Blue Shield Association. No representation is made that any organization other than Blue Cross and Blue Shield of Alabama and your employer will be responsible for honoring this contract. The purpose of this paragraph is for legal clarification; it does not add additional obligations on the part of Blue Cross and Blue Shield of Alabama not created under the original agreement.

Medical Claims and Appeals

When you receive services from an in-network provider, your provider will generally file claims for you. In other cases, you may be required to pay the provider and then file a claim with us for reimbursement under the terms of the plan. If Blue Cross Blue Shield of Alabama (BCBSAL) denies a claim in whole or in part, you may file an appeal with them. They will give you a full and fair review. Thereafter, you may have the right to an external review by an independent, external reviewer. The provisions of the plan dealing with claims, appeals, and external reviews are found further on in this booklet.

Changes in the Plan

From time to time it may be necessary to change the terms of the plan. The rules we follow for changing the terms of the plan are described later in the section called Changes in the Plan.

Termination of Coverage

The section below called Eligibility for Medical & Pharmacy Plan tells you when coverage will terminate under the plan. If coverage terminates, no benefits will be provided thereafter, even if for a condition that began before the plan or your coverage termination. In some cases you will have the opportunity to buy COBRA coverage after your group coverage terminates. COBRA coverage is explained in detail later in this booklet.

Your Rights

As a member of the plan, you have the right to:

- Receive information about us, our services, in-network providers, and your rights and responsibilities.
- Be treated with respect and recognition of your dignity and your right to privacy.
- Participate with providers in making decisions about your healthcare.
- A candid discussion of appropriate or medically necessary treatment options for your conditions, regardless of cost or benefit coverage.
- Voice complaints or appeals about us, or the healthcare the plan provides.
- Make recommendations regarding our member rights and responsibilities policy.

If you would like to voice a complaint, please call the Customer Service Department number on the back of your ID card.
Your Responsibilities

• As a member of the plan, you have the responsibility to:
• Supply information (to the extent possible) that we need for payment of your care and your providers need in order to provide care.
• Follow plans and instructions for care that you have agreed to with your providers and verify through the benefit booklet provided to you the coverage or lack thereof under your plan.
• Understand your health problems and participate in developing mutually agreed-upon treatment goals, to the degree possible.

ELIGIBILITY FOR MEDICAL & PHARMACY PLAN

Eligibility for the Medical & Pharmacy Plan

You are eligible to enroll in this plan if all of the following requirements are satisfied:

• You are an employee and are treated as such by your group. Examples of persons who are not employees include independent contractors, board members, and consultants;
• You occupy a position of at least 0.5 FTE (full-time equivalency);
• There must be a reasonable expectation of continued funding for the position you occupy;
• You are in a category or classification of employees that are covered by the plan;
• You meet any additional eligibility or participation rules established by your group; and,
• You satisfy any applicable waiting period, as explained below.

You must continue to meet these eligibility conditions for the duration of your participation in the plan.

Enrollment Waiting Periods

There may be a waiting period under the plan, as determined by your group. You should contact your group to determine if this is the case. Your group will also tell you the length of any applicable waiting period. Under federal law, any waiting period established by your group cannot be longer than 90 days.

Coverage will begin on the date specified below under Beginning of Coverage, but in no event later than the 91st day in which you first meet the eligibility or participation rules established by your group (other than any applicable waiting period).

Applying for Plan Coverage

Fill out an application form completely and give it to your group. You must name all eligible dependents to be covered on the application. Your group will collect all of the employees' applications and send them to us. Your employer also provides an electronic online enrollment option.

Eligible Dependents

Your eligible dependents are:

• Your spouse;
• Your married or unmarried child up to age 26; and,
• Your unmarried, incapacitated child who (1) is age 26 and over; (2) is not able to support himself; and (3) depends on you for support, if the incapacity occurred before age 26 You may be asked to provide proof of the incapacitated child's disability, and The University of Alabama has the right to request an examination of the child as often as needed to continue coverage under this plan.
The child may be the employee's natural child; stepchild; legally adopted child; child placed for adoption; or, other child for whom the employee has a final custody order or final disposition of legal custody.

You may not cover your grandchild unless your grandchild is your adopted child, or a child placed for adoption.

Ineligible Dependents

- Stepchildren, who live in the same household, but who are not legal dependents of the covered employee or their lawful spouse, are not eligible for coverage under this health plan.
- Ex-spouses of covered employees are not eligible for coverage after being removed from a covered family contract by divorce or other legal reasons once the ex-spouse's COBRA rights have expired.

Beginning of Coverage

**Annual Open Enrollment Period**

If you do not enroll during a regular enrollment or a special open enrollment period described below, you may enroll only during your group's annual open enrollment period, if any. Your coverage will begin on the date specified by your group following your enrollment.

**Regular Enrollment Period**

If you apply within 30 days after the date on which you meet the plan's eligibility requirements (including any applicable waiting periods established by your group), your coverage will begin either the date you are hired or the first day of the month after you have met the eligibility requirements and applied for coverage. If you are a new employee, coverage will not begin earlier than the first day on which you report to active duty.

**Special Enrollment Period for Individuals Losing Other Minimum Essential Coverage**

An employee or dependent (1) who does not enroll during the first 30 days of eligibility because the employee or dependent has other coverage, (2) whose other coverage was either COBRA coverage that was exhausted or minimum essential coverage by other health plans which ended due to "loss of eligibility" (as described below) or failure of the employer to pay toward that coverage, and (3) who requests enrollment within 30 days of the exhaustion or termination of coverage, may enroll in the plan. Coverage will be effective no later than the first day of the first calendar month beginning after the date the plan receives the request for special enrollment.

Loss of eligibility with respect to a special enrollment period includes loss of coverage as a result of legal separation, divorce, cessation of dependent status, death, termination of employment, reduction in the number of hours of employment, failure of your employer to offer minimum essential coverage to you, and any loss of eligibility that is measured by reference to any of these events, but does not include loss of coverage due to failure to timely pay premiums or termination of coverage for fraud or intentional misrepresentation of a material fact.

**Special Enrollment Period for Newly Acquired Dependents**

If you have a new dependent as a result of marriage, birth, placement for adoption, adoption, you may enroll yourself and/or your spouse and your new dependent provided that you request enrollment within 30 days of the event. The effective date of coverage will be the date of birth, placement for adoption, . In the case of a dependent acquired through marriage, the effective date will be no later than the first day of the first calendar month beginning after the date the plan receives the request for special enrollment.
**Special Enrollment Period Related to Medicaid and SCHIP**

An employee or dependent who loses coverage under Medicaid or a State Children’s Health Insurance Plan (SCHIP) because of loss of eligibility for coverage may enroll in the plan provided that the employee or dependent requests enrollment within 60 days of the termination of coverage. An employee or dependent who becomes eligible for premium assistance under Medicaid or SCHIP for coverage under the plan may also enroll in the plan provided that the employee or dependent requests enrollment within 60 days of becoming eligible for such premium assistance. Coverage will be effective no later than the first day of the first calendar month beginning after the date the plan receives the request for special enrollment.

If we accept your application, you will receive an identification card. If we decline your application, all the law requires us to do is refund any fees paid.

**Qualified Medical Child Support Orders**

If the group (the plan administrator) receives an order from a court or administrative agency directing the plan to cover a child, the group will determine whether the order is a Qualified Medical Child Support Order (QMCSO). A QMCSO is a qualified order from a court or administrative agency directing the plan to cover the employee’s child regardless of whether the employee has enrolled the child for coverage.

The plan will cover an employee’s child if required to do so by a QMCSO. If the group determines that an order is a QMCSO, we will enroll the child for coverage effective as of a date specified by the group, but not earlier than the later of the following:

- If we receive a copy of the order within 30 days of the date on which it was entered, along with instructions from the group to enroll the child pursuant to the terms of the order, coverage will begin as of the date on which the order was entered.
- If we receive a copy of the order later than 30 days after the date on which it was entered, along with instructions from the group to enroll the child pursuant to the terms of the order, coverage will begin as of the date on which we receive the order. We will not provide retroactive coverage in this instance.

Coverage may continue for the period specified in the order up to the time the child ceases to satisfy the definition of an eligible dependent. If the employee is required to pay extra to cover the child, the group may increase the employee’s payroll deductions. During the period the child is covered under the plan as a result of a QMCSO, all plan provisions and limits remain in effect with respect to the child’s coverage except as otherwise required by federal law.

While the QMCSO is in effect we will make benefit payments—other than payments to providers—to the parent or legal guardian who has been awarded custody of the child. We will also provide sufficient information and forms to the child’s custodial parent or legal guardian to allow the child to enroll in the plan. We will also send claims reports directly to the child’s custodial parent or legal guardian.

**Relationship to Medicare**

You must notify the UA Benefits Office at 205-348-7732 or write to them at Box 870126, Tuscaloosa, AL 35487-0126 within 30 calendar days when you or any of your dependents become eligible for Medicare.

**Currently Retired Individuals Age 65 and Older**

Except where otherwise required by federal law (as explained below), if you are currently retired and are enrolled in the UA Health Plan, the plan will pay benefits on a secondary basis to Medicare or will pay no benefits at all for services or supplies that are included within the scope of Medicare’s coverage, depending upon, among other things, the size of your group, whether your group is a member of an association, and the type of coordination method used by your group. For more information about how this plan coordinates with Medicare, please read the section entitled Coordination of Benefits.
In determining the size of your group for purposes of the following provisions, certain related corporations (parent/subsidiary and brother/sister corporations) must be treated as one employer. Special rules may also apply if your group participates in an association plan.

**Individuals Age 65 and Older**

If your group employs 20 or more employees and if you continue to be actively employed when you are age 65 or older, you and your dependents will continue to be covered for the same benefits available to employees under age 65. In this case, the plan will pay all eligible expenses primary to Medicare. If you are enrolled in Medicare, Medicare will pay for Medicare eligible expenses, if any, not paid by the plan.

If both you and your spouse are over age 65, you may elect to enroll in Original Medicare or a Medicare Advantage plan and/or a Medicare Part D prescription drug plan and disenroll completely from the plan. This means that you will have no benefits under the plan. If you enroll in Original Medicare, you may also purchase a Medicare Supplement contract. In addition, the group is prohibited by law from purchasing your Medicare Supplement contract for you or reimbursing you for any portion of the cost of the contract. If you enroll in a Medicare Advantage plan, you may not purchase a Medicare Supplement contract.

If you are age 65 or older, considering retirement, or have another qualifying event under COBRA, and think you may need to buy COBRA coverage after such qualifying event, you should read the section below dealing with COBRA coverage – particularly the discussion under the heading Medicare and COBRA Coverage.

**Disabled Individuals**

If you or a dependent is eligible for Medicare due to disability and is also covered under the plan by virtue of your current employment status with the group, Medicare will be considered the primary payer (and the plan will be secondary) if your group normally employed fewer than 100 employees during the previous calendar year. If your group normally employed 100 or more employees during the previous calendar year, the plan will be primary and Medicare will be secondary.

**End-Stage Renal Disease**

If you are eligible for Medicare as a result of End-Stage Renal Disease (permanent kidney failure), the plan will generally be primary and Medicare will be secondary for the first 30 months of your Medicare eligibility (regardless of the size of the group). Thereafter, Medicare will be primary and the plan will be secondary.

**Medicare Part D Prescription Drug Coverage**

If the plan does not provide "creditable" prescription drug benefits – that is, the plan's prescription drug benefits are not at least as good as standard Medicare Part D prescription drug coverage, you should enroll in Part D of Medicare when you become eligible for Medicare. Your group will tell you whether the plan's prescription drug benefits are at least as good as Medicare Part D.

If you have any questions about coordination of your coverage with Medicare, please contact your group for further information. You may also find additional information about Medicare at www.medicare.gov.

**Termination of Coverage**

Plan coverage ends as a result of the first to occur of the following (generally, coverage will continue to the end of the month in which the event occurs):

- The date on which the employee fails to satisfy the conditions for eligibility to participate in the plan, such as termination of employment or reduction in hours (except during vacation or as otherwise provided in the Leaves of Absence rules below);
- For spouses, the date of divorce or other termination of marriage as documented by a court decree;
- For children, the date a child ceases to be a dependent or until age 26 whichever occurs first;
• For eligible incapacitated children age 26 or older, the date the child no longer meets the incapacitated eligibility requirements;
• For the employee and his or her dependents, the date of the employee's death;
• Your group fails to pay us the amount due within 30 days after the day due;
• Upon discovery of fraud or intentional misrepresentation of a material fact by you;
• Any time your group fails to comply with the contribution or participation rules in the plan documents;
• When none of your group’s members still live, reside or work in Alabama; or,
• On 30-days advance written notice from your group to us.

In all cases, the termination occurs automatically and without notice. All the dates of termination assume that payment for coverage for you and your dependents in the proper amount has been made to that date. If it has not, termination will occur back to the date for which coverage was last paid.

Our contract with your group (and your coverage as administered by us) will end as a result of the first to occur of the following (generally, coverage will continue to the end of the month in which the event occurs):

• Your group fails to pay us the amount due within 30 days after the day due;
• Upon discovery of fraud or intentional misrepresentation of a material fact by your group;
• When none of your group's members still live, reside or work in Alabama; or,
• On 30-days advance written notice from your group to us.

In all cases except the last item above, the termination occurs automatically and without notice. All the dates of termination assume that payment for coverage for you and all other employees in the proper amount has been made to that date. If it has not, termination will occur back to the date for which coverage was last paid.

• If an employee terminates employment before the 15th day of the month, their health care coverage will end on the last day of the month during which the employee was terminated, if all necessary employee contributions were collected by the employer.
• If an employee terminates employment on or after the 15th day of the month, their health care coverage will end on the last day of the next month provided that all necessary employee contributions were collected by the employer during the month the employee was terminated.
• If an employee with single coverage dies, then their coverage ends on the day after their date of death, if all the necessary employee contributions were collected by the employer.
• If an employee with family coverage dies before the 15th day of the month, then the family coverage for the surviving spouse and dependents will end on the last day of the month the employee died, if all the necessary employee contributions were collected by the employer.
• If an employee with family coverage dies on or after the 15th day of the month, then the family coverage for the surviving spouse and dependents will end on the last day of the next month after the employee died, if all the necessary employee contributions were collected by the employer.

Leaves of Absence

If your group is covered by the Family and Medical Leave Act of 1993 (FMLA), you may retain your coverage under the plan during an approved FMLA leave, provided that you continue to pay your premiums. In general, the FMLA applies to employers who employ 50 or more employees. You should contact your group to determine whether a leave qualifies as FMLA leave.
Leaves of Absence under Family and Medical Leave Act (FMLA)

If you are an eligible employee, you may continue coverage for yourself and your eligible dependents during an approved leave of absence that qualifies as FMLA leave. If you return to work immediately following your approved FMLA leave, your coverage and your eligible dependents' coverage will continue uninterrupted. Coverage during your approved FMLA leave will cease if you choose to drop coverage during such leave, you fail to pay the required premium by the applicable deadline, you do not return to active employment after such leave, or you inform The University of Alabama that you do not intend to return to active employment after such leave. You and your eligible dependents may be eligible for COBRA continuation coverage (discussed below) as of the date that coverage ceases. You should contact The University of Alabama to determine whether a leave qualifies as FMLA leave and the procedure for paying premiums during your leave.

Leaves of Absence

If you are an eligible employee, and are either ineligible for FMLA, or have exhausted your available FMLA leave, you may continue coverage for yourself and your eligible dependents during a company approved leave of absence at the manager's discretion including sick leave, provided that you continue to pay the premiums. Coverage during your approved leave of absence will cease if you choose to drop coverage during such leave, you fail to pay the required premium by the applicable deadline, your leave continues longer than approved by The University of Alabama, you do not return to active employment after such leave, or you inform The University of Alabama that you do not intend to return to active employment after such leave. You and your eligible dependents may be eligible for COBRA continuation coverage (discussed below) as of the date that coverage ceases. Contact The University of Alabama to determine whether your leave qualifies as an approved leave of absence and the procedure for paying premiums during your leave.

If you are on military leave covered by the Uniformed Services Employment and Reemployment Rights Act of 1994, you should see your group for information about your rights to continue coverage.

MEDICAL PLAN COST SHARING

<table>
<thead>
<tr>
<th>Calendar Year Medical Deductible</th>
<th>IN-NETWORK</th>
<th>OUT-OF-NETWORK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Note: The In and Out-of-Network deductibles are not separate.</td>
<td>$150 individual (three per family)</td>
<td>$150 individual (three per family)</td>
</tr>
<tr>
<td>Calendar Year Medical Out-of-Pocket Maximum</td>
<td>$2,500 individual ($7,150 family)</td>
<td>There is no out-of-pocket maximum for out-of-network services</td>
</tr>
</tbody>
</table>

Calendar Year Medical Deductible

The calendar year medical deductible is specified in the table above. Other parts of this booklet will tell you when benefits are subject to the calendar year medical deductible. The calendar year medical deductible is the amount you or your family must pay for some medical expenses covered by the plan before your healthcare benefits for those medical expenses begin.

Here are some special rules concerning application of the calendar year medical deductible:

- The individual calendar year medical deductible must be satisfied on a per member per calendar year basis, subject to the family calendar year medical deductible.
- Only one individual calendar year medical deductible is required when two or more family members have expenses resulting from injuries received in one accident.
- In all cases, the medical deductible will be applied to claims in the order in which they are processed regardless of the order in which they are received.
Calendar Year Medical Out-of-Pocket Maximum

The calendar year medical out-of-pocket maximum is specified in the table above. All cost-sharing amounts (deductible, copayment and coinsurance) for covered in-network services and out-of-network mental health disorders and substance abuse services for medical emergencies that you or your family are required to pay under the plan apply to the calendar year medical out-of-pocket maximum. Once the maximum has been reached, you will no longer be subject to cost-sharing for covered expenses of the type that count toward the calendar year medical out-of-pocket maximum for the remainder of the calendar year. There is a separate out-of-pocket maximum for pharmacy benefits.

There may be many expenses you are required to pay under the plan that do not count towards the calendar year medical out-of-pocket maximum, and that you must continue to pay even after you have met the calendar year medical out-of-pocket maximum. The following are some examples:

- All cost-sharing amounts (medical deductibles, copayments, coinsurance) paid for any out-of-network services or supplies that may be covered under the plan (except for covered out-of-network mental health disorders and substance abuse services for medical emergencies);
- Amounts paid for non-covered services or supplies;
- Amounts paid for services or supplies in excess of the allowed amount (for example, an out-of-network provider requires you to pay the difference between the allowed amount and the provider's total charges);
- Amounts paid for services or supplies in excess of any plan limits (for example, a limit on the number of covered visits for a particular type of provider); and,
- Amounts paid as a penalty (for example, failure to precertify).

The calendar year medical out-of-pocket maximum applies on a per member per calendar year basis, subject to the family calendar year medical out-of-pocket maximum amount. Once a member meets their individual calendar year medical out-of-pocket maximum, affected benefits for that member will pay at 100% of the allowed amount for the remainder of the calendar year.

The family calendar year medical out-of-pocket maximum is an aggregate dollar amount. This means that all amounts that count towards the individual calendar year medical out-of-pocket maximum will count towards the family calendar year medical out-of-pocket maximum amount. Once the family calendar year medical out-of-pocket maximum is met, affected benefits for all covered family members will pay at 100% of the allowed amount for the remainder of the calendar year.

Other Cost Sharing Provisions

The plan may impose other types of cost sharing requirements such as the following:

- **Medical & Prescription Drug Copayments:** A copayment is a fixed dollar amount you must pay on receipt of care. The most common example is the office visit copayment that must be satisfied when you go to a doctor’s office.
- **Coinsurance:** Coinsurance is the amount that you must pay as a percent of the allowed amount.
- **Amounts in excess of the allowed amount:** As a general rule, the allowed amount may often be significantly less than the provider's actual charges. You should be aware that when using out-of-network providers you can incur significant out-of-pocket expenses as the provider has not contracted with us or their local Blue Cross and/or Blue Shield plan for a negotiated rate and they can bill you for amounts in excess of the allowed amount. As one example, out-of-network facility claims may include very expensive ancillary charges (such as implantable devices) for which no extra reimbursement is available as these charges are not separately considered under the plan. This means you will be responsible for these charges if you use an out-of-network provider.
Out-of-Area Services

We have a variety of relationships with other Blue Cross and/or Blue Shield Licensees. Generally, these relationships are called “Inter-Plan Arrangements.” These Inter-Plan Arrangements work based on rules and procedures issued by the Blue Cross Blue Shield Association (“Association”). Whenever you access healthcare services outside the geographic area we serve, the claim for those services may be processed through one of these Inter-Plan Arrangements. The Inter-Plan Arrangements are described below.

When you receive care outside of our service area, you will receive it from one of two kinds of providers. Most providers ("participating providers") contract with the local Blue Cross and/or Blue Shield Plan in that geographic area ("Host Blue"). Some providers ("nonparticipating providers") don't contract with the Host Blue. We explain below how we pay both kinds of providers.

A. BlueCard® Program

Under the BlueCard® Program, when you receive covered healthcare services within the geographic area served by a Host Blue, we will remain responsible for doing what we agreed to in the contract. However, the Host Blue is responsible for contracting with and generally handling all interactions with its participating providers.

When you receive covered healthcare services outside our service area and the claim is processed through the BlueCard Program, the amount you pay for covered healthcare services is calculated based on the lower of:

- The billed covered charges for your covered services; or
- The negotiated price that the Host Blue makes available to us.

Often, this “negotiated price” will be a simple discount that reflects an actual price that the Host Blue pays to your healthcare provider. Sometimes, it is an estimated price that takes into account special arrangements with your healthcare provider or provider group that may include types of settlements, incentive payments, and/or other credits or charges. Occasionally, it may be an average price, based on a discount that results in expected average savings for similar types of healthcare providers after taking into account the same types of transactions as with an estimated price.

Estimated pricing and average pricing also take into account adjustments to correct for over- or underestimation of past pricing of claims, as noted above. However, such adjustments will not affect the price we have used for your claim because they will not be applied after a claim has already been paid.

B. Negotiated (non-BlueCard Program) Arrangements

With respect to one or more Host Blues, instead of using the BlueCard Program, we may process your claims for covered healthcare services through Negotiated Arrangements for National Accounts. The amount you pay for covered healthcare services under this arrangement will be calculated based on the lower of either billed covered charges or negotiated price (refer to the description of negotiated price under Section A., BlueCard Program) made available to us by the Host Blue.

C. Inter-Plan Programs: Federal/State Taxes/Surcharges/Fees

Federal or state laws or regulations may require a surcharge, tax or other fee that applies to self-funded plans. If applicable, we will include any such surcharge, tax or other fee as part of the claim charge passed to you.

D. Nonparticipating Providers Outside Our Service Area

1. Member Liability Calculation

When covered healthcare services are provided outside of our service area by nonparticipating providers, the amount you pay for such services will normally be based on either the Host Blue's nonparticipating provider local payment or the pricing arrangements required by applicable state law. In these situations, you may be responsible for the difference between the amount that the nonparticipating provider bills and the payment we will make for the covered healthcare services as set forth in this paragraph. Federal or state law, as applicable, will govern payments for out-of-network emergency services.
2. Exceptions
In certain situations, we may use other payment methods, such as billed covered charges, the
payment we would make if the healthcare services had been obtained within our service area, or
a special negotiated payment to determine the amount we will pay for services provided by
nonparticipating providers. In these situations, you may be liable for the difference between the
amount that the nonparticipating provider bills and the payment we will make for the covered
healthcare services as set forth in this paragraph.

E. BlueCard Worldwide® Program
If you are outside the United States, the Commonwealth of Puerto Rico, and the U.S. Virgin
Islands (hereinafter “BlueCard service area”), you may be able to take advantage of the BlueCard
Worldwide® Program when accessing covered healthcare services. The BlueCard Worldwide
Program is not served by a Host Blue.

If you need medical assistance services (including locating a doctor or hospital) outside the
BlueCard service area, you should call the BlueCard Worldwide Service Center at
1-800-810-BLUE (2583) or call collect at 1-804-673-1177, 24 hours a day, seven days a week.
An assistance coordinator, working with a medical professional, can arrange a physician
appointment or hospitalization, if necessary.

• Inpatient Services
In most cases, if you contact the BlueCard Worldwide Service Center for assistance, hospitals will
not require you to pay for covered inpatient services, except for your cost-share amounts. In
such cases, the hospital will submit your claims to the BlueCard Worldwide Service Center to
begin claims processing. However, if you paid in full at the time of service, you must submit a
claim to receive reimbursement for covered healthcare services. You must contact us to obtain
precertification for non-emergency inpatient services.

• Outpatient Services
Physicians, urgent care centers and other outpatient providers located outside the BlueCard
service area will typically require you to pay in full at the time of service. You must submit a claim
to obtain reimbursement for covered healthcare services.

• Submitting a BlueCard Worldwide Claim
When you pay for covered healthcare services outside the BlueCard service area, you must
submit a claim to obtain reimbursement. For institutional and professional claims, you should
complete a BlueCard Worldwide International claim form and send the claim form with the
provider's itemized bill(s) to the BlueCard Worldwide Service Center (the address is on the form)
to initiate claims processing. Following the instructions on the claim form will help ensure timely
processing of your claim. The claim form is available from us, the BlueCard Worldwide Service
Center or online at www.bluecardworldwide.com. If you need assistance with your claim
submission, you should call the BlueCard Worldwide Service Center at 1-800-810-BLUE (2583) or
call collect at 1-804-673-1177, 24 hours a day, seven days a week.

MEDICAL NECESSITY AND PRECERTIFICATION
The plan will only pay for care that is medically necessary and not investigational, as determined by us.
The definitions of medical necessity and investigational are found in the Medical Definitions section of this
booklet.

In some cases described below, the plan requires that you or your treating provider precertify the medical
necessity of your care. Please note that precertification relates only to the medical necessity of care; it
does not mean that your care will be covered under the plan. Precertification also does not mean that we
have been paid all monies necessary for coverage to be in force on the date that services or supplies are
rendered. In some cases, your provider will initiate the precertification process for you. You should be
sure to check with your provider to confirm whether precertification has been obtained. It is your
responsibility to ensure that you or your provider obtains precertification.
Inpatient Hospital Benefits

Precertification is required for all hospital admissions (general hospitals and psychiatric specialty hospitals) except for medical emergency services and maternity admissions.

For medical emergency services, we must receive notification within 48 hours of the admission.

If a newborn child remains hospitalized after the mother is discharged, we will treat this as a new admission for the newborn. However, newborns require precertification only in the following instances:

- The baby is transferred to another facility from the original facility; or,
- The baby is discharged and then readmitted.

For precertification call 1-800-248-2342 (toll-free).

If precertification is not obtained, no benefits will be payable for the hospital admission or the services of the admitting physician.

Outpatient Hospital Benefits, Physician Benefits, Other Covered Services

Precertification is required for the following outpatient hospital benefits, physician benefits and other covered services. You can find a list of any additional outpatient hospital benefits, physician benefits and other covered services that require precertification at www.AlabamaBlue.com/precert. This list will be updated quarterly. You should check this list prior to obtaining any outpatient hospital services, physician services and other covered services.

Examples of services that require precertification at the time of the printing of this booklet include:

- Certain outpatient diagnostic lab, X-ray, and pathology when services are rendered in the state of Alabama; and,
- Intensive outpatient services and partial hospitalization.

For precertification, call 1-800-248-2342 (toll-free).

- Home health and hospice when services are rendered outside the state of Alabama.

For precertification, call 1-800-821-7231 (toll-free).

If precertification is not obtained, no benefits will be payable under the plan for the services.

Physician-Administered Drugs

Precertification (also sometimes referred to as prior authorization) is required for certain physician-administered drugs. You can find a list of the physician-administered drugs that require precertification at www.AlabamaBlue.com/web/pharmacy/drugguide.html. This list will be updated monthly.

Physician-administered drugs are drugs that must typically be administered or directly supervised by a provider generally on an outpatient basis in a hospital, other medical facility or physician's office. Physician-administered drugs are considered to be a medical benefit and do not include medications that are typically available by prescription order or refill at a pharmacy.

Physician-administered drug coverage is subject to Drug Coverage Guidelines found in the pharmacy section of the AlabamaBlue website referenced above. A drug may not be covered under the plan because, for example, there are safety and/or efficacy concerns. The guidelines in some instances also require you to obtain prior authorization as to the medical necessity of the drug.

For precertification, call the Customer Service Department number on the back of your ID card. If precertification is not obtained, no benefits will be payable under the plan for the physician-administered drug. All other prescription drug benefits are administered by OptumRx, the pharmacy benefit manager for the Plan. Please reference the Pharmacy Addendum at the end of this booklet for more information.
MEDICAL BENEFITS

Attention: Mental Health Disorders and Substance Abuse Benefits
Benefit levels for most mental health disorders and substance abuse are not separately stated. Please refer to the appropriate subsections below that relate to the services or supplies you receive, such as Inpatient Hospital Benefits, Outpatient Hospital Benefits, etc.

Inpatient Hospital Benefits

Attention: Precertification is required for all hospital admissions except for medical emergency and maternity admissions. You can find more information about this in the Medical Necessity and Precertification section of this booklet.

<table>
<thead>
<tr>
<th>SERVICE OR SUPPLY</th>
<th>IN-NETWORK PLAN PAYS</th>
<th>OUT-OF-NETWORK PLAN PAYS</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 365 days of care during each confinement in a general hospital, psychiatric specialty hospital, or residential treatment facility (combined in-network and out-of-network)</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible and a $350 per admission copayment</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible and a $350 per admission copayment</td>
</tr>
<tr>
<td>Days of confinement in a general hospital, psychiatric specialty hospital, or residential treatment facility extending beyond the 365-day benefit maximum</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
</tbody>
</table>

Attention: Benefits for days exceeding 365 days for mental health and substance abuse admissions will be the same as the benefits shown above for the first 365 days

Attention: Benefits for days exceeding 365 days for mental health and substance abuse admissions will be the same as the benefits shown above for the first 365 days

Inpatient hospital benefits consist of the following if provided during a hospital stay:

- Bed and board and general nursing care in a semiprivate room;
- Use of special hospital units such as intensive care or burn care and the hospital nurses who staff them;
- Use of operating, delivery, recovery, and treatment rooms and the equipment in them;
- Administration of anesthetics by hospital employees and all necessary equipment and supplies;
- Casts, splints, surgical dressings, treatment and dressing trays;
- Diagnostic tests, including laboratory exams, metabolism tests, cardiographic exams, encephalographic exams, and X-rays;
- Physical therapy, hydrotherapy, radiation therapy, and chemotherapy;
- Oxygen and equipment to administer it;
- All drugs and medicines used by you if administered in the hospital;
- Regular nursery care and diaper service for a newborn baby while its mother has coverage;
- Blood transfusions administered by a hospital employee.

If you are discharged from and readmitted to a hospital within 90 days, the days of each stay will apply toward any applicable maximum number of inpatient days.
We may reclassify services or supplies provided to a hospital patient to a level of care determined by us to be medically appropriate given the patient's condition, the services rendered, and the setting in which they were rendered. This means that we may, at times, reclassify an inpatient hospital admission as outpatient services. There may also be times in which we deny benefits altogether based upon our determination that services or supplies were furnished at an inappropriate level of care.

Group health plans and health insurance issuers offering group health insurance coverage generally may not, under federal law, restrict benefits for any hospital length of stay in connection with childbirth for the mother or newborn child to less than 48 hours following a vaginal delivery, or less than 96 hours following a Cesarean section. However, federal law generally does not prohibit the mother's or newborn's attending provider, after consulting with the mother, from discharging the mother or her newborn earlier than 48 hours (or 96 hours as applicable). In any case, plans and issuers may not, under federal law, require that a provider obtain authorization from the plan or insurance issuer for prescribing a length of stay not in excess of 48 hours (or 96 hours).

### Outpatient Hospital Benefits

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Outpatient surgery (including ambulatory surgical centers)</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible and a $125 outpatient facility</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible and a $125 outpatient copayment</td>
</tr>
<tr>
<td>Emergency room – medical emergency</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible, and a $125 outpatient facility copayment</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible and a $125 outpatient facility copayment</td>
</tr>
<tr>
<td>Emergency room – non medical emergency</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible and a $125 facility copayment</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible and a $125 facility copayment</td>
</tr>
<tr>
<td>Emergency room – accident</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible and a $125 outpatient facility copayment</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible and a $125 outpatient facility copayment</td>
</tr>
<tr>
<td>Outpatient diagnostic lab, X-ray, and pathology</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible and a $125 outpatient facility copayment</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>MRI(s), CAT Scans, Cardiac Scans and Procedures, PET Scans, Thallium Scans, Endoscopy, Colonoscopy, and Heart Catheterizations</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible and a $125 facility copayment Note: If more than one procedure is performed on the same day, only one copayment will be applied for facility services</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible and a $125 facility copayment</td>
</tr>
<tr>
<td>Outpatient dialysis, IV therapy, chemotherapy, and radiation therapy</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
</tbody>
</table>

Attention: Precertification is required for certain outpatient hospital benefits. You can find more information about this in the Medical Necessity and Precertification section of this booklet.
### SERVICE OR SUPPLY

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<tbody>
<tr>
<td>Services billed by the facility for an emergency room visit when the patient's condition does not meet the definition of a medical emergency (including any lab and X-ray exams and other diagnostic tests associated with the emergency room fee)</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Outpatient hospital services or supplies not listed above and not listed in the section of this booklet called Other Covered Services</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Intensive outpatient services and partial hospitalization for mental health disorders and substance abuse</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible and a $40 copayment</td>
</tr>
</tbody>
</table>

**Attention: If you receive outpatient hospital services in an out-of-network hospital in the Alabama service area, no benefits are payable under the plan unless services are to treat an accidental injury or medical emergency.**

If multiple surgical or diagnostic procedures are performed on the same day only one facility copay will apply if applicable.

Outpatient hospital benefits include physician-administered drugs. You can find more information about physician-administered drugs in the Medical Necessity and Precertification section of this booklet.

We may reclassify services or supplies provided to a hospital patient to a level of care determined by us to be medically appropriate given the patient's condition, the services rendered, and the setting in which they were rendered. This means that we may, at times, reclassify an outpatient hospital service as an inpatient admission. There may also be times in which we deny benefits altogether based upon our determination that services or supplies were furnished at an inappropriate level of care.

### Physician Benefits

**Attention: Precertification is required for certain physician benefits. You can find more information about this in the Medical Necessity and Precertification section of this booklet.**

The benefits listed below apply only to the physician's charges for the services indicated. Claims for outpatient facility charges associated with any of these services will be processed under your outpatient hospital benefits and subject to any applicable outpatient facility copayments. Examples may include 1) laboratory testing performed in the physician's office, but sent to an outpatient hospital facility for processing; 2) operating room and related services for surgical procedures performed in the outpatient hospital facility.

<table>
<thead>
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</thead>
</table>
| Office visits, consultations, and psychotherapy | 100% of the allowed amount, subject to the calendar year medical deductible and a $35 copayment for primary care physicians and a $40 copayment for specialists  
**Note:** Nurse Practitioners Physician Assistants, and Midwives acting within the scope of their licenses are subject to | 80% of the allowed amount, subject to the calendar year medical deductible  
70% of the allowed amount, subject to the calendar year medical deductible for mental health and substance abuse services |
<p>| Emergency room physician                 | 100% of the allowed amount, subject to the calendar year medical deductible and a $35 copayment | 100% of the allowed amount, subject to the calendar year medical deductible and a $35 copayment |</p>
<table>
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<tbody>
<tr>
<td>Second surgical opinion and Anesthesia for covered services</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Surgery</td>
<td>Physician services performed in an office setting: 100% of the allowed amount, subject to the calendar year medical deductible and a $35 copayment per visit for Primary Care Physicians and a $40 copayment per visit for Specialists Physician services performed in other settings: 100% of the allowed amount, subject to the calendar year deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Maternity care</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Inpatient visits</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Inpatient consultations by a specialty provider (limited to one consult per specialist per stay)</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Diagnostic lab, X-rays, and pathology</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>MRI’s, Cat Scans and Endoscopic Procedures</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible and a $35 copayment Note: If more than one procedure is performed on the same day, only one copayment will be applied for physician services</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Chemotherapy, radiation therapy, and IV therapy</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Psychological testing</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Allergy testing and treatment</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible Note: The office visit will be subject to the in-network office visit copayment</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
</tbody>
</table>

**Attention:** If you receive care from an out-of-network physician in the Alabama service area, benefits will be subject to the calendar year medical deductible and limited to 60% of the allowed amount except for a medical emergency in the emergency room of a hospital.

The following terms and conditions apply to physician benefits:

- Surgical care includes inpatient and outpatient preoperative and postoperative care, reduction of fractures, endoscopic procedures, and heart catheterization.
- Maternity care includes obstetrical care for pregnancy, childbirth, and the usual care before and after those services.
- Inpatient hospital visits related to a hospital admission for surgery, obstetrical care, or radiation therapy are normally covered under the allowed amount for that surgery, obstetrical care, or radiation therapy. Hospital visits unrelated to the above services are covered separately, if at all.
- If you receive other out-of-network physician services (such as out-of-network laboratory services) for a medical emergency in the emergency room of a hospital, those services will also be paid with the applicable in-network coinsurance and/or copayment amounts for such physician benefits described in the matrix above, but subject to the calendar year medical deductible. The allowed amount for such out-of-network physician benefits will be determined in accordance with the applicable requirements of the Patient Protection and Affordable Care Act.
- Physician benefits include physician-administered drugs. You can find more information about physician-administered drugs in the Medical Necessity and Precertification section of this booklet.

## Physician Preventive Benefits

**Attention:** In some cases, routine immunizations and routine preventive services may be billed separately from your office visit or other facility visit. In that case, and in all cases where the primary purpose for your visit is not routine preventive services and/or routine immunizations, the applicable office visit or outpatient facility copayments under your Physician Benefits or Outpatient Hospital Benefits may apply.

<table>
<thead>
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</table>
| Routine preventive services and immunizations:  
(See [www.AlabamaBlue.com/preventiveservices](http://www.AlabamaBlue.com/preventiveservices) for a listing of specific preventive services and immunizations) | 100% of the allowed amount, no deductible or copayment | Not covered |
| Malaria vaccine  
(when approved) | 100% of the allowed amount, no deductible or copayment | Not covered |
| Routine Laboratory Tests, including Complete Blood Count and Urinalysis  
Limited to one each calendar year | 100% of the allowed amount, no deductible or copayment | Not covered |
| Automated Multichannel Lab Test  
Covers up to 22 clinical chemistry tests; limited to one each calendar year for ages 19 and over | 100% of the allowed amount, no deductible or copayment | Not covered |
| Routine Thyroid Profile  
Limited to one each calendar year for ages 50 and over | 100% of the allowed amount, no deductible or copayment | Not covered |
| Routine EKG  
One each calendar year for ages 50 and over | 100% of the allowed amount, no deductible or copayment | Not covered |
| Routine Chest X-Ray  
Limited to ages 35 and over at the PPO Physician’s discretion | 100% of the allowed amount, no deductible or copayment | Not covered |
| TB Skin Test  
Limited to one each calendar year through age six, one between the ages of seven and 18, one between the ages of 19 and 34, and one for ages 35 and over | 100% of the allowed amount, no deductible or copayment | Not covered |
| CA125 Blood Test  
Limited to female members | 100% of the allowed amount, no deductible or copayment | Not covered |
| Bone Mineral Density Screening  
Limited to one scan every two years for ages 40 and over | 100% of the allowed amount, no deductible or copayment | Not covered |
| Pneumonia  
Beginning at age 65 or earlier if the PPO physician feels risk factors warrant | 100% of the allowed amount, no deductible or copayment | Not covered |
The University of Alabama has entered into an agreement with their University Medical Center (UMC) to offer certain preventive services for the UA staff and dependents. There will be no limitation parameters for these specific tests performed by the University Medical Center, other than those identified. Preventive medicine evaluation is for ages 18 to 64 years old. Thyroid stimulating hormone (TSH) is for those 50 years old and older. Prostate specific antigen (PSA) is for males 40 and over. Other tests performed at UMC for this benefit include urinalysis, complete blood count (CBC), comprehensive metabolic panel (CMP), lipid panel, pap smear for all eligible females, electrocardiogram (ECG), and general health panel.

Other Covered Medical Services

Attention: Precertification is required for certain other covered services. You can find more information about this in the Medical Necessity and Precertification section of this booklet.

<table>
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<tbody>
<tr>
<td>Routine Cholesterol</td>
<td>100% of the allowed amount, no deductible or copayment</td>
<td>Not covered</td>
</tr>
<tr>
<td>Beginning at age 19, limited to once every five calendar years</td>
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<tr>
<td>Cervical Cancer Vaccine</td>
<td>100% of the allowed amount, no deductible or copayment</td>
<td>Not covered</td>
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<tr>
<td>Limited to females, age 9 to 26</td>
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<tr>
<td>Accident-related dental services, which consist of treatment of natural teeth injured by force outside your mouth or body if initial services are received within 90 days of the injury; if initial services are received within 90 days of the injury subsequent treatment is allowed for up to 180 days from the date of injury without pre-authorization; subsequent treatment beyond 180 days must be pre-authorized and is limited to 18 months from the date of injury</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Ambulance services</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Chiropractic services</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
<td>Non-participating chiropractors in Alabama: 60% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Limited to 24 visits per person each calendar year</td>
<td>Non-participating chiropractors outside Alabama: 80% of the allowed amount, subject to the calendar year medical deductible</td>
<td></td>
</tr>
<tr>
<td>Dialysis services at a renal dialysis facility</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>DME: Durable medical equipment and supplies, which consist of the following: (1) artificial arms and other prosthetics, leg braces, and other orthopedic devices; and (2) medical supplies such as oxygen, crutches, casts, catheters, colostomy bags and supplies, and splints</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
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<tr>
<td>Note: For DME the allowed amount will generally be the smaller of the rental or purchase price</td>
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21
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<tr>
<td>Eyeglasses or contact lenses: One pair will be covered if medically necessary to</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>replace the human lens function as a result of eye surgery or eye injury or defect</td>
<td></td>
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<tr>
<td>Home health and hospice care</td>
<td>100% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>In-network home healthcare benefits consist of home IV therapy, intermittent</td>
<td></td>
<td>Note: In Alabama, not covered</td>
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<tr>
<td>home nursing visits and home phototherapy for newborns ordered by your attending</td>
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<tr>
<td>physician</td>
<td></td>
<td></td>
</tr>
<tr>
<td>In-network hospice benefits consist of physician home visits, medical social</td>
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<td></td>
</tr>
<tr>
<td>services, physical therapy, inpatient respite care, home health aide visits from</td>
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<tr>
<td>one to four hours, durable medical equipment and symptom management provided to</td>
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<tr>
<td>a member certified by his physician to have less than six months to live</td>
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<td></td>
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<tr>
<td>Habilitative speech and occupational therapy</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Limited to 20 visits per person each calendar year</td>
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<tr>
<td>Rehabilitative speech and occupational therapy</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
</tr>
<tr>
<td>Limited to 20 visits per person each calendar year</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Habilitative physical therapy</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
<td>80% of the allowed amount, subject to the calendar year medical deductible</td>
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<td></td>
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<tr>
<td>Nutritional Counseling by a Nutritionian</td>
<td>Nutritional Counseling by a Nutritionian</td>
<td>Nutritional Counseling by a Nutritionian</td>
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<tr>
<td>Limited to eight visits per member each calendar year</td>
<td>Limited to eight visits per member each calendar year</td>
<td>Limited to eight visits per member each calendar year</td>
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ADDITIONAL MEDICAL BENEFIT INFORMATION

Individual Case Management

Unfortunately, some people suffer from catastrophic, long-term or chronic illness or injury. If you suffer due to one of these conditions, a Blue Cross Registered Nurse may work with you, your physician, and other healthcare professionals to design a benefit plan to best meet your healthcare needs. In order to implement the plan, you, your physician, and Blue Cross must agree to the terms of the plan. The program is voluntary to Blue Cross, you, and your physician. Under no circumstances are you required to work with a Blue Cross case management nurse. Benefits provided to you through individual case management are subject to your plan benefit maximums. If you think you may benefit from individual case management, please call our Health Management Department at 205-733-7067 or 1-800-821-7231.

Disease Management

You may also qualify to participate in the disease management program. The disease management program is available for members with heart failure, coronary artery disease, diabetes, chronic obstructive pulmonary disease (COPD) and asthma. This program offers personalized care designed to meet your lifestyle and health concerns. Our staff of healthcare professionals will help you cope with your illness and serve as a source of information and education. Participation in the program is completely voluntary. If you would like to enroll in the program or obtain more information, call 1-888-841-5741 (Monday – Friday, 8 a.m. to 4:45 p.m. CST), or e-mail membermanagement@bcbsal.org.

American Cancer Society Smoking Quitline

A tobacco cessation program for employees, spouses, and dependents age 18 and over that provides support to participant through telephone based counseling and nicotine replacement therapy. Call 1-888-768-7848 for participation information.

Baby Yourself Program

Baby Yourself offers individual care by a registered nurse. Please call our nurses at 1-800-222-4379 (or 1-205-733-7065 in Birmingham) as soon as you find out you are pregnant. Begin care for you and your baby as early as possible and continue throughout your pregnancy. Your baby has the best chance for a healthy start by early, thorough care while you are pregnant.

If you fall into one of the following risk categories, please tell your doctor and your Baby Yourself nurse: age 35 or older; high blood pressure; diabetes; history of previous premature births; multiple births (twins, triplets, etc.). The hospital copayment will be waived on maternity inpatient admissions if the covered female employee or the covered spouse of a covered employee enrolls during the first trimester of pregnancy and participates in the Baby Yourself Program until the completion of the pregnancy.

Organ and Bone Marrow Transplants

The organs for which there are benefits are: (1) heart; (2) liver; (3) lungs; (4) pancreas/islet cell; (5) kidney; and (6) intestinal/multivisceral. Bone marrow transplants, which include stem cells and marrow to restore or make stronger the bone marrow function, are also included. All organ and bone marrow transplants (excluding kidney) must be performed in a hospital or other facility on our list of approved facilities for that type of transplant and it must have our advance written approval. When we approve a facility for transplant services it is limited to the specific types of transplants stated. Covered transplant benefits for the recipient include any medically necessary hospital, medical-surgical and other services related to the transplant, including blood and blood plasma.
Transplant benefits for cadaveric donor organ costs are limited to search, removal, storage, and transporting the organ and removal team.

Transplant benefits for living donor expenses are limited to:
- solid organs: testing for related and unrelated donors as pre-approved by us
- bone marrow: related-donor testing and unrelated-donor search fees and procurement if billed through the National Marrow Donor Program or other recognized marrow registry
- prediagnostic testing expenses of the actual donor for the approved transplant
- hospital and surgical expenses for removal of the donor organ, and all such services provided to the donor during the admission
- transportation of the donated organ
- post-operative hospital, medical, laboratory and other services for the donor related to the organ transplant limited to up to 90 days of follow-up care after date of donation.

All organ and bone marrow transplant benefits for covered recipient and donor expenses are and will be treated as benefits paid or provided on behalf of the member and will be subject to all terms and conditions of the plan applicable to the member, such as deductibles, copays, coinsurance, and other plan limitations. For example, if the member's coverage terminates, transplant benefits also will not be available for any donor expenses after the effective date of termination.

There are no transplant benefits for: (1) any investigational/experimental artificial or mechanical devices; (2) organ or bone marrow transplants from animals; (3) donor costs available through other group coverage; (4) if any government funding is provided; (5) the recipient if not covered by this plan; (6) donor costs if the recipient is not covered by this plan; (7) recipient or donor lodging, food, or transportation costs, unless otherwise specifically stated in the plan; (8) a condition or disease for which a transplant is considered investigational; (9) transplants (excluding kidney) performed in a facility not on our approved list for that type or for which we have not given written approval in advance.

Tissue, cell and any other transplants not listed above are not included in this organ and bone marrow transplant benefit but may be covered under other applicable provisions of the plan when determined to be medically necessary and not investigational. These transplants include but are not limited to: heart valves, tendon, ligaments, meniscus, cornea, cartilage, skin, bone, veins, etc.

**Air Medical Transportation**

If a member is hospitalized while traveling more than 150 miles from home (calculated as a straight-line distance, not road miles) air ambulance transportation is available to transport the member to a network hospital of their choice near their home. Ground ambulance transportation is provided from the hospital to the aircraft and then from the aircraft to the receiving hospital.

Air ambulance transportation is also available in some cases when a member needs specialized hospital services in a hospital located more than 150 miles from their primary residence so long as the hospital is located within the country of residence (United States or Canada only), the member is unable to travel by commercial means without a medical escort, and the transport is approved by us. This includes transport of transplant recipients.

There are no deductibles, copayments, or coinsurance applicable and there are no claim forms to file for this service. Members call a toll-free hotline 1-877-872-8624 (available 24 hours a day, 7 days a week) to request air transport services. There are no restrictions on the number of travel days within the United States but services are available only twice per calendar year per member and are not available to members travelling outside the United States for more than 90 consecutive days. Services are also not available for (1) any location where the U.S. State Department has issued travel restrictions or declared to be high risk areas; (2) any member with tuberculosis or other chronic airborne pathogens; (3) in most instances, a member beyond the second trimester of pregnancy; (4) members with simple injuries or mild illnesses which do not require hospitalization.
Women's Health and Cancer Rights Act Information

A member who is receiving benefits in connection with a mastectomy will also receive coverage for reconstruction of the breast on which a mastectomy was performed and reconstruction of the other breast to produce a symmetrical appearance; prostheses; and treatment of physical complications at all stages of the mastectomy, including lymphedema. Benefits for this treatment will be subject to the same calendar year medical deductible and coinsurance provisions that apply for other medical and surgical benefits.

Routine Vision Care

<table>
<thead>
<tr>
<th>ROUTINE VISION CARE BENEFITS</th>
<th>IN-NETWORK PLAN PAYS</th>
<th>OUT-OF-NETWORK PLAN PAYS</th>
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<tbody>
<tr>
<td>Routine vision care</td>
<td>80% of the allowed amount, subject to the</td>
<td>80% of the allowed amount, subject to the</td>
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<tr>
<td>Limited to one exam per person per calendar year</td>
<td>calendar year medical deductible</td>
<td>calendar year medical deductible</td>
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COORDINATION OF BENEFITS FOR MEDICAL & PHARMACY PLAN (COB)

COB is a provision designed to help manage the cost of healthcare by avoiding duplication of benefits when a person is covered by two or more benefit plans. COB provisions determine which plan is primary and which is secondary. A primary plan is one whose benefits for a person's healthcare coverage must be determined first without taking the existence of any other plan into consideration. A secondary plan is one which takes into consideration the benefits of the primary plan before determining benefits available under its plan. Some COB terms have defined meanings. These terms are set forth at the end of this COB section.

Order of Benefit Determination

Which plan is primary is decided by the first rule below that applies:

Noncompliant Plan: If the other plan is a noncompliant plan, then the other plan shall be primary and this plan shall be secondary unless the COB terms of both plans provide that this plan is primary.

Employee/Dependent: The plan covering a patient as an employee, member, subscriber, or contract holder (that is, other than as a dependent) is primary over the plan covering the patient as a dependent. In some cases, depending upon the size of the group, Medicare secondary payer rules may require us to reverse this order of payment. This can occur when the patient is covered as an inactive or retired employee, is also covered as a dependent of an active employee, and is also covered by Medicare. In this case, the order of benefit determination will be as follows: first, the plan covering the patient as a dependent; second, Medicare; and third, the plan covering the patient as an inactive or retired employee.

Dependent Child – Parents Not Separated or Divorced: If both plans cover the patient as a dependent child of parents who are married or living together (regardless of whether they have ever been married), the plan of the parent whose birthday falls earlier in the year will be primary. If the parents have the same birthday, the plan covering the patient longer is primary.

Dependent Child – Separated or Divorced Parents: If two or more plans cover the patient as a dependent child of parents who are divorced, separated, or no longer living together (regardless of whether they have ever been married), benefits are determined in this order:

1. If there is no court decree allocating responsibility for the child’s healthcare expenses or healthcare coverage, the order of benefits for the child are as follows:
   a. first, the plan of the custodial parent;
   b. second, the plan covering the custodial parent’s spouse;
c. third, the plan covering the non-custodial parent; and,
d. last, the plan covering the non-custodial parent's spouse.

2. If a court decree states that a parent is responsible for the dependent child's healthcare expenses or healthcare coverage and the plan of that parent has actual knowledge of those terms, the plan of the court-ordered parent is primary.

   If the court-ordered parent has no healthcare coverage for the dependent child, benefits will be determined in the following order:
   a. first, the plan of the spouse of the court-ordered parent;
   b. second, the plan of the non-court-ordered parent; and,
   c. third, the plan of the spouse of the non-court-ordered parent.

   If a court decree states that both parents are responsible for the dependent child's healthcare expenses or healthcare coverage, the provisions of “Dependent Child – Parents Not Separated or Divorced” (the “birthday rule”) above shall determine the order of benefits.

   If a court decree states that the parents have joint custody without specifying that one parent has responsibility for the healthcare expenses or healthcare coverage of the dependent child, the provisions of the “birthday rule” shall determine the order of benefits.

3. For a dependent child covered under more than one plan of individuals who are not the parents of the child, the order of benefits shall be determined, as applicable, under the “birthday rule” as if those individuals were parents of the child.

**Active Employee or Retired or Laid-Off Employee:**

1. The plan that covers a person as an active employee (that is, an employee who is neither laid off nor retired) or as a dependent of an active employee is the primary plan. The plan covering that same person as a retired or laid-off employee or as a dependent of a retired or laid-off employee is the secondary plan.

2. If the other plan does not have this rule, and as a result, the plans do not agree on the order of benefits, this rule is ignored.

3. This rule does not apply if the rule in the paragraph “Employee/Dependent” above can determine the order of benefits. For example, if a retired employee is covered under his or her own plan as a retiree and is also covered as a dependent under an active spouse's plan, the retiree plan will be primary and the spouse's active plan will be secondary.

**COBRA or State Continuation Coverage:**

1. If a person whose coverage is provided pursuant to COBRA or under a right of continuation pursuant to state or other federal law is covered under another plan, the plan covering the person as an employee, member, subscriber or retiree or covering the person as a dependent of an employee, member, subscriber or retiree is the primary plan and the plan covering that same person pursuant to COBRA or under a right of continuation pursuant to state or other federal law is the secondary plan.

2. If the other plan does not have this rule, and if, as a result, the plans do not agree on the order of benefits, this rule is ignored.

3. This rule does not apply if the rule in the paragraph “Employee/Dependent” above can determine the order of benefits. For example, if a former employee is receiving COBRA benefits under his former employer's plan (the “COBRA plan”) and is also covered as a dependent under an active spouse's plan, the COBRA plan will be primary and the spouse's active plan will be secondary. Similarly, if a divorced spouse is receiving COBRA benefits under his or her former spouse's plan (the “COBRA plan”) and is also covered as a dependent under a new spouse's plan, the COBRA plan will be primary and the new spouse's plan will be secondary.
**Longer/Shorter Length of Coverage:** If the preceding rules do not determine the order of benefits, the plan that covered the person for the longer period of time is the primary plan and the plan that covered the person for the shorter period of time is the secondary plan.

**Equal Division:** If the plans cannot agree on the order of benefits within thirty (30) calendar days after the plans have received all of the information needed to pay the claim, the plans shall immediately pay the claim in equal shares and determine their relative liabilities following payment, except that no plan shall be required to pay more than it would have paid had it been the primary plan.

**Determination of Amount of Payment**

1. If this plan is primary, it shall pay benefits as if the secondary plan did not exist.

2. If our records indicate this plan is secondary, we will not process your claims until you have filed them with the primary plan and the primary plan has made its benefit determination.

If this plan is a secondary plan on a claim, should it wish to coordinate benefits (that is, pay benefits as a secondary plan rather than as a primary plan with respect to that claim), this plan shall calculate the benefits it would have paid on the claim in the absence of other healthcare coverage and apply that calculated amount to any allowable expense under its plan that is unpaid by the primary plan. When paying secondary, this plan may reduce its payment by the amount so that, when combined with the amount paid by the primary plan, the total benefits paid or provided by all plans for the claim do not exceed 100 percent of the total allowable expense for that claim. In addition, the secondary plan shall credit to its plan deductible any amounts it would have credited to its deductible in the absence of other healthcare coverage. In some instances, when this plan is a secondary plan, it may be more cost effective for the plan to pay on a claim as if it were the primary plan. If the plan elects to pay a claim as if it were primary, it shall calculate and pay benefits as if no other coverage were involved.

**COB Terms**

**Allowable Expense:** Except as set forth below or where a statute requires a different definition, the term “allowable expense” means any healthcare expense, including coinsurance, copayments, and any applicable deductible that is covered in full or in part by any of the plans covering the person.

The term “allowable expense” does not include the following:

- An expense or a portion of an expense that is not covered by any of the plans.

- Any expense that a provider by law or in accordance with a contractual agreement is prohibited from charging a covered person.

- Any type of coverage or benefit not provided under this plan. For example, if this plan does not provide benefits for mental health disorders and substance abuse, dental services and supplies, vision care, prescriptions drugs, or hearing aids, or other similar type of coverage or benefit, then it will have no secondary liability with respect to such coverage or benefit. In addition, the term “allowable expense” does not include the amount of any reduction in benefits under a primary plan because (a) the covered person failed to comply with the primary plan’s provisions concerning second surgical opinions or precertification of admissions or services, or (b), the covered person had a lower benefit because he or she did not use a preferred provider.

**Birthday:** The term “birthday” refers only to month and day in a calendar year and does not include the year in which the individual is born.

**Custodial Parent:** The term “custodial parent” means:

- A parent awarded custody of a child by a court decree; or,

- In the absence of a court decree, the parent with whom the child resides for more than one half of the calendar year without regard to any temporary visitation.
**Group-Type Contract:** The term "group-type contract" means a contract that is not available to the general public and is obtained and maintained only because of membership in or a connection with a particular organization or group, including blanket coverage. The term does not include an individually underwritten and issued guaranteed renewable policy even if the policy is purchased through payroll deduction at a premium savings to the insured since the insured would have the right to maintain or renew the policy independently of continued employment with the employer.

**Hospital Indemnity Benefits:** The term "hospital indemnity benefits" means benefits not related to expenses incurred. The term does not include reimbursement-type benefits even if they are designed or administered to give the insured the right to elect indemnity-type benefits at the time of claim.

**Noncompliant Plan:** The term "noncompliant plan" means a plan with COB rules that are inconsistent in substance with the order of benefit determination rules of this plan. Examples of noncompliant plans are those that state their benefits are "excess" or "always secondary."

**Plan:** The term "plan" includes group insurance contracts, health maintenance organization (HMO) contracts, closed panel plans or other forms of group or group-type coverage (whether insured or uninsured); medical care components of long-term care contracts, such as skilled nursing care; medical benefits under group or individual automobile contracts; and Medicare or any other federal governmental plan, as permitted by law.

The term "plan" does not include non-group or individual health or medical reimbursement insurance contracts. The term "plan" also does not include hospital indemnity coverage or other fixed indemnity coverage; accident-only coverage; specified disease or specified accident coverage; limited benefit health coverage, as defined by state law; school accident type coverage; benefits for non-medical components of long-term care policies; Medicare supplement policies; Medicaid policies; or coverage under other federal governmental plans, unless permitted by law.

**Primary Plan:** The term "primary plan" means a plan whose benefits for a person's healthcare coverage must be determined without taking the existence of any other plan into consideration. A plan is a primary plan if:

- The plan either has no order of benefit determination rules, or its rules differ from those permitted by this regulation; or,
- All plans that cover the person use the order of benefit determination rules required by this regulation, and under those rules the plan determines its benefits first.

**Secondary Plan:** The term "secondary plan" means a plan that is not a primary plan.

**Right to Receive and Release Needed Information**

Certain facts about healthcare coverage and services are needed to apply these COB rules and to determine benefits payable under this plan and other plans. We may get the facts we need from or give them to other organizations or persons for the purpose of applying these rules and determining benefits payable under this plan and other plans covering the person claiming benefits. We are not required to tell or get the consent of any person to do this. Each person claiming benefits under this plan must give us any facts we need to apply these COB rules and to determine benefits payable as a result of these rules.

**Facility of Payment**

A payment made under another plan may include an amount that should have been paid under this plan. If it does, we may pay that amount to the organization that made that payment. That amount will then be treated as though it were a benefit paid under this plan. We will not have to pay that amount again. The term "payment made" includes providing benefits in the form of services, in which case "payment made" means the reasonable cash value of the benefits provided in the form of services.
Right of Recovery

If the amount of the payments made by us is more than we should have paid under this COB provision, we may recover the excess from one or more of the persons it has paid to or for whom it has paid; or any other person or organization that may be responsible for the benefits or services provided for the covered person. The “amount of the payments made” includes the reasonable cash value of any benefits provided in the form of services.

Special Rules for Coordination with Medicare

Except where otherwise required by federal law, the plan will pay benefits on a secondary basis to Medicare or will pay no benefits at all for services or supplies that are included within the scope of Medicare’s coverage, depending upon, among other things, the size of your group, whether your group is a member of an association, and the type of coordination method used by your group. For example, if this plan is secondary to Medicare under federal law, this plan will pay no benefits for services or supplies that are included within the scope of Medicare’s coverage if you fail to enroll in Medicare when eligible.

SUBROGATION OF MEDICAL CLAIMS

Right of Subrogation

If we pay or provide any benefits for you under this plan, we are subrogated to all rights of recovery which you have in contract, tort, or otherwise against any person or organization for the amount of benefits we have paid or provided. That means that we may use your right to recover money from that other person or organization.

Right of Reimbursement

Besides the right of subrogation, we have a separate right to be reimbursed or repaid from any money you, including your family members, recover for an injury or condition for which we have paid plan benefits. This means that you promise to repay us from any money you recover the amount we have paid or provided in plan benefits. It also means that if you recover money as a result of a claim or a lawsuit, whether by settlement or otherwise, you must repay us. And, if you are paid by any person or company besides us, including the person who injured you, that person's insurer, or your own insurer, you must repay us. In these and all other cases, you must repay us.

We have the right to be reimbursed or repaid first from any money you recover, even if you are not paid for all of your claim for damages and you are not made whole for your loss. This means that you promise to repay us first even if the money you recover is for (or said to be for) a loss besides plan benefits, such as pain and suffering. It also means that you promise to repay us first even if another person or company has paid for part of your loss. And it means that you promise to repay us first even if the person who recovers the money is a minor. In these and all other cases, we still have the right to first reimbursement or repayment out of any recovery you receive from any source.

Right to Recovery

You agree to furnish us promptly all information which you have concerning your rights of recovery or recoveries from other persons or organizations and to fully assist and cooperate with us in protecting and obtaining our reimbursement and subrogation rights in accordance with this section.

You or your attorney will notify us before filing any suit or settling any claim so as to enable us to participate in the suit or settlement to protect and enforce this plan’s rights under this section. If you do not notify us so that we are able to and do recover the amount of our benefit payments for you, we will share
proportionately with you in any attorney's fees charged you by your attorney for obtaining the recovery. If you do not give us that notice, or we retain our own attorney to appear in any court (including bankruptcy court), our reimbursement or subrogation recovery under this section will not be decreased by any attorney's fee for your attorney or under the common fund theory.

You further agree not to allow our reimbursement and subrogation rights under this plan to be limited or harmed by any other acts or failures to act on your part. It is understood and agreed that if you do, we may suspend or terminate payment or provision of any further benefits for you under the plan.

MEDICAL BENEFIT EXCLUSIONS

In addition to other exclusions set forth in this booklet, we will not provide benefits under any portion of this booklet for the following:

A

Services or expenses for acupuncture, biofeedback, behavioral modification and other forms of self-care or self-help training.

Anesthesia services or supplies or both by local infiltration.

Services or expenses for or related to Assisted Reproductive Technology (ART). ART is any process of taking human eggs or sperm or both and putting them into a medium or the body to try to cause reproduction. Examples of ART are in vitro fertilization and gamete intrafallopian transfer.

C

Services or expenses of a hospital stay, except one for an emergency, unless we certify it before your admission. Services or expenses of a hospital stay for an emergency if we are not notified within 48 hours, or on our next business day after your admission, or if we determine that the admission was not medically necessary.

Services or expenses for which a claim is not properly submitted to Blue Cross.

Services or expenses for a claim we have not received within 24 months after services were rendered or expenses incurred.

Services or expenses for personal hygiene, comfort or convenience items such as: air-conditioners, humidifiers, whirlpool baths, and physical fitness or exercise apparel. Exercise equipment is also excluded. Some examples of exercise equipment are shoes, weights, exercise bicycles or tracks, weights or variable resistance machinery, and equipment producing isolated muscle evaluations and strengthening. Treatment programs, the use of equipment to strengthen muscles according to preset rules, and related services performed during the same therapy session are also excluded.

Services or expenses for sanitarium care, convalescent care, or rest care, including care in a nursing home.

Services or expenses for cosmetic surgery. Cosmetic surgery is any surgery done primarily to improve or change the way one appears. “Reconstructive surgery” is any surgery done primarily to restore or improve the way the body works or correct deformities that result from disease, trauma or birth defects. Reconstructive surgery is a covered benefit; cosmetic surgery is not. (See the section Women's Health and Cancer Rights Act for exceptions.) Complications or later surgery related in any way to cosmetic surgery is not covered, even if medically necessary, if caused by an accident, or if done for mental or emotional relief.
You may contact us prior to surgery to find out whether a procedure will be reconstructive or cosmetic. You and your physician must prove to our satisfaction that surgery is reconstructive and not cosmetic. You must show us history and physical exams, visual field measures, photographs and medical records before and after surgery. We may not be able to determine prior to your surgery whether or not the proposed procedure will be considered cosmetic.

Some surgery is always cosmetic such as ear piercing, neck tucks, face lifts, buttock and thigh lifts, implants to small but normal breasts (except as provided by the Women's Health and Cancer Rights Act), hair implants for male-pattern baldness and correction of frown lines on the forehead. In other surgery, such as blepharoplasty (eyelids), rhinoplasty (nose), chemical peel and chin implants, it depends on why that procedure was done. For example, a person with a deviated septum may have trouble breathing and may have many sinus infections. To correct this they have septoplasty. During surgery the physician may remove a hump or shorten the nose (rhinoplasty). The septoplasty would be reconstructive surgery while the rhinoplasty would be denied as cosmetic surgery. Surgery to remove excess skin from the eyelids (blepharoplasty) would be cosmetic if done to improve your appearance, but reconstructive if done because your eyelids kept you from seeing very well.

Services or expenses for treatment of injury sustained in the commission of a crime provided the member is convicted of a felony (except for treatment of injury as a result of a medical condition or as a result of domestic violence) or for treatment while confined in a prison, jail, or other penal institution.

Services or expenses for custodial care. Care is "custodial" when its primary purpose is to provide room and board, routine nursing care, training in personal hygiene, and other forms of self-care or supervisory care by a physician for a person who is mentally or physically disabled.

Dental implants into, across, or just above the bone and related appliances. Services or expenses to prepare the mouth for dental implants such as those to increase the upper and lower jaws or their borders, sinus lift process, guided tissue regrowth or any other surgery, bone grafts, hydroxyapatite and similar materials. These services, supplies or expenses are not covered even if they are needed to treat conditions existing at birth, while growing, or resulting from an accident. These services, supplies or expenses are excluded even if they are medically or dentally necessary.

Services, care, or treatment you receive after the ending date of your coverage. This means, for example, that if you are in the hospital when your coverage ends, we will not pay for any more hospital days. We do not insure against any condition such as pregnancy or injury. We provide benefits only for services and expenses furnished while this plan is in effect.

Eyeglasses or contact lenses or related examinations or fittings, except under the limited circumstances set forth in the section of this booklet called Other Covered Services. This exclusion does not apply to benefits stated in Routine Vision Care benefits.

Services or expenses for eye exercises, eye refractions, visual training orthoptics, shaping the cornea with contact lenses, or any surgery on the eye to improve vision including radial keratotomy. This exclusion does not apply to benefits stated in Routine Vision Care benefits.

Services or expenses in any federal hospital or facility except as required by federal law.

Services or expenses for routine foot care such as removal of corns or calluses or the trimming of nails (except mycotic nails).
G

Unless otherwise required by applicable law, services or expenses covered in whole or in part under the laws of the United States, any state, county, city, town or other governmental agency that provides or pays for care, through insurance or any other means.

H

Hearing aids or examinations or fittings for them.

I

Investigational treatment, procedures, facilities, drugs, drug usage, equipment, or supplies, including investigational services that are part of a clinical trial. Under federal law, the plan cannot deny a member participation in an approved clinical trial, is prohibited from dropping coverage because member chooses to participate in an approved clinical trial, and from denying coverage for routine care that the plan would otherwise provide just because a member is enrolled in an approved clinical trial. This applies to all approved clinical trials that treat cancer or other life-threatening diseases.

L

Services or expenses that you are not legally obligated to pay, or for which no charge would be made if you had no health coverage.

Services or expenses for treatment which does not require a licensed provider, given the level of simplicity and the patient's condition, will not further restore or improve the patient's bodily functions, or is not reasonable as to number, frequency, or duration.

M

Services or expenses we determine are not medically necessary.

Services or supplies to the extent that a member is, or would be, entitled to reimbursement under Medicare, regardless of whether the member properly and timely applied for, or submitted claims to Medicare, except as otherwise required by federal law.

Services or expenses for or related to the diagnosis or treatment of mental retardation.

N

Services or expenses of any kind for nicotine addiction except as provided under the section of the booklet called Physician Preventive Benefits.

Services, care or treatment you receive during any period of time with respect to which we have not been paid for your coverage and that nonpayment results in termination.

O

Unless otherwise expressly covered under the Physician Preventive Benefits section of this booklet, services or expenses for treatment of any condition including, but not limited to, obesity, diabetes, or heart disease, which is based upon weight reduction or dietary control or services or expenses of any kind to treat obesity, weight reduction or dietary control. This exclusion does not apply to surgery for morbid obesity if medically necessary and in compliance with guidelines of Blue Cross. Benefits will only be provided for one surgical procedure for obesity (morbid) per member under this plan. Benefits will be provided for a subsequent surgery for complications related to a covered surgical procedure for obesity.
(morbid) only if medically necessary and in compliance with the guidelines of Blue Cross. However, no benefits will be provided for subsequent surgery for complications related to a covered surgical procedure for obesity (morbid) (including revisions or adjustments to a covered surgical procedure or conversion to another covered bariatric procedure and weight gain or failure to lose weight) if the complications arise from non-compliance with medical recommendations regarding patient activity and lifestyle following the procedure. This exclusion for subsequent surgery for complications that arise from non-compliance with medical recommendations applies even if the subsequent surgery would otherwise be medically necessary and would otherwise be in compliance with the guidelines of Blue Cross (This exclusion does not apply to cardiac or pulmonary rehabilitation, diabetes self-management programs or Plan approved programs for pediatric obesity).

Services or expenses provided by an out-of-network provider for any benefits under this plan, unless otherwise specifically stated in the plan.

P

Expenses for prescription drugs are excluded from the medical plan but are covered under the pharmacy plan. Please refer to the Pharmacy Plan Addendum at the end of this booklet for additional information.

Private duty nursing.

R

Services or expenses for recreational or educational therapy (except for plan-approved diabetic self-management programs, pulmonary rehabilitation programs, or Phase 1 or 2 cardiac rehabilitation programs).

Hospital admissions in whole or in part when the patient primarily receives services to rehabilitate such as physical therapy, speech therapy, or occupational therapy unless the admission is determined to be medically necessary for acute inpatient rehabilitation.

Services or expenses for learning or vocational rehabilitation.

Services or expenses any provider rendered to a member who is related to the provider by blood or marriage or who regularly resides in the provider's household. Examples of a provider include a physician, a licensed registered nurse (R.N.), a licensed practical nurse (L.P.N.), or a licensed physical therapist.

Replacement or upgrade of existing properly functioning durable medical equipment (including prosthetics), even if the warranty has expired.

Room and board for hospital admissions in whole or in part when the patient primarily receives services that could have been provided on an outpatient basis based upon the patient's condition and the services provided.

Routine physical examinations except for the services described in Physician Preventive Benefits.

Routine well child care and routine immunizations except for the services described in Physician Preventive Benefits.

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Services or expenses for, or related to, sexual dysfunctions or inadequacies not related to organic disease (unless the injury results from an act of domestic violence or a medical condition).

Services or expenses for, or related to sex therapy programs or treatment for sex offenders.

Services or expenses of any kind for or related to reverse sterilizations.
Services or expenses to care for, treat, fill, extract, remove or replace teeth or to increase the periodontium. The periodontium includes the gums, the membrane surrounding the root of a tooth, the layer of bone covering the root of a tooth and the upper and lower jaws and their borders, which contain the sockets for the teeth. Care to treat the periodontium, dental pulp or “dead” teeth, irregularities in the position of the teeth, artificial dental structures such as crowns, bridges or dentures, or any other type of dental procedure is excluded. Hydroxyapatite or any other material to make the gums rigid is excluded. It does not matter whether their purpose is to improve conditions inside or outside the mouth (oral cavity). These services, supplies or expenses are not covered even if they are used to prepare a patient for services or procedures that are plan benefits. For example, braces on the teeth are excluded for any purpose, even to prepare a person with a cleft palate for surgery on the bones of the jaw or because of injury of natural teeth. This exclusion does not apply, except as indicated above for braces or other orthodontic appliances, to those services by a physician to treat or replace natural teeth which are harmed by accidental injury covered under Other Covered Services.

Services provided through teleconsultation.

Dental treatment for or related to Phase II temporomandibular joint (TMJ) disorders according to the guidelines approved by the Academy of Craniomandibular Disorders. These treatments permanently alter the teeth or the way they meet and include such services as balancing the teeth, shaping the teeth, reshaping the teeth, restorative treatment, treatment involving artificial dental structures such as crowns, bridges or dentures, full mouth rehabilitation, dental implants, treatment for irregularities in the position of the teeth (such as braces or other orthodontic appliances) or a combination of these treatments.

Services, supplies, implantable devices, equipment and accessories billed by any out-of-network third party vendor that are used in surgery or any operative setting. This exclusion does not apply to services and supplies provided to a member for use in their home pursuant to a physician's prescription.

Transcutaneous Electrical Nerve Stimulation (TENS) equipment and all related supplies including TENS units, Conductive Garments, application of electrodes, leads, electrodes, batteries and skin preparation solutions.

Services or expenses for or related to organ, tissue or cell transplants except specifically as allowed by this plan.

Travel, even if prescribed by your physician (not including ambulance services otherwise covered under the plan).

Services or expenses for an accident or illness resulting from active participation in war, or any act of war, declared or undeclared, or from active participation in riot or civil commotion.

Services or expenses rendered for any disease, injury or condition arising out of and in the course of employment for which benefits and/or compensation is available in whole or in part under the provisions of any workers' compensation or employers' liability laws, state or federal. This applies whether you fail to file a claim under that law. It applies whether the law is enforced against or assumed by the group. It applies whether the law provides for hospital or medical services as such. It applies whether the provider of those services was authorized as required by the law. Finally, it applies whether your group has insurance coverage for benefits under the law.

MEDICAL CLAIMS AND APPEALS

Remember that you may always call the Blue Cross and Blue Shield of Alabama Customer Service Department for help if you have a question or problem that you would like us to handle without an appeal. The phone number to reach our Customer Service Department is on the back of your ID card.
Claims for benefits under the plan can be post-service, pre-service, or concurrent. This section of your booklet explains how we process these different types of claims and how you can appeal a partial or complete denial of a claim.

You must act on your own behalf or through an authorized representative if you wish to exercise your rights under this section of your booklet. An authorized representative is someone you designate in writing to act on your behalf. We have developed a form that you must use if you wish to designate an authorized representative. You can obtain the form by calling our Customer Service Department. You can also go to www.AlabamaBlue.com and ask us to mail you a copy of the form. If a person is not properly designated as your authorized representative, we will not be able to deal with him or her in connection with the exercise of your rights under this section of your booklet.

For urgent pre-service claims, we will presume that your provider is your authorized representative unless you tell us otherwise in writing.

Post-Service Medical Claims

What Constitutes a Claim: For you to obtain benefits after medical services have been rendered or supplies purchased (a post-service claim), we must receive a properly completed and filed claim from you or your provider.

In order for us to treat a submission by you or your provider as a post-service claim, it must be submitted on a properly completed standardized claim form or, in the case of electronically filed claims, must provide us with the data elements that we specify in advance. Most providers are aware of our claim filing requirements and will file claims for you. If your provider does not file your claim for you, you should call our Customer Service Department and ask for a claim form. Tell us the type of service or supply for which you wish to file a claim (for example, hospital, physician, or pharmacy), and we will send you the proper type of claim form. When you receive the form, complete it, attach an itemized bill, and send it to us at 450 Riverchase Parkway East, Birmingham, Alabama 35244-2858. Claims must be submitted and received by us within 24 months after the service takes place to be eligible for benefits.

If we receive a submission that does not qualify as a claim, we will notify you or your provider of the additional information we need. Once we receive that information, we will process the submission as a claim.

Processing of Claims: Even if we have received all of the information that we need in order to treat a submission as a claim, from time to time we might need additional information in order to determine whether the claim is payable. If we need additional information, we will ask you to furnish it to us, and we will suspend further processing of your claim until the information is received. You will have 90 days to provide the information to us. In order to expedite our receipt of the information, we may request it directly from your provider. If we do this, we will send you a copy of our request. However, you will remain responsible for seeing that we get the information on time.

Ordinarily, we will notify you of our decision within 30 days of the date on which your claim is filed. If it is necessary for us to ask for additional information, we will notify you of our decision within 15 days after we receive the requested information. If we do not receive the information, your claim will be considered denied at the expiration of the 90-day period we gave you for furnishing the information to us.

In some cases, we may ask for additional time to process your claim. If you do not wish to give us additional time, we will go ahead and process your claim based on the information we have. This may result in a denial of your claim.

Pre-Service Medical Claims

A pre-service claim is one in which you are required to obtain approval from us before services or supplies are rendered. For example, you may be required to obtain preadmission certification of inpatient hospital benefits. Or you may be required to obtain a pre-procedure review of other medical services or supplies in order to obtain coverage under the plan.
In order to file a pre-service claim you or your provider must call our Health Management Department at 1-205-988-2245 or 1-800-248-2342 (toll-free). You must tell us your contract number, the name of the facility in which you are being admitted (if applicable), the name of a person we can call back, and a phone number to reach that person. You may also, if you wish, submit pre-service claims in writing.

Written pre-service claims should be sent to us at 450 Riverchase Parkway East, Birmingham, Alabama 35244-2858.

Non-urgent pre-service claims (for example, those relating to elective services and supplies) must be submitted to us during our regular business hours. Urgent pre-service claims can be submitted at any time. Emergency admissions to a hospital do not require you to file a pre-service claim so long as you provide notice to us within 48 hours of the admission and we certify the admission as both medically necessary and as an emergency admission. You are not required to precertify an inpatient hospital admission if you are admitted to a Concurrent Utilization Review Program (CURP) hospital by a Preferred Medical Doctor (PMD). CURP is a program implemented by us and in-network hospitals in the Alabama service area to simplify the administration of preadmission certifications and concurrent utilization reviews. If your plan provides chiropractic, physical therapy, or occupational therapy benefits and you receive covered treatment from an in-network chiropractor, in-network physical therapist, or in-network occupational therapist, your provider is responsible for initiating the precertification process for you. For home healthcare and hospice benefits (if covered by your plan), see the previous sections of this booklet for instructions on how to precertify treatment.

If you attempt to file a pre-service claim but fail to follow our procedures for doing so, we will notify you of the failure within 24 hours (for urgent pre-service claims) or five days (for non-urgent pre-service claims). Our notification may be oral, unless you ask for it in writing. We will provide this notification to you only if (1) your attempt to submit a pre-service claim was received by a person or organizational unit of our company that is customarily responsible for handling benefit matters, and (2), your submission contains the name of a member, a specific medical condition or symptom, and a specific treatment or service for which approval is being requested.

**Urgent Pre-Service Claims:** We will treat your claim as urgent if a delay in processing your claim could seriously jeopardize your life, health, or ability to regain maximum function or, in the opinion of your treating physician, a delay would subject you to severe pain that cannot be managed without the care or treatment that is the subject of your claim. If your treating physician tells us that your claim is urgent, we will treat it as such.

If your claim is urgent, we will notify you of our decision within 72 hours. If we need more information, we will let you know within 24 hours of your claim. We will tell you what further information we need. You will then have 48 hours to provide this information to us. We will notify you of our decision within 48 hours after we receive the requested information. Our response may be oral; if it is, we will follow it up in writing. If we do not receive the information, your claim will be considered denied at the expiration of the 48-hour period we gave you for furnishing information to us.

**Non-Urgent Pre-Service Claims:** If your claim is not urgent, we will notify you of our decision within 15 days. If we need more information, we will let you know before the 15-day period expires. We will tell you what further information we need. You will then have 90 days to provide this information to us. In order to expedite our receipt of the information, we may request it directly from your provider. If we do this, we will send you a copy of our request. However, you will remain responsible for seeing that we get the information on time. We will notify you of our decision within 15 days after we receive the requested information. If we do not receive the information, your claim will be considered denied at the expiration of the 90-day period we gave you for furnishing the information to us.

**Courtesy Pre-Determinations:** For some procedures we encourage, but do not require, you to contact us before you have the procedure. For example, if you or your physician thinks a procedure might be excluded as cosmetic, you can ask us to determine beforehand whether the procedure is cosmetic or reconstructive. We call this type of review a courtesy pre-determination. If you ask for a courtesy pre-determination, we will do our best to provide you with a timely response. If we decide that we cannot provide you with a courtesy pre-determination (for example, we cannot get the information we need to make an informed decision), we will let you know. In either case, courtesy pre-determinations are not
pre-service claims under the plan. When we process requests for courtesy pre-determinations, we are not bound by the time frames and standards that apply to pre-service claims. In order to request a courtesy pre-determination, you or your provider should call our Customer Service Department.

**Concurrent Care Determinations**

**Determinations by Us to Limit or Reduce Previously Approved Care:** If we have previously approved a hospital stay or course of treatment to be provided over a period of time or number of treatments, and we later decide to limit or reduce the previously approved stay or course of treatment, we will give you enough advance written notice to permit you to initiate an appeal and obtain a decision before the date on which care or treatments are no longer approved. You must follow any reasonable rules we establish for the filing of your appeal, such as time limits within which the appeal must be filed.

**Requests by You to Extend Previously Approved Care:** If a previously approved hospital stay or course of treatment is about to expire, you may submit a request to extend your approved care. You may make this request in writing or orally either directly to us or through your treating physician or a hospital representative. The phone numbers to call in order to request an extension of care are as follows:

- For inpatient hospital care, call 1-205-988-2245 or 1-800-248-2342 (toll-free).
- For in-network chiropractic services, physical therapy, speech therapy, or occupational therapy call 1-205-220-7202.

If your request for additional care is urgent, and if you submit it no later than 24 hours before the end of your pre-approved stay or course of treatment, we will give you our decision within 24 hours of when your request is submitted. If your request is not made before this 24-hour time frame, and your request is urgent, we will give you our determination within 72 hours. If your request is not urgent, we will treat it as a new claim for benefits, and will make a determination on your claim within the pre-service or post-service time frames discussed above.

**Your Right To Information**

You have the right, upon request, to receive copies of any documents that we relied on in reaching our decision and any documents that were submitted, considered, or generated by us in the course of reaching our decision. You also have the right to receive copies of any internal rules, guidelines, or protocols that we may have relied upon in reaching our decision. If our decision was based on a medical or scientific determination (such as medical necessity), you may also request that we provide you with a statement explaining our application of those medical and scientific principles to you. If we obtained advice from a healthcare professional (regardless of whether we relied on that advice), you may request that we give you the name of that person. Any request that you make for information under this paragraph must be in writing. We will not charge you for any information that you request under this paragraph.

**Appeals**

The rules in this section of this booklet allow you or your authorized representative to appeal any adverse benefit determination. An adverse benefit determination includes any one or more of the following:

- Any determination we make with respect to a post-service claim that results in your owing any money to your provider other than copayments you make, or are required to make, to your provider;
- Our denial of a pre-service claim;
- An adverse concurrent care determination (for example, we deny your request to extend previously approved care); or,
- Your group's denial of your or your dependents' initial eligibility for coverage under the plan or your group's retroactive rescission of your or your dependents' coverage for fraud or intentional misrepresentation of a material fact.
In all cases other than determinations by us to limit or reduce previously approved care and
determinations by your group regarding initial eligibility or retroactive rescission, you have 180 days
following our adverse benefit determination within which to submit an appeal.

How to Appeal Your Group's Adverse Eligibility and Rescission Determinations: If you wish to file
an appeal of your group's adverse determination relating to initial eligibility for coverage or retroactive
rescission of coverage, you should check with your group regarding your group's appeal procedures.

How to Appeal Post-Service Adverse Benefit Determinations: If you wish to file an appeal of an
adverse benefit determination relating to a post-service claim we recommend that you use a form that we
have developed for this purpose. The form will help you provide us with the information that we need to
consider your appeal. To get the form, you may call our Customer Service Department. You may also
go to [www.AlabamaBlue.com](http://www.AlabamaBlue.com). Once there, you may request a copy of the form.

If you choose not to use our appeal form, you may send us a letter. Your letter must contain at least the
following information:

- The patient's name;
- The patient's contract number;
- Sufficient information to reasonably identify the claim or claims being appealed, such as date of
  service, provider name, procedure (if known), and claim number (if available). (The best way to
  satisfy this requirement is to include a copy of your claims report with your appeal.); and,
- A statement that you are filing an appeal.

You must send your appeal to the following address:

Blue Cross and Blue Shield of Alabama
Attention: Customer Service Department – Appeals
P.O. Box 12185
Birmingham, Alabama  35202-2185

Please note that if you call or write us without following the rules just described for filing an appeal, we will
not treat your inquiry as an appeal. We will, of course, do everything we can to resolve your questions or
concerns.

How to Appeal Pre-Service Adverse Benefit Determinations: You may appeal an adverse benefit
determination relating to a pre-service claim in writing or over the phone.

If over the phone, you should call the appropriate phone number listed below:

- For inpatient hospital care and admissions, call 1-205-988-2245 or 1-800-248-2342 (toll-free).
- For in-network chiropractic services, physical therapy, speech therapy, or occupational therapy call
  1-205-220-7202.

If in writing, you should send your letter to the appropriate address listed below:

- For inpatient hospital care and admissions:

  Blue Cross and Blue Shield of Alabama
  Attention: Health Management Department – Appeals
  P.O. Box 2504
  Birmingham, Alabama  35201-2504

- For in-network chiropractic services, physical therapy, speech therapy, or occupational therapy:

  Blue Cross and Blue Shield of Alabama
  Attention: Health Management Department – Appeals
  P.O. Box 362025
  Birmingham, Alabama  35236
Your written appeal should provide us with your name, contract number, the name of the facility or provider involved, and the date or dates of service.

Please note that if you call or write us without following the rules just described for filing an appeal, we will not treat your inquiry as an appeal. We will, of course, do everything we can to resolve your questions or concerns.

**Conduct of the Appeal:** We will assign your appeal to one or more persons within our organization who are neither the persons who made the initial determination nor subordinates of those persons. If resolution of your appeal requires us to make a medical judgment (such as whether services or supplies are medically necessary), we will consult a healthcare professional who has appropriate expertise. If we consulted a healthcare professional during our initial decision, we will not consult that same person or a subordinate of that person during our consideration of your appeal.

If we need more information, we will ask you to provide it to us. In some cases we may ask your provider to furnish that information directly to us. If we do this, we will send you a copy of our request. However, you will remain responsible for seeing that we get the information. If we do not get the information, it may be necessary for us to deny your appeal.

**Time Limits for Our Consideration of Your Appeal:** If your appeal arises from our denial of a post-service claim, we will notify you of our decision within 60 days of the date on which you filed your appeal.

If your appeal arises from our denial of a pre-service claim, and if your claim is urgent, we will consider your appeal and notify you of our decision within 72 hours. If your pre-service claim is not urgent, we will give you a response within 30 days.

If your appeal arises out of a determination by us to limit or reduce a hospital stay or course of treatment that we previously approved for a period of time or number of treatments, (see Concurrent Care Determinations above), we will make a decision on your appeal as soon as possible, but in any event before we impose the limit or reduction.

If your appeal relates to our decision not to extend a previously approved length of stay or course of treatment (see Concurrent Care Determinations above), we will make a decision on your appeal within 72 hours (in urgent pre-service cases), 30 days (in non-urgent pre-service cases), or 60 days (in post-service cases).

In some cases, we may ask for additional time to process your appeal. If you do not wish to give us additional time, we will go ahead and decide your appeal based on the information we have. This may result in a denial of your appeal.

**If You Are Dissatisfied After Exhausting Your Mandatory Plan Administrative Remedies:** If you filed an appeal and are dissatisfied with our response, you may do one or more of the following:

- You may ask our Customer Service Department for further help;
- You may file a voluntary appeal (discussed below);
- You may file a claim for external review for a claim involving medical judgment or rescission of your plan coverage (discussed below); or
- You may file a lawsuit in federal court under Section 502(a) of ERISA or in the forum specified in your plan if your claim is not a claim for benefits under Section 502(a) of ERISA.

**Voluntary Appeals:** If we have given you our appeal decision and you are still dissatisfied, you may file a second appeal (called a voluntary appeal). If your voluntary appeal relates to a pre-service adverse benefit determination, you may file your appeal in writing or over the phone. If over the phone, you should call the phone number you called to submit your first appeal. If in writing, you should send your letter to the same address you used when you submitted your first appeal.
Your written appeal must state that you are filing a voluntary appeal.

If you file a voluntary appeal (whether oral or written), we will not assert in court a failure to exhaust administrative remedies if you fail to exhaust the voluntary appeal. We will also agree that any defense based upon timeliness or statutes of limitations will be tolled during the time that your voluntary appeal is pending. In addition, we will not impose any fees or costs on you as part of your voluntary appeal.

You may ask us to provide you with more information about voluntary appeals. This additional information will allow you to make an informed judgment about whether to request a voluntary appeal.

External Reviews of Medical Claims

For claims involving medical judgment and/or rescissions of coverage, you may also file a request with us for an independent, external review of our decision. You must request this external review within 4 months of the date of your receipt of our adverse benefit determination or final adverse appeal determination. Your request for an external review must be in writing, must state you are filing a request for external review, and must be submitted to the following address: Blue Cross and Blue Shield of Alabama, Attention: Customer Service Department Appeals, P.O. Box 10744, Birmingham, AL 35202-0744.

If you request an external review, an independent organization will review our decision. You may submit additional written comments to the review organization. Once your external review is initiated, you will receive instructions about how to do this. If you give the review organization additional information, the review organization will give us copies of this additional information to give us an opportunity to reconsider our denial. Both of us will be notified in writing of the review organization's decision. The decision of the review organization will be final and binding on both of us.

Expedited External Reviews for Urgent Pre-Service Medical Claims

If your pre-service claim meets the definition of urgent under law, the external review of your claim will be conducted as expeditiously as possible. Generally, an urgent situation is one in which your health may be in serious jeopardy or, in the opinion of your physician; you may experience pain that cannot be adequately controlled while you wait for a decision on the external review of your claim. If you believe that your pre-service claim is urgent you may request an external review by calling us at 1-800-248-2342 (toll-free) or by faxing your request to 205-220-0833 or 1-877-506-3110 (toll-free).

COBRA FOR MEDICAL & PHARMACY PLAN

COBRA is the Consolidated Omnibus Budget Reconciliation Act of 1985 (Public Law 99-272, Title X). If COBRA applies, you may be able to temporarily continue coverage under the plan beyond the point at which coverage would otherwise end because of a life event known as a "qualifying event." After a qualifying event, COBRA coverage may be offered to each person who is a "qualified beneficiary." You, your spouse, and your dependent children could become qualified beneficiaries if coverage under the plan is lost because of a qualifying event. You are not entitled to buy COBRA coverage if you are employed as a nonresident alien who received no U.S. source income, nor may your family members buy COBRA.

Not all group health plans are covered by COBRA. As a general rule, COBRA applies to all employer sponsored group health plans (other than church plans) if the employer employed 20 or more full or part-time employees on at least 50% of its typical business days during the preceding calendar year. In determining the number of employees of an employer for purposes of COBRA, certain related corporations (parent/subsidiary and brother/sister corporations) must be treated as one employer. Special rules may also apply if the employer participates in an association plan. You must contact your plan administrator (normally your group) to determine whether this plan is covered by COBRA.
By law, COBRA benefits are required to be the same as those made available to similarly situated active employees. If the group changes the plan coverage, coverage will also change for you. You will have to pay for COBRA coverage. Your cost will equal the full cost of the coverage plus a two percent administrative fee. Your cost may change over time, as the cost of benefits under the plan changes.

If the group stops providing healthcare through Blue Cross, Blue Cross will stop administering your COBRA benefits. You should contact your group to determine if you have further rights under COBRA.

**COBRA Rights for Covered Employees**

If you are a covered employee, you will become a qualified beneficiary if you lose coverage under the plan because either one of the following qualifying events happens:

- Your hours of employment are reduced, or
- Your employment ends for any reason other than your gross misconduct.

COBRA coverage will continue for up to a total of 18 months from the date of your termination of employment or reduction in hours, assuming you pay your premiums on time. If, apart from COBRA, your group continues to provide coverage to you after your termination of employment or reduction in hours (regardless of whether such extended coverage is permitted under the terms of the plan), the extended coverage you receive will ordinarily reduce the time period over which you may buy COBRA benefits.

If you are on a leave of absence covered by the Family and Medical Leave Act of 1993 (FMLA), and you do not return to work, you will be given the opportunity to buy COBRA coverage. The period of your COBRA coverage will begin when you fail to return to work following the expiration of your FMLA leave or you inform your group that you do not intend to return to work, whichever occurs first.

**COBRA Rights for a Covered Spouse and Dependent Children**

If you are covered under the plan as a spouse or a dependent child of a covered employee, you will become a qualified beneficiary if you would otherwise lose coverage under the plan as a result of any of the following events:

- The covered employee dies;
- The covered employee’s hours of employment are reduced;
- The covered employee’s employment ends for any reason other than his or her gross misconduct;
- The covered employee becomes enrolled in Medicare;
- Divorce of the covered employee and spouse; or,
- For a dependent child, the dependent child loses dependent child status under the plan.

When the qualifying event is a divorce or a child losing dependent status under the plan, you must timely notify the plan administrator of the qualifying event. You must provide this notice within 60 days of the event or within 60 days of the date on which coverage would be lost because of the event, whichever is later. See the section called **Notice Procedures** for more information about the notice procedures you must use to give this notice.

If you are a covered spouse or dependent child, the period of COBRA coverage will generally last up to a total of 18 months in the case of a termination of employment or reduction in hours and up to a total of 36 months in the case of other qualifying events, provided that premiums are paid on time. If, however, the covered employee became enrolled in Medicare before the end of his or her employment or reduction in hours, COBRA coverage for the covered spouse and dependent children will continue for up to 36 months from the date of Medicare enrollment or 18 months from the date of termination of employment or reduction in hours, whichever period ends last.
If you are a child of the covered employee or former employee and you are receiving benefits under the plan pursuant to a qualified medical child support order, you are entitled to the same rights under COBRA as a dependent child of the covered employee.

If your coverage is canceled in anticipation of divorce and a divorce later occurs, the divorce may be a qualifying event even though you actually lost coverage under the plan earlier. If you timely notify the plan administrator of your divorce and can establish that your coverage was canceled in anticipation of divorce, COBRA coverage may be available to you beginning on the date of your divorce (but not for the period between the date your coverage ended and the date of the divorce).

**Extensions of COBRA for Disability**

If you or a covered member of your family is or becomes disabled under Title II (OASDI) or Title XVI (SSI) of the Social Security Act and you timely notify the plan administrator, the 18-month period of COBRA coverage for the disabled person may be extended to up to 11 additional months (for a total of up to 29 months) or the date the disabled person becomes covered by Medicare, whichever occurs sooner. This 29-month period also applies to any non-disabled family members who are receiving COBRA coverage, regardless of whether the disabled individual elects the 29-month period for him or herself. The 29-month period will run from the date of the termination of employment or reduction in hours. For this disability extension to apply, the disability must have started at some time before the 60th day of COBRA coverage and must last at least until the end of the 18-month period of COBRA coverage.

The cost for COBRA coverage after the 18th month will be 150% of the full cost of coverage under the plan, assuming that the disabled person elects to be covered under the disability extension. If the only persons who elect the disability extension are non-disabled family members, the cost of coverage will remain at 102% of the full cost of coverage.

For a spouse and children, the disability extension may be further extended to 36 months if another qualifying event (death, divorce, enrollment in Medicare, or loss of dependent status) occurs during the 29-month period. See the following discussion under Extensions of COBRA for Second Qualifying Events for more information about this.

For this disability extension of COBRA coverage to apply, you must give the plan administrator timely notice of Social Security's disability determination before the end of the 18-month period of COBRA coverage and within 60 days after the later of (1) the date of the initial qualifying event, (2) the date on which coverage would be lost because of the initial qualifying event, or (3) the date of Social Security's determination. You must also notify the plan administrator within 30 days of any revocation of Social Security disability benefits. See the section called Notice Procedures for more information about the notice procedures you must use to give this notice.

**Extensions of COBRA for Second Qualifying Events**

For a spouse and children receiving COBRA coverage, the 18-month period may be extended to 36 months if another qualifying event occurs during the 18-month period, if you give the plan administrator timely notice of the second qualifying event. The 36-month period will run from the date of the termination of employment or reduction in hours.

This extension is available to a spouse and children receiving COBRA coverage if the covered employee or former employee dies, becomes enrolled in Medicare, or gets divorced, or if the child stops being eligible under the plan as a dependent child, but only if the event would have caused the spouse or child to lose coverage under the plan had the first qualifying event not occurred. For example, if a covered employee is terminated from employment, elects family coverage under COBRA, and then later enrolls in Medicare, this second event will rarely be a second qualifying event that would entitle the spouse and children to extended COBRA coverage. This is so because, for almost all plans that are subject to COBRA, this event would not cause the spouse or dependent children to lose coverage under the plan if the covered employee had not been terminated from employment.
For this 18-month extension to apply, you must give the plan administrator timely notice of the second qualifying event within 60 days after the event occurs or within 60 days after the date on which coverage would be lost because of the event, whichever is later. See the section Notice Procedures for more information about the notice procedures you must use to give this notice.

Notice Procedures

If you do not follow these notice procedures or if you do not give the plan administrator notice within the required 60-day notice period, you will not be entitled to COBRA or an extension of COBRA as a result of an initial qualifying event of divorce or loss of dependent child status, a second qualifying event or Social Security’s disability determination.

Any notices of initial qualifying events of divorce or loss of dependent child status, second qualifying events or Social Security disability determinations that you give must be in writing. Your notice must be received by the plan administrator or its designee no later than the last day of the required 60-day notice period unless you mail it. If mailed, your notice must be postmarked no later than the last day of the required 60-day notice period.

For your notice of an initial qualifying event that is a divorce or a child losing dependent status under the plan and for your notice of a second qualifying event, you must mail or hand-deliver your notice to the plan administrator. If the initial or second qualifying event is a divorce, your notice must include a copy of the divorce decree. For your convenience, you may ask the plan administrator for a free copy of the Notice by Qualified Beneficiaries form that you may use to give your notice.

For your notice of Social Security's disability determination, if you are instructed to send your COBRA premiums to Blue Cross, you must mail or hand-deliver your notice to Blue Cross at the following address: Blue Cross and Blue Shield of Alabama, Attention: Customer Accounts, 450 Riverchase Parkway East, Birmingham, Alabama 35298-0001, or fax your notice to Blue Cross at 205-220-6884 or 1-888-810-6884 (toll-free). If you do not send your COBRA premiums to Blue Cross, you must mail or hand-deliver your notice to the plan administrator. Your notice must also include a copy of Social Security's disability determination. For your convenience, you may ask the plan administrator for a free copy of the Notice by Qualified Beneficiaries form that you may use to give your notice.

Adding New Dependents to COBRA

You may add new dependents to your COBRA coverage under the circumstances permitted under the plan. Except as explained below, any new dependents that you add to your COBRA coverage will not have independent COBRA rights. This means, for example, that if you die, they will not be able to continue coverage.

If you are the covered employee and you acquire a child by birth or placement for adoption while you are receiving COBRA coverage, then your new child will have independent COBRA rights. This means that if you die, for example, your child may elect to continue receiving COBRA benefits for up to 36 months from the date on which your COBRA benefits began.

If your new child is disabled within the 60-day period beginning on the date of birth or placement of adoption, the child may elect coverage under the disability extension if you timely notify the plan administrator of Social Security's disability determination as explained above.

Medicare and COBRA Coverage

You should consider whether it is beneficial to purchase COBRA coverage. After you retire or otherwise have a qualifying event under COBRA, your COBRA coverage will be secondary to Medicare with respect to services or supplies that are covered, or would be covered upon proper application, under Medicare. This means that, regardless of whether you have enrolled in Medicare, your COBRA coverage after such qualifying event will not cover most of your hospital, medical and prescription drug expenses. Call the Benefits Office at (205) 348-7732 for more information about this.
If you think you will need both Medicare and COBRA after your retirement or other qualifying event under COBRA, you should enroll in Medicare on or before the date on which you make your election to buy COBRA coverage. If you do this, COBRA coverage for your dependents will continue for a period of 18 months from the date of your retirement or 36 months from the date of your Medicare enrollment, whichever period ends last. Your COBRA coverage will continue for a period of 18 months from the date of your retirement, or other qualifying event under COBRA. If you do not enroll in Medicare on or before the date on which you make your election to buy COBRA coverage, your COBRA benefits will end when your Medicare coverage begins. Your covered dependents will have the opportunity to continue their own COBRA coverage.

If you do not want both Medicare and COBRA for yourself, your covered family members will still have the option to buy COBRA when you retire, or have another qualifying event under COBRA. However, if your covered family members become enrolled in Medicare after electing COBRA, their COBRA coverage will end. See the Early Termination of COBRA section of this booklet for more information about this.

**Electing COBRA**

After the plan administrator receives timely notice that a qualifying event has occurred, the plan administrator is responsible for (1) notifying you that you have the option to buy COBRA, and (2), sending you an application to buy COBRA coverage.

You have 60 days within which to elect to buy COBRA coverage. The 60-day period begins to run from the later of (1) the date you would lose coverage under the plan, or (2), the date on which the group notifies you that you have the option to buy COBRA coverage. Each qualified beneficiary has an independent right to elect COBRA coverage. You may elect COBRA coverage on behalf of your spouse, and parents may elect COBRA coverage on behalf of their children. An election to buy COBRA coverage will be considered made on the date sent back to the group.

Once the group has notified us that your coverage under the plan has ceased, we will retroactively terminate your coverage and rescind payment of all claims incurred after the date coverage ceased. If you elect to buy COBRA during the 60-day election period, and if your premiums are paid on time, we will retroactively reinstate your coverage and process claims incurred during the 60-day election period.

Because there may be a lag between the time your coverage under the plan ends and the time we learn of your loss of coverage, it is possible that we may pay claims incurred during the 60-day election period. If this happens, you should not assume that you have coverage under the plan. The only way your coverage will continue is if you elect to buy COBRA and pay your premiums on time.

**COBRA Premiums**

Your first COBRA premium payment must be made no later than 45 days after you elect COBRA coverage. That payment must include all premiums owed from the date on which COBRA coverage began. This means that your first premium could be larger than the monthly premium that you will be required to pay going forward. You are responsible for making sure the amount of your first payment is correct. You may contact the plan administrator to confirm the correct amount of your first payment.

After you make your first payment for COBRA coverage, you must make periodic payments for each subsequent coverage period. Each of these periodic payments is due on the first day of the month for that coverage period. There is a grace period of 30 days for all premium payments after the first payment. However, if you pay a periodic payment later than the first day of the coverage period to which it applies, but before the end of the grace period for the coverage period, any claim you submit for benefits will be suspended as of the first day of the coverage period and then processed by the plan only when the periodic payment is received. If you fail to make a periodic payment before the end of the grace period for that coverage period, you will lose all rights to COBRA coverage under the plan.

Payment of your COBRA premiums is deemed made on the day sent.
Early Termination of COBRA

Your COBRA coverage will terminate early if any of the following events occurs:

• The group no longer provides group health coverage to any of its employees;
• You do not pay the premium for your continuation coverage on time;
• After electing COBRA coverage, you become covered under another group health plan;
• After electing COBRA coverage, you become enrolled in Medicare; or,
• You are covered under the additional 11-month disability extension and there has been a final determination that the disabled person is no longer disabled for Social Security purposes.

In addition, COBRA coverage can be terminated if otherwise permitted under the terms of the plan. For example, if you submit fraudulent claims, your coverage will terminate.

If your group stops providing healthcare through Blue Cross, you will cease to receive any benefits through us for any and all claims incurred after the effective date of termination of our contract with the group. This is true even if we have been billing your COBRA premiums prior to the date of termination. It is the responsibility of your group, not Blue Cross, to notify you of this termination. You must contact your group directly to determine what arrangements, if any, your group has made for the continuation of your COBRA benefits.

If you have any further questions about COBRA or if you change marital status, or you or your spouse or child changes address, please contact your plan administrator. Additional information about COBRA can also be found at the website of the Employee Benefits Security Administration of the United States Department of Labor.

RESPECTING YOUR PRIVACY

The confidentiality of your personal health information is important to us. Under a federal law called the Health Insurance Portability and Accountability Act of 1996 (HIPAA), plans such as this one are generally required to limit the use and disclosure of your protected health information to treatment, payment, and healthcare operations and to put in place appropriate safeguards to protect your protected health information. This section of this booklet explains some of HIPAA's requirements. Additional information is contained in the plan's notice of privacy practices. You may request a copy of this notice by contacting your group's human resources office.

Disclosures of Protected Health Information to the Plan Sponsor:

In order for your benefits to be properly administered, the plan needs to share your protected health information with the plan sponsor (your group). Following are circumstances under which the plan may disclose your protected health information to the plan sponsor:

• The plan may inform the plan sponsor whether you are enrolled in the plan.
• The plan may disclose summary health information to the plan sponsor. The plan sponsor must limit its use of that information to obtaining quotes from insurers or modifying, amending, or terminating the plan. Summary health information is information that summarizes claims history, claims expenses, or types of claims without identifying you.
• The plan may disclose your protected health information to the plan sponsor for plan administrative purposes. This is because employees of the plan sponsor perform some of the administrative functions necessary for the management and operation of the plan.

Following are the restrictions that apply to the plan sponsor's use and disclosure of your protected health information:

• The plan sponsor will only use or disclose your protected health information for plan administrative purposes, as required by law, or as permitted under the HIPAA regulations. See the plan's privacy notice for more information about permitted uses and disclosures of protected health information under HIPAA.
• If the plan sponsor discloses any of your protected health information to any of its agents or subcontractors, the plan sponsor will require the agent or subcontractor to keep your protected health information as required by the HIPAA regulations.

• The plan sponsor will not use or disclose your protected health information for employment-related actions or decisions or in connection with any other benefit or benefit plan of the plan sponsor.

• The plan sponsor will promptly report to the plan any use or disclosure of your protected health information that is inconsistent with the uses or disclosures allowed in this section of this booklet.

• The plan sponsor will allow you or the plan to inspect and copy any protected health information about you that is in the plan sponsor's custody and control. The HIPAA regulations set forth the rules that you and the plan must follow in this regard. There are some exceptions.

• The plan sponsor will amend, or allow the plan to amend, any portion of your protected health information to the extent permitted or required under the HIPAA regulations.

• With respect to some types of disclosures, the plan sponsor will keep a disclosure log. The disclosure log will go back for six years (but not before April 14, 2003). You have a right to see the disclosure log. The plan sponsor does not have to maintain the log if disclosures are for certain plan related purposes, such as payment of benefits or healthcare operations.

• The plan sponsor will make its internal practices, books, and records, relating to its use and disclosure of your protected health information available to the plan and to the U.S. Department of Health and Human Services, or its designee.

• The plan sponsor will, if feasible, return or destroy all of your protected health information in the plan sponsor's custody or control that the plan sponsor has received from the plan or from any business associate when the plan sponsor no longer needs your protected health information to administer the plan. If it is not feasible for the plan sponsor to return or destroy your protected health information, the plan sponsor will limit the use or disclosure of any protected health information that it cannot feasibly return or destroy to those purposes that make return or destruction of the information infeasible.

The following classes of employees or other workforce members under the control of the plan sponsor may use or disclose your protected health information in accordance with the HIPAA regulations that have just been explained:

• Benefit Office Employees
• Manager HR Service Center
• Risk Management Employees
• Office of the Associate Vice President for Human Resources
• Information Technology/Technology Support Employees
• The University of Alabama System Office of Counsel
• Financial Affairs Billing Operations
• Human Resources Privacy and Security Officers
• Office of the Vice President for Financial Affairs
• UA Privacy and Security Officers
• The University of Alabama System Auditors
• Healthcare Insurance Administration Employees
• Office of the Director of Health Promotion and Wellness at The University of Alabama
If any of the foregoing employees or workforce members of the plan sponsor use or disclose your protected health information in violation of the rules that are explained above, the employees or workforce members will be subject to disciplinary action and sanctions – which may include termination of employment. If the plan sponsor becomes aware of any such violation, the plan sponsor will promptly report the violation to the plan and will cooperate with the plan to correct the violation, to impose appropriate sanctions, and to relieve any harmful effects to you.

**Security of Your Personal Health Information:**

Following are restrictions that will apply to the plan sponsor's storage and transmission of your electronic protected health information:

- The plan sponsor will have in place appropriate administrative, physical and technical safeguards to protect the confidentiality, integrity and availability of your electronic protected health information, as well as to ensure that only those classes of employees or other workforce members of the plan sponsor described above have access to use or disclose your electronic protected health information in accordance with the HIPAA regulations.

- If the plan sponsor discloses any of your electronic protected health information to any of its agents or subcontractors, the plan sponsor will require the agent or subcontractor to have in place the appropriate safeguards as required by the HIPAA regulations.

The plan sponsor will report to the plan any security incident of which it becomes aware in accordance with the HIPAA regulations.

**Our Use and Disclosure of Your Personal Health Information:**

As a business associate of the plan, we (Blue Cross and Blue Shield of Alabama) have an agreement with the plan that allows us to use your personal health information for treatment, payment, healthcare operations, and other purposes permitted or required by HIPAA. In addition, by applying for coverage and participating in the plan, you agree that we may obtain, use and release all records about you and your minor dependents that we need to administer the plan or to perform any function authorized or permitted by law. You also agree that we may call you at any telephone number provided to us by you, your employer, or any healthcare provider in accordance with applicable law. You further direct all persons to release all records to us about you and your minor dependents that we need in order to administer the plan.

**GENERAL MEDICAL PLAN INFORMATION**

**Delegation of Discretionary Authority to Blue Cross**

The group has delegated to us the discretionary responsibility and authority to determine claims under the plan, to construe, interpret, and administer the plan, and to perform every other act necessary or appropriate in connection with our provision of benefits and/or administrative services under the plan.

Whenever we make reasonable determinations that are neither arbitrary nor capricious in our administration of the plan, those determinations will be final and binding on you, subject only to your right of review under the plan (including, when applicable, arbitration) and thereafter to judicial review to determine whether our determination was arbitrary or capricious (in the case of claims covered by Section 502(a) of ERISA) or correct using the standard of review set forth in any applicable arbitration provisions of this booklet.

**Notice**

We give you notice when we mail it or send it electronically to you or your group at the latest address we have. You and your group are assumed to receive notice three days after we mail it. Your group is your agent to receive notices from us about the plan. The group is responsible for giving you all notices from us. We are not responsible if your group fails to do so.
Unless otherwise specified in this booklet, if you are required to provide notice to us, you should do so in writing, including your full name and contract number, and mail the notice to us at 450 Riverchase Parkway East, P.O. Box 995, Birmingham, Alabama 35298-0001.

Correcting Payments

While we try to pay all claims quickly and correctly, we do make mistakes. If we pay you or a provider in error, the payee must repay us. If he does not, we may deduct the amount paid in error from any future amount paid to you or the provider. If we deduct it from an amount paid to you, it will be reflected in your claims report.

Responsibility for Providers

We are not responsible for what providers do or fail to do. If they refuse to treat you or give you poor or dangerous care, we are not responsible. We need not do anything to enable them to treat you.

Misrepresentation

If you commit fraud or make any intentional material misrepresentation in applying for coverage, when we learn of this we may terminate your coverage back to the effective date on which your coverage began as listed in our records. We need not refund any payment for your coverage. If your group commits fraud or makes an intentional material misrepresentation in its application, it will be as though the plan never took effect, and we need not refund any payment for any member.

Governing Law

The law governing the plan and all rights and obligations related to the plan shall be ERISA, to the extent applicable. To the extent ERISA is not applicable, the plan and all rights and obligations related to the plan shall be governed by, and construed in accordance with, the laws of the state of Alabama, without regard to any conflicts of law principles or other laws that would result in the applicability of other state laws to the plan.

Termination of Medical Benefits and Termination of the Medical Plan

Our obligation to provide or administer benefits under the plan may be terminated at any time by either the group or us by giving written notice to the other as provided for in the contract. The fiduciary obligation, if any, to notify you of this termination belongs to the group, not to us.

If the group fails to pay us the amounts due under the contract within the time period specified therein, our obligation to provide or administer benefits under the plan will terminate automatically and without notice to you or the group as of the date due for payment. The fiduciary obligation, if any, to notify you of this termination belongs to the group, not to us.

Subject to any conditions or restrictions in our contract with the group, the group may terminate the plan at any time through action by its authorized officers. In the event of termination of the plan, all benefit payments by us will cease as of the effective date of termination, regardless of whether notice of the termination has been provided to you by the group or us. The fiduciary obligation, if any, to notify you of this termination belongs to the group, not to us.

If for any reason our services are terminated under the contract, you will cease to receive any benefits by us for any and all claims incurred after the effective date of termination. In some cases, this may mean retroactive cancellation by us of your plan benefits. This is true for active contract holders, retirees, COBRA beneficiaries and dependents of either. Any fiduciary obligation to notify you of our termination belongs to the group, not to us.
Changes in the Medical Plan

Subject to any conditions or restrictions in our contract with the group, any and all of the provisions of the plan may be amended by the group at any time by an instrument in writing. In many cases, this instrument will consist of a new booklet (including any riders or supplements to the booklet) that we have prepared and sent to the group in draft format. This means that from time to time the benefit booklet you have in your possession may not be the most current. If you have any question whether your booklet is up to date, you should contact your group. Any fiduciary obligation to notify you of changes in the plan belongs to the group, not to us.

The new benefit booklet (including any riders or supplements to the booklet) will state the effective date applicable to it. In some cases, this effective date may be retroactive to the first day of the plan year to which the changes relate. The changes will apply to all benefits for services you receive on or after the stated effective date.

Except as otherwise provided in the contract, no representative, employee, or agent of Blue Cross is authorized to amend or vary the terms and conditions of the plan or to make any agreement or promise not specifically contained in the plan documents or to waive any provision of the plan documents.

No Assignment

As discussed in more detail in the Claims and Appeals section of this booklet, most providers are aware of our claim filing requirements and will file claims for you. If your provider does not file your claim for you, you should call our Customer Service Department and ask for a claim form. However, regardless of who files a claim for benefits under the plan, we will not honor an assignment by you of payment of your claim to anyone. What this means is that we will pay covered benefits to you or your in-network provider (as required by our contract with your in-network provider) – even if you have assigned payment of your claim to someone else. When we pay you or your in-network provider, this completes our obligation to you under the plan. Upon your death or incompetence, or if you are a minor, we may pay your estate, your guardian or any relative we believe is due to be paid. This, too, completes our plan obligation to you.

MEDICAL PLAN DEFINITIONS

Accidental Injury: A traumatic injury to you caused solely by an accident.

Affordable Care Act: The Patient Protection and Affordable Care Act of 2010, as amended by the Health Care and Educational Reconciliation Act, and its implementing rules and regulations.

Allowed Amount: Benefit payments for covered services are based on the amount of the provider’s charge that we recognize for payment of benefits. This amount is limited to the lesser of the provider’s charge for care or the amount of that charge that is determined by us to be allowable depending on the type of provider utilized and the state in which services are rendered, as described below:

In-Network Providers: Blue Cross and/or Blue Shield plans contract with providers to furnish care for a negotiated price. This negotiated price is often a discounted rate, and the in-network provider normally accepts this rate (subject to any applicable copayments, coinsurance, or deductibles that are the responsibility of the patient) as payment in full for covered care. The negotiated price applies only to services that are covered under the plan and also covered under the contract that has been signed with the in-network provider.

Each local Blue Cross and/or Blue Shield plan determines (1) which of the providers in its service area will be considered in-network providers, (2), which subset of those providers will be considered BlueCard PPO providers, and (3), the services or supplies that are covered under the contract between the local Blue Cross and/or Blue Shield plan and the provider.
See Out-of-Area Services, earlier in this booklet, for a description of the contracting arrangements that exist outside the state of Alabama.

**Out-of-Network Providers:** The allowed amount for care rendered by out-of-network providers is often determined by the Blue Cross and/or Blue Shield plan where services are rendered. This amount may be based on the negotiated rate payable to in-network providers or may be based on the average charge for the care in the area. In other cases, Blue Cross and Blue Shield of Alabama determines the allowed amount using historical data and information from various sources such as, but not limited to:

- The charge or average charge for the same or a similar service;
- Pricing data from the local Blue Cross and/or Blue Shield plan where services are rendered;
- The relative complexity of the service;
- The in-network allowance in Alabama for the same or a similar service;
- Applicable state healthcare factors;
- The rate of inflation using a recognized measure; and,
- Other reasonable limits, as may be required with respect to outpatient prescription drug costs.

For services provided by an out-of-network provider, the provider may bill the member for charges in excess of the allowed amount. The allowed amount will not exceed the amount of the provider's charge.

For emergency services for medical emergencies provided within the emergency room department of an out-of-network hospital, the allowed amount will be determined in accordance with the requirements of the Patient Protection and Affordable Care Act.

**Ambulatory Surgical Center:** A facility that provides surgical services on an outpatient basis for patients who do not need to occupy an inpatient, acute care hospital bed. In order to be considered an ambulatory surgical facility under the plan, the facility must meet the conditions for participation in Medicare.

**Assisted Reproductive Technology (ART):** Any combination of chemical and/or mechanical means of obtaining gametes and placing them into a medium (whether internal or external to the human body) to enhance the chance that reproduction will occur. Examples of ART include, but are not limited to, in vitro fertilization, gamete intrafallopian transfer, zygote intrafallopian transfer and pronuclear stage tubal transfer.

**Blue Cross:** Blue Cross and Blue Shield of Alabama, except where the context designates otherwise.

**BlueCard Program:** An arrangement among Blue Cross and/or Blue Shield plans by which a member of one Blue Cross and/or Blue Shield plan receives benefits available through another Blue Cross and/or Blue Shield plan located in the area where services occur. The BlueCard program is explained in more detail in other sections of this booklet, such as In-Network Benefits and Out-of-Area Services.

**Concurrent Utilization Review Program (CURP):** A program implemented by us and in-network hospitals in the Alabama service area to simplify the administration of preadmission certifications and concurrent utilization reviews.

**Contract:** Unless the context requires otherwise, the terms "contract" and "plan" are used interchangeably. The contract includes our financial agreement or administrative services agreement with the group.

**Cosmetic Surgery:** Any surgery done primarily to improve or change the way one appears, cosmetic surgery does not primarily improve the way the body works or correct deformities resulting from disease, trauma, or birth defect. For important information on cosmetic surgery, see the exclusion under Health Benefit Exclusions for cosmetic surgery.
**Custodial Care:** Care primarily to provide room and board for a person who is mentally or physically disabled.

**Diagnostic:** Services performed in response to signs or symptoms of illness, condition, or disease or in some cases where there is family history of illness, condition, or disease.

**Durable Medical Equipment (DME):** Equipment we approve as medically necessary to diagnose or treat an illness or injury or to prevent a condition from becoming worse. To be durable medical equipment an item must be made to withstand repeated use, be for a medical purpose rather than for comfort or convenience, be useful only if you are sick or injured, and be related to your condition and prescribed by your physician to use in your home.

**General Hospital:** Any institution that is classified by us as a "general" hospital using, as we deem applicable, generally available sources of information.

**Group:** The employer or other organization that has contracted with us to provide or administer group health benefits pursuant to the plan.

**Habilitative Services:** Healthcare services and devices that help a person keep, learn, or improve skills and functioning for daily living.

**Home Health Agency:** An organization that provides care at home for homebound patients who need skilled nursing or skilled therapy. In order to be considered a home healthcare agency under the terms of the plan, the organization must meet the conditions for participation in Medicare.

**Hospice:** An organization whose primary purpose is the provision of palliative care. Palliative care means the care of patients whose disease is not responsive to curative treatments or interventions. Palliative care consists of relief of pain and nausea and psychological, social, and spiritual support services. In order for an organization to be considered a hospice under this plan, it must meet the conditions for participation in Medicare.

**Implantables:** An implantable device is a biocompatible mechanical device, biomedical material, or therapeutic agent that is implanted in whole or in part and serves to support or replace a biological structure, support and/or enhance the command and control of a biological process, or provide a therapeutic effect. Examples include, but are not limited to, cochlear implants, neurostimulators, indwelling orthopedic devices, cultured tissues, tissue markers, radioactive seeds, and infusion pumps.

**In-Network Provider:** See the In-Network Benefits subsection of the Overview of the Plan section of the booklet.

**Inpatient:** A registered bed patient in a hospital; provided that we reserve the right in appropriate cases to reclassify inpatient stays as outpatient services, as explained above in Inpatient Hospital Benefits and Outpatient Hospital Benefits.

**Intensive Outpatient:** Mental health disorder and substance abuse services provided in a licensed facility by a licensed provider for a minimum of three hours per day at least three days per week with active psychosocial treatment and medication management as needed.

**Investigational:** Any treatment, procedure, facility, equipment, drugs, drug usage, or supplies that either we have not recognized as having scientifically established medical value, or that does not meet generally accepted standards of medical practice. When possible, we develop written criteria (called medical criteria) concerning services or supplies that we consider to be investigational. We base these criteria on peer-reviewed literature, recognized standards of medical practice, and technology assessments. We put these medical criteria in policies that we make available to the medical community and our members. We do this so that you and your providers will know in advance, when possible, what we will pay for. If a service or supply is considered investigational according to one of our published medical criteria policies, we will not pay for it. If the investigational nature of a service or supply is not addressed by one of our published medical criteria policies, we will consider it to be non-investigational only if the following requirements are met:
• The technology must have final approval from the appropriate government regulatory bodies;
• The scientific evidence must permit conclusions concerning the effect of the technology on health outcomes;
• The technology must improve the net health outcome;
• The technology must be as beneficial as any established alternatives; and,
• The improvement must be attainable outside the investigational setting.

It is important for you to remember that when we make determinations about the investigational nature of a service or supply we are making them solely for the purpose of determining whether to pay for the service or supply. All decisions concerning your treatment must be made solely by your attending physician and other medical providers.

**Medical Emergency:** A medical condition that manifests itself by acute symptoms of sufficient severity (including severe pain) so that a prudent layperson, with an average knowledge of health and medicine, could reasonably expect the absence of immediate medical attention to result in (1) placing the health of the person (or, with respect to a pregnant woman, the health of the woman or her unborn child) in serious jeopardy; (2) serious impairment to bodily functions; or (3) serious dysfunction of any bodily organ or part.

**Medically Necessary or Medical Necessity:** We use these terms to help us determine whether a particular service or supply will be covered. When possible, we develop written criteria (called medical criteria) that we use to determine medical necessity. We base these criteria on peer-reviewed literature, recognized standards of medical practice, and technology assessments. We put these medical criteria in policies that we make available to the medical community and our members. We do this so that you and your providers will know in advance, when possible, what we will pay for. If a service or supply is not medically necessary according to one of our published medical criteria policies, we will not pay for it. If a service or supply is not addressed by one of our published medical criteria policies, we will consider it to be medically necessary only if we determine that it is:

• Appropriate and necessary for the symptoms, diagnosis, or treatment of your medical condition;
• Provided for the diagnosis or direct care and treatment of your medical condition;
• In accordance with standards of good medical practice accepted by the organized medical community;
• Not primarily for the convenience and/or comfort of you, your family, your physician, or another provider of services;
• Not “investigational”; and,
• Performed in the least costly setting, method, or manner, or with the least costly supplies, required by your medical condition. A "setting" may be your home, a physician's office, an ambulatory surgical facility, a hospital's outpatient department, a hospital when you are an inpatient, or another type of facility providing a lesser level of care. Only your medical condition is considered in deciding which setting is medically necessary. Your financial or family situation, the distance you live from a hospital or other facility, or any other non-medical factor is not considered. As your medical condition changes, the setting you need may also change. Ask your physician if any of your services can be performed on an outpatient basis or in a less costly setting.

It is important for you to remember that when we make medical necessity determinations, we are making them solely for the purpose of determining whether to pay for a medical service or supply. All decisions concerning your treatment must be made solely by your attending physician and other medical providers.

**Member:** You or your eligible dependent who has coverage under the plan.

**Mental Health Disorders:** These are mental disorders, mental illness, psychiatric illness, mental conditions, and psychiatric conditions. These disorders, illnesses, and conditions are considered mental health disorders whether they are of organic, biological, chemical, or genetic origin. They are considered mental health disorders regardless of how they are caused, based, or brought on. Mental health
disorders include, but are not limited to, psychoses, neuroses, schizophrenic-affective disorders, personality disorders, and psychological or behavioral abnormalities associated with temporary or permanent dysfunction of the brain or related system of hormones controlled by nerves. They are generally intended to include disorders, conditions, and illnesses listed in the current Diagnostic and Statistical Manual of Mental Disorders.

**Out-of-Network Provider:** A provider who is not an in-network provider.

**Outpatient:** A patient who is not a registered bed patient of a hospital. For example, a patient receiving services in the outpatient department of a hospital or in a physician's office is an outpatient; provided that we reserve the right in appropriate cases to reclassify outpatient services as inpatient stays, as explained above in Inpatient Hospital Benefits and Outpatient Hospital Benefits.

**Partial Hospitalization:** Mental health disorder and substance abuse services provided in a licensed facility by a licensed provider for a minimum of six hours per day, five days per week with active psychosocial treatment and medication management as needed.

**Physician:** Any healthcare provider when licensed and acting within the scope of that license or certification at the time and place you are treated or receive services.

**Plan:** The plan is the group health benefit plan of the group, as amended from time to time. The plan documents consist of the following:

- This benefit booklet, as amended;
- Our contract with the group, as amended;
- Any benefit matrices upon which we have relied with respect to the administration of the plan; and,
- Any draft benefit booklets that we are treating as operative. By "operative," we mean that we have provided a draft of the booklet to the group that will serve as the primary, but not the sole, instrument upon which we base our administration of the plan, without regard to whether the group finalizes the booklet or distributes it to the plan's members.

If there is any conflict between any of the foregoing documents, we will resolve that conflict in a manner that best reflects the intent of the group and us as of the date on which claims were incurred. Unless the context requires otherwise, the terms "plan" and "contract" have the same meaning.

**Plan Administrator:** The group that sponsors the plan and is responsible for its overall administration. If the plan is covered under ERISA, the group referred to in this definition is the "administrator" and "sponsor" of the plan within the meaning of section 3(16) of ERISA.

**Precertification:** The procedures used to determine the medical necessity of the treatment prior to the service.

**Pregnancy:** The condition of and complications arising from a woman having a fertilized ovum, embryo or fetus in her body – usually, but not always, in the uterus – and lasting from the time of conception to the time of childbirth, abortion, miscarriage or other termination.

**Preventive or Routine:** Services performed prior to the onset of signs or symptoms of illness, condition or disease or services which are not diagnostic.

**Primary Care Physician:** A primary care physician is a Family Practitioner, General Practitioner, Pediatrician, Internist, Obstetrics/Gynecologist, Psychologist, Psychiatrist, Gynecological/Oncologist, Gynecologist, Geriatrician, Obstetrics, Certified Registered Nurse Practitioner, Certified Nurse Midwife, Physician's Assistant, or Clinic (Specialty code 070).

**Private Duty Nursing:** A session of four or more hours during which continuous skilled nursing care is furnished to you alone.

**Psychiatric Specialty Hospital:** An institution that is classified as a psychiatric specialty facility by such relevant credentialing organizations as we or any Blue Cross and/or Blue Shield plan (or its affiliates) determines. A psychiatric specialty hospital does not include a substance abuse facility.
Rehabilitative Services: Healthcare services that help a person keep, get back, or improve skills and functioning for daily living that have been lost or impaired because a person was sick, hurt, or disabled.

Residential Treatment: Continuous 24 hour per day care provided at live-in facility for mental health or substance abuse disorders.

Specialist: A physician who is not a primary care physician.

Substance Abuse: The uncontrollable or excessive abuse of addictive substances, such as (but not limited to) alcohol, drugs, or other chemicals and the resultant physiological and/or psychological dependency that develops with continued use.

Substance Abuse Facility: Any institution that is classified as a substance abuse facility by such relevant credentialing organizations as we or any Blue Cross and/or Blue Shield plan (or its affiliates) determine and that provides outpatient substance abuse services.

Teleconsultation: Consultation, evaluation, and management services provided to patients via telecommunication systems without personal face-to-face interaction between the patient and healthcare provider. Teleconsultations include consultations by e-mail or other electronic means.

We, Us, Our: Blue Cross and Blue Shield of Alabama.

You, Your: The contract holder or member as shown by the context.

BC/BS NOTICE OF NONDISCRIMINATION

Blue Cross and Blue Shield of Alabama complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. We do not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Blue Cross and Blue Shield of Alabama:

- 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)
- Provides free language services to people whose primary language is not English, such as qualified interpreters and in formation written in other languages

If you need these services, contact our 1557 Compliance Coordinator. If you believe that we have failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance in person or by mail, fax, or email at: Blue Cross and Blue Shield of Alabama, Compliance Office, 450 Riverchase Parkway East, Birmingham, Alabama 35244, Attn: 1557 Compliance Coordinator, 1-855-216-3144, 711 (TTY), 1-205-220-2984 (fax), 1557Grievance@bcbsal.org (email). If you need help filing a grievance, our 1557 Compliance Coordinator is available to help you.

FOREIGN LANGUAGE ASSISTANCE

Spanish: ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-855-216-3144 (TTY: 711)


Chinese: 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 1-855-216-3144 (TTY: 711)


Arabic: 1-855-216-3144


Hindi: ध्यान दें: आपकी भाषा हिंदी है, तो आपके लिए भाषा सहायता सेवाओं नियुक्त उपलब्ध हैं। 1-855-216-3144 (TTY: 711) पर कॉल करें।

Russian: BHll1MAHll1E: Ecmt Bbl roeop f l1Te Ha pyccKOM S13bfKe,TO eaM AO crynHbl 6ecnnaTHble ycnyr111 nepeBOAa. 3eoH111Te 1-855-216-3144 (reneran: 711).

Portuguese: ATEN<;AO: Se fala portugues, encontram-se disponiveis servi os linguisticos,gratis. Ugue para 1-855-216-3144 (TTY 711)


Turkish: DiKKAT: Eger TOrk e konuyor iseniz, dilyard1m1 hizmellerinden Ocretsiz olarak yarar1anabilirsiniz. 1-855-216-3144 (TTY: 711) irtibat numaralanni araym.

Italian: ATTENZIONE: In caso la lingua paata sia l'i aliano, sono disponibili servizi di assistenza linguistica Qratuti. Chiamare il numero 1-855-216-3144 (TTY:711).

Japanese: 8:<$:ili n t1€:, — © ili 1:i.="Il\l " t::t:htl1".1-855-216-3144 (TTY 711) II;L'; jS;i t=-c.="'ii< t:: "}
MEDICAL PLAN CUSTOMER SERVICE

If you have questions about your coverage, or need additional information about how to file claims, contact the person in your company who handles employee benefits, or contact BlueCross BlueShield of Alabama.

BlueCross BlueShield of Alabama Customer Service (located in Birmingham) is open for phone inquiries Monday through Friday at 1-800-292-8868.

Use this number when you need to talk with a customer service representative. When you call about a claim, be sure to include the following information:

- Your contract number, as listed on your BlueCross BlueShield ID card (e.g. PPA123456789);
- The name of your employer;
- Your BlueCross BlueShield group number shown on your BlueCross BlueShield ID card;
- The date of service;
- The name of the provider.

Call the UA Benefits Office at (205) 348-7732 to report address changes, marital status changes, dependent status changes, employment changes, deaths, births, etc.

BlueCross and BlueShield of Alabama:
450 Riverchase Parkway East
P.O. Box 995 Birmingham, Alabama 35298-0001

Customer Service Department:
1-800-239-5772 (TTY 711) toll-free

Preadmission Certification:
205-988-2245
or 1-800-248-2342 toll-free

Website:
www.AlabamaBlue.com

79912/001, 002, 003, 01S, 02D, 03S, 1DS, 3DS
Health Plan 04/2017
PHARMACY PLAN ADDENDUM
PRESCRIPTION DRUG BENEFITS

Attention: The prescription drug benefits outlined below are administered as of 1/1/2016 by OptumRx, a pharmacy benefits manager. You will receive a separate identification card directly from OptumRx to use for prescription drug benefits.

Pharmacy Plan Deductible and Out-of-Pocket Maximum

The deductible information in the chart below applies only to prescription drug benefits. The $150 per person, per calendar year pharmacy deductible is separate from the $150 individual medical deductible. The calendar year out-of-pocket maximum includes all in-network covered services for medical and pharmacy benefits. For example, the medical deductible, pharmacy deductible, medical copays, prescription copays, etc., all apply to the calendar year out-of-pocket maximum.

<table>
<thead>
<tr>
<th></th>
<th>IN-NETWORK</th>
<th>OUT-OF-NETWORK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Calendar Year Pharmacy Deductible</td>
<td>$150 individual (three per family)</td>
<td>$150 individual (three per family)</td>
</tr>
<tr>
<td>Pharmacy deductible is separate from medical deductible.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Calendar Year Out-of-Pocket Maximum</td>
<td>$2,500 individual ($7,150 per family)</td>
<td>There is no out-of-pocket maximum for out-of-network services.</td>
</tr>
<tr>
<td>Applies to pharmacy only. Out-of-pocket is separate from medical.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Pharmacy Plan Benefits

The plan will routinely review the drugs in the tier levels and adjust the status of new or existing drugs on the formulary. OptumRx reserves the right to determine if a prior authorization criterion has been met (see Prior Authorization under Prescription Drug Definitions). To verify any such change in a drug’s tier level, contact OptumRx at the number on the back of your OptumRx ID card or visit the OptumRx website at www.optumrx.com.

Maintenance Drug Quantity Limit

The first prescription for a drug on the maintenance list requires a 31 day supply. Subsequent refills for 60 or 90 days can be made at a participating pharmacy. This rule also applies to any change in the dosage for an existing maintenance prescription drug.

Diabetic Supplies

Diabetic supplies are only covered under the prescription drug program; limited to a 60 or 90 day supply at an in-network retail pharmacy or through mail order.
- Insulin, insulin needles & syringes purchased on the same day will require only one copay.
- Blood glucose strips & lancets purchased on the same day will require only one copay.
- Glucose monitors will always require a separate copay.
PHARMACY COST SHARING

Retail Pharmacy

<table>
<thead>
<tr>
<th>Type</th>
<th>IN-NETWORK</th>
<th>OUT-OF-NETWORK</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tier 1 (Generic)</td>
<td>$15</td>
<td>$15</td>
</tr>
<tr>
<td>Tier 2 (Preferred Brand)</td>
<td>$45</td>
<td>$45</td>
</tr>
<tr>
<td>Tier 3 (Non-Preferred Brand)</td>
<td>$55</td>
<td>$55</td>
</tr>
<tr>
<td>Tier 3 (Brand with Generic Alternative)</td>
<td>$65</td>
<td>$65</td>
</tr>
<tr>
<td>Tier 4 (Specialty)</td>
<td>$125</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Home Delivery / Mail Order Program

<table>
<thead>
<tr>
<th>Type</th>
<th>IN-NETWORK</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tier 1 (Generic)</td>
<td>$10</td>
<td>$20</td>
<td>$30</td>
<td></td>
</tr>
<tr>
<td>Tier 2 (Preferred Brand)</td>
<td>$35</td>
<td>$70</td>
<td>$105</td>
<td></td>
</tr>
<tr>
<td>Tier 3 (Non-Preferred Brand)</td>
<td>$40</td>
<td>$80</td>
<td>$120</td>
<td></td>
</tr>
<tr>
<td>Tier 3 (Brand with Generic Alternative)</td>
<td>$55</td>
<td>$110</td>
<td>$165</td>
<td></td>
</tr>
</tbody>
</table>

Note: View more information and Drug Lists that apply to the plan at http://hr.ua.edu/optumrx-pharmacy-benefits, or call OptumRx at 1-844-265-1771.
PHARMACY PLAN COVERED EXPENSES

Preventive Medications

The plan covers some preventive medications as required by Health Care Reform at a $0 copayment. To receive these medications at a $0 copayment, you must have an authorized prescription for the product and it must be dispensed by a participating mail or retail pharmacy. Some of these medications include:

<table>
<thead>
<tr>
<th>Medications</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aspirin products</td>
<td>Cover at $0 copay oral over-the-counter (OTC) aspirin products (with prescription) only for age limit greater than 44 years. Exclude prescription aspirin products, non-oral aspirin products, or aspirin strengths &gt; 325 mg</td>
</tr>
<tr>
<td>Fluoride Products</td>
<td>Cover at $0 copay prescription (generic single ingredient only) oral fluoride supplementation products for ages 6 months to 6 years. Exclude branded oral fluoride supplementation products</td>
</tr>
<tr>
<td>Folic Acid &amp; Prenatal Vitamins</td>
<td>Cover at $0 copay OTC folic acid supplementation products (with prescription), including prenatal vitamins containing folic acid for women &lt; 55 years of age. Exclude prescription folic acid supplementation products and any product containing &gt; 0.8mg or &lt; 0.4mg of folic acid</td>
</tr>
<tr>
<td>Vitamin D</td>
<td>Cover at $0 copay OTC only Vitamin D (single ingredient only with prescription) products for adults 65 years or older</td>
</tr>
<tr>
<td>Smoking Cessation Products</td>
<td>Cover at $0 copay prescription and OTC (with prescription) smoking cessation products (e.g., nicotine products, bupropion [generic only], Chantix) for adults. Currently no exclusions. To ensure appropriate utilization, a quantity limit of 2 cycles per year and max daily dose applies to each active ingredient. ST required for Chantix, Nicotrol NS and Inhaler: Trial Failure/contraindication to one OTC NRT product and generic Zyban.</td>
</tr>
<tr>
<td></td>
<td>*Age and/or gender limits apply in accordance with the recommendations of the ACIP to the following vaccines:</td>
</tr>
<tr>
<td></td>
<td>• Haemophilus influenzae type b – applies only to children &lt; 6 years of age</td>
</tr>
<tr>
<td></td>
<td>• Herpes zoster – applies only to adults &gt; 50 years of age</td>
</tr>
<tr>
<td></td>
<td>• Human papillomavirus – applies to only children and adults 9 to 26 years of age</td>
</tr>
<tr>
<td></td>
<td>• Rotavirus – applies only to children &lt; 8 months</td>
</tr>
</tbody>
</table>
| **OTC Contraceptives** | Identified Eligible Products: Applies only to women < 55 years of age Cover at $0 copay OTC female contraceptive products (with prescription) with the following quantity limits:  
- Female condoms – Quantity limit of 12 units per month  
- Spermicides (e.g., vaginal gel/foam/film/suppositories) – Quantity limit of 12 units (or days' supply for gel/foam) per month  
- Sponges - Quantity limit of 12 units per month  

OTC female contraceptive products and prescription emergency contraceptive products are not considered maintenance medications; therefore these products are not eligible for 90-day supplies. |
|---|---|
| **Prescription Contraceptives** | Identified Eligible Products: Applies only to women < 55 years of age Cover at $0 copay prescription contraceptive drugs as follows:  
- Prescription & OTC Emergency contraceptives (with prescription) - generics only; exclude branded products; not eligible for 90-day supply  
- Oral Contraceptives – Quantity limit of 1 tab per day applies to all products  
  - Monophasic, Biphasic, Triphasic, Extended Cycle – generics only; exclude branded products;  
  - Four-phasic – only brand product available within drug class (Natazia)  
- Contraceptive Patch – generic only; quantity limit of 3 patches per month  
- Contraceptive Ring – only brand product available within drug class (Nuvaring); quantity limit of 1 ring per month  
- Injectable Contraceptives – generics only; exclude branded products#; quantity limit of 1 injection per 90 days |
| **Contraceptive Devices - Diaphragms** | Identified Eligible Products: Applies only to women < 55 years of age Cover at $0 copay prescription contraceptive devices as follows:  
- Diaphragms – Quantity limit of 1 unit per year |
| **Contraceptive Devices - Cervical Caps** | Identified Eligible Products: Applies only to women < 55 years of age Cover at $0 copay prescription contraceptive devices as follows:  
- Cervical caps – Quantity limit of 1 unit per year |
| **Contraceptive Devices - IUD’s** | Identified Eligible Products: Applies only to women < 55 years of age Cover at $0 copay prescription contraceptive devices as follows: IUD |
| **Contraceptive Devices - Implants** | Identified Eligible Products: Applies only to women < 55 years of age Cover at $0 copay prescription contraceptive devices as follows:  
- Contraceptive Implants |
| **Bowel Prep Agents for Colorectal Cancer Screening** | Identified Eligible Products: Applies only to adults 50 years of age or older. Cover at $0 copay generic prescription bowel preparation agents. Quantity limit of 1 bowel prep product per year. Exclude branded bowel preparation products. |
Benefits Terms and Conditions

- In order to be eligible for benefits, drugs must be FDA-approved legend drugs prescribed by a physician and dispensed by a licensed pharmacist. Legend drugs are medicines which must by law be labeled, “Caution: Federal law prohibits dispensing without a prescription.”

- Even if your physician has written a prescription for a drug, the drug may not be covered if there is an equivalent non-legend (over-the-counter) drug available. Your network pharmacist should tell you when this is the case.

- Drugs are classified in Tiers generally by their cost to the plan with Tier 1 drugs having the lowest cost to the plan and Tier 3 having the highest cost to the plan. To determine the Tier in which a drug is classified, log into the OptumRx website at www.optumrx.com. You can search for your drug by clicking the “Price and Save” button located at the top of the Dashboard. Type the name of your drug into the “Enter a Medication Name” search box. The Tier drug classifications are updated periodically. Select continue to compare pricing at local retail pharmacies.

- Prescription drug coverage is modified over time based upon daily or monthly limits as recommended by the Food and Drug Administration (FDA), the manufacturer of the drug, and/or peer-reviewed medical literature. Even though your physician has written a prescription for a drug, the drug may not be covered under the plan, or clinical edit(s) may apply (i.e., prior authorization, step therapy, quantity limitation) in accordance with the guidelines. The guidelines in some instances also require you to obtain prior authorization as to the medical necessity of the drug. You may call the 1-844-265-1771 Customer Service Department number on the back of your OptumRx ID card for more information.

- In-network pharmacies are pharmacies that have a contract with OptumRx to dispense prescription drugs under the plan.

- Compounded drugs contain two or more drugs mixed together. To be eligible for coverage, compounded drugs must contain at least one FDA-approved prescription ingredient and must not be a copy of a commercially available product. All compounded drugs are subject to review and may require prior authorization. Drugs used in compounds may be subject to additional coverage criteria and utilization management edits. Drug compounding for the purpose of convenience is not considered medically necessary. Compound drugs are always classified as Tier 3 drugs.

- The calendar year prescription drug deductible must be satisfied on a per person per calendar year basis, subject to a maximum of three deductibles per family in a calendar year. This deductible can be satisfied through allowed drug charges from a retail pharmacy, the mail order pharmacy, or a combination of the two.

- Refills of prescriptions are allowed only after 75% of the allowed amount of the previous prescription has been used (e.g., 23 days in a 31-day supply).

- The maximum day supply for a new maintenance drug or maintenance drug dosage change is 31 days. After 31 days, subsequent refills can be for up to 60 or 90 days at a retail pharmacy or through mail order for maintenance drugs.

- Insulin, needles, and syringes purchased on the same day will have one copayment; otherwise, each has a separate copayment. Blood glucose strips and lancets purchased on the same day will have one copayment. Otherwise, each has a separate copayment. Glucose monitors always have a separate copayment. These are the only diabetic supplies available as prescription drug benefits under the plan.

Attention: Just because a drug is classified by the plan as Tier 1 or any other classification on our website, this does not mean the drug is safe or effective for you. Only you and your prescribing physician can make that determination.
If your drug is not covered and you think it should be, you may ask OptumRx to make an exception to the drug coverage rules. Your doctor or other prescriber must fill out the proper prior authorization paperwork and give OptumRx a statement that explains the medical reasons for requesting an exception.

Utilization Management

OptumRx provides utilization management programs that help ensure appropriate medication use and lower overall health care costs. Examples include prior authorization, step therapy, and quantity limits.

- **Prior Authorization** requires pre-approval from your physician for certain medications before they are covered. This process promotes safe and effective medication use.
- **Step Therapy** requires members to try preferred medications (Tier 1 or Tier 2) as the initial step in treatment before certain non-preferred medications (Tier 3) are covered. Preferred medications are widely recognized as clinically safe and effective.
- **Quantity Limits** help ensure safe and appropriate dosing and avoid dangerous drug interactions. OptumRx has a committee of independent doctors and pharmacists that meet regularly to review medications, recommend Quantity Limit guidelines, and discuss coverage levels. OptumRx wants to ensure members get the best results from their medication therapy.

Below is a sample of some medications that require prior approval – note this is not an exhaustive list:

- ADHD (Attention Deficit Hyperactivity Disorder) – CNS Stimulant Type Agents > 18 years of age.
- ADHD Agents (Amphetamines) > 18 years of age
- Androgens and Anabolic Steroids
- Appetite suppressants and weight loss agents
- Dermatologicals (Tretinoins/Tazorac – All Dosage Forms) > 25 year of age
- Erythroid Stimulants
- Growth Hormones
- Interferons
- Non-sedating Antihistamines
- Pain Management – Narcotic Analgesics

Prescription Drug Medications

**Generic Medications** (Tier 1)

Generic medications contain the same active ingredients as brand-name medications and meet the same U.S. Food and Drug Administration standards for quality, strength and purity. However, generic drugs normally cost substantially less than their brand name counterparts. Therefore, generic drugs offer an alternative to help reduce your medication costs. Ask your doctor to see if a generic drug could treat your condition.

Formulary and Non-Formulary Medications

The Formulary is a guide for you and your doctor to refer to when filling out your prescriptions. If there is no generic medication available for your condition, there may be more than one brand name for you and your doctor to consider. OptumRx provides a list of formulary brand name medications to help you and your doctor decide medications that are clinically appropriate and cost effective. If a drug you are taking is not on the formulary, you may want to discuss alternatives with your doctor or pharmacist. Using drugs on the formulary will keep your costs lower.

A current formulary drug list is available online or upon request by calling OptumRx Member Services. To avoid paying higher co-payments associated with non-preferred (Tier 3) drugs; please take a copy of the formulary drug list with you when you visit your doctor so he or she can refer to it when prescribing medications for you and your eligible family participants. The formulary drug list is updated twice per year by OptumRx in January and July.
Coverage Limits

Your plan may have certain coverage limits. For instance, prescription drugs used for cosmetic purposes may not be covered, or a medication might be limited to a certain amount (such as the number of pills or total dosage) within a specific time period. Examples include: anti-migraine drugs, rheumatoid arthritis and osteoarthritis drugs, impotence drugs, sleep aids, and pain management drugs. This is known as Quantity Management.

If you submit a prescription for a drug that has coverage limits, your pharmacist will tell you that approval is needed before the prescription can be filled. The pharmacist will give you or your doctor a toll-free number to call. If you use OptumRx’s Mail Program, your doctor will be contacted directly.

When a coverage limit is triggered, more information is needed to determine whether your use of the medication meets the plan's coverage conditions. The coverage review process for prior authorization will allow OptumRx to obtain more information about your treatment (information that is not available on your original prescription, such as age, sex, and condition) in determining whether a given medication qualifies for coverage under the plan based on whether these criteria have been met.

We will notify you and your doctor in writing of the decision. If coverage is approved, the letter will indicate the amount of time for which coverage is valid. If coverage is denied, an explanation will be provided, along with instructions on how to submit an appeal. Or, if the prescribed drug is not the preferred initial therapy as determined by OptumRx, an alternative drug therapy will be recommended.

Pharmacy Plan ID Cards

OptumRx will provide an initial benefit ID card upon enrollment in the plan. Present your ID card when filling a prescription at the pharmacy. Should you need additional or replacement ID cards, please contact OptumRx Member Services or visit www.optumrx.com to either request a new card or print a temporary card.

Retail Pharmacies

Network Retail Pharmacies

The OptumRx Pharmacy Network is a national network comprised of nearly 65,000 retail pharmacies. The network includes most major chains, discount, grocery and independent pharmacies, so there is a good chance that your local pharmacy is a participating member of the network. Use one of these pharmacies to fill prescriptions for short-term medications, such as antibiotics. To find a local pharmacy, visit www.optumrx.com and click “Locate a pharmacy” or contact Member Services.

Non-Network Retail Pharmacies

You may be reimbursed by OptumRx should you visit a non-network pharmacy. However, it is to your advantage to visit an OptumRx network pharmacy. The non-network pharmacies will require you to pay for the full cost of the drug at the time of purchase, not just your co-payment amount. You must then complete a direct reimbursement claim form and forward it to OptumRx. Direct reimbursement claim forms are available on the website or by calling Member Services.

OptumRx Home Delivery - Mail Order Pharmacy Program

OptumRx Home Delivery pharmacy program is designed for plan participants taking maintenance medications, or those medications taken on a regular basis, for the treatment of long-term conditions such as diabetes, arthritis or heart conditions. The program provides up to a 90-day supply of medication, delivered directly to your home or other requested location, postage paid.
In order to participate in the OptumRx Home Delivery pharmacy program, you must first enroll online or via a paper form. To enroll online, visit www.optumrx.com and select the button labeled “Sign up for Home Delivery” then follow the enrollment instructions. The paper enrollment form is also available for download.

To fill your prescription, you must mail your prescription, order form and payment as directed on the OptumRx website. You may also ask your doctor to complete an electronically filed prescription or fax your prescription by calling the number on the back of your card for further instruction. Your medication will usually be delivered within 14 days of OptumRx receiving your order. For additional information or questions about the enrollment process, call Member Services at 1-844-265-1771.

To order refills, call the number located on the back of your ID card, or visit www.optumrx.com.

To ensure timely delivery, please place your orders at least two weeks in advance to allow for mail delays and other circumstances beyond our control. If you have any questions concerning your order, or if you do not receive your medication within the designated timeframe, please contact Member Services.

If a new medication has been prescribed for you to take immediately, please ask your doctor to issue two prescriptions; one prescription should be written and filled at your local pharmacy and the second should be written for up to a 90-day supply and mailed to the OptumRx Home Delivery program.

As you manage your prescriptions, please be aware that each and every prescription is filled and checked by registered pharmacists to ensure that quantity, quality and strength are accurate. A patient profile is maintained on file to ensure that there are no adverse reactions with other prescriptions you are receiving from retail and/or mail order pharmacies. If any questions arise regarding potential drug interactions or other adverse reactions, OptumRx’s pharmacists will contact either you or your doctor prior to dispensing the medication.

**Specialty Medications**

Specialty drugs are prescription drugs often referred to as biotech drugs or biologics, which include high cost oral, injectable, and infusion drugs that are administered for specific chronic conditions, such as (including but not limited to) hemophilia, fertility, multiple sclerosis, and rheumatoid arthritis. Specialty drugs are limited to a maximum day supply of 31 days. Visit the most current Formulary Reference Guide with specialty drugs listed at http://hr.ua.edu/optumrx-pharmacy-benefits.

BriovaRx is a pharmacy that is focused on providing you with the best possible care while you undergo specialty medication treatment. BriovaRx will work as part of your care team with your health care provider, support you with counseling and information about your medications, assist you with medication self-administration training, and communicate with your healthcare provider regarding follow up, as needed, plus help you enroll in a Copay Assistance Program, when needed.

BriovaRx will also call you each month to coordinate the refill shipment of your medication and will provide 24-hour emergency pharmacy services over the phone. A clinician is always available, 24 hours a day, 7 days a week, for emergency on-call services at our toll-free number: 1-855-4BRIOVA (1-855-427-4682).
PHARMACY PLAN EXPENSES NOT COVERED

If any expense not covered is contrary to any law to which the plan is subject, the provision is hereby automatically changed to meet the law’s minimum requirement. No payment will be made under any portion of the plan for the following list:

- A drug that can be purchased without a prescription order; these are commonly called over-the-counter (OTC) drugs;
- Therapeutic devices or appliances, support garments and other non-medical devices;
- Medication that is to be taken by or administered to a plan participant, in whole or in part, while the plan participant is a patient in a hospital, rest home, sanitarium, extended care facility, convalescent hospital, nursing home, or similar institution that operates on its premises a facility for dispensing pharmaceuticals;
- Investigational or experimental drugs; including compounded medications for non-FDA approved use;
- Prescriptions that a plan participant is entitled to receive without charge under any Worker’s Compensation law or any municipal state or federal program;
- Hair growth stimulants;
- Drugs prescribed to remove or reduce wrinkles in the skin;
- Appetite suppressants or any drug used for weight loss; unless pre-authorized;
- Fertility medications;
- Nutritional supplements unless covered as a “prescribed preventive drug as previously noted”;
- Ostomy supplies;
- Topical fluoride products;
- Non-systemic prescription contraceptives;
- Growth hormones; unless pre-authorized;
- Implantable, time-released medications;
- Injectables;
- Charges for the administration or injection of any drug;
- Biologicals/Vaccines/Immunization agents;
- Plasma/Blood Products (except hemophilia factors);
- Allergy serums;
- Any prescription filled in excess of the number specified by the doctor or any refill dispensed after one year from the doctor’s original order; and
- Drugs with cosmetic implications.

The Premium Formulary Exclusions list can be found on the Human Resources website: http://hr.ua.edu/optumrx-pharmacy-benefits. This list is subject to change periodically.

PHARMACY PLAN DEFINITIONS

Brand-name drug (brand drug): A medication that is available only from its original manufacturer or from another manufacturer that has a licensing agreement to make the drug with the brand-name manufacturer. These medications are marketed under a recognized brand name. A brand-name drug may have a generic equivalent once the manufacturer is required to allow other manufacturers the opportunity to make the medication.

Copayment/Coinsurance: A portion of the total cost of the claim that must be paid by the member.

Date of Service: Date on which a prescription is filled or dispensed.

Days Supply: The number of days payable by the plan for the dispensed drug.

Direct Claim: A reimbursement process whereby the member pays 100% of the prescription drug cost at the time of purchase and then submits a paper claim for reimbursement.
Federal Legend Drugs: A drug that requires a prescription; these drugs can be identified by the presence of “Federal Legend” on the label.

Formulary: A list of commonly prescribed medications that have been selected based on their clinical effectiveness and opportunities for savings. An independent Pharmacy and Therapeutics committee updates this list regularly based on continuous evaluation of medications. You can contact OptumRx at 1-844-265-1771 to determine if the brand-name drug you are taking is on the formulary. You can also locate this information at www.optumrx.com. If a drug you are taking is not on the formulary, you may want to discuss alternatives with your doctor or pharmacist. Using drugs on the formulary will keep your costs and client name’s costs lower.

Generic Drug: A medication that contains the same active ingredient and is manufactured according to the same strict federal regulations as its brand-name counterpart. Generic medications may differ in color, size, or shape, but the Food and Drug Administration (FDA) requires that they have the same strength, purity, and quality as their brand-name counterparts. A generic medication can be produced once the manufacturer of the brand-name medication is required to allow other manufacturers the opportunity to produce the medication.

In-Network Retail Claims: Claims processed by pharmacies that are included in the member’s pharmacy network.

Maintenance Medication: Medications prescribed for long-term use, (i.e., the medication taken daily by high-blood pressure sufferers or diabetics).

Multi Source (Brand) Drug: Medication that may have an FDA generic equivalent substitute available.

Network Pharmacy: A retail pharmacy that has an agreement currently in effect with OptumRx for this Plan to dispense Prescription Drugs to Participants.

Out-Of-Network Claims: Claims processed by pharmacies that do not participate in the member’s pharmacy network.

Over the Counter (OTC Medication): Medication that does not require a prescription.

Out-of-Network Pharmacy: A retail pharmacy that does not currently have an agreement with Medco for this Plan.

Prior Authorization: Review to determine the medical appropriateness of the prescribed medication for your medical condition. It is the process by which a medication or benefit may be covered by ensuring that it is in accordance with the FDA and not primarily prescribed for convenience, etc.

Quantity Management: Review to determine whether the prescribed drug meets product labeling or clinical guidelines for quantity restrictions in order to promote safe and effective drug therapy.

Specialty Drugs: Prescription drugs often referred to as biotech drugs or biologics, which include high cost oral, injectable, and infusion drugs that are administered for specific chronic conditions, such as (including but not limited to) hemophilia, fertility, multiple sclerosis, and rheumatoid arthritis. Visit the most current Formulary Reference Guide with specialty drugs listed at http://hr.ua.edu/optumrx-pharmacy-benefits.

Step Therapy: Review process to qualify that a prescribed drug is the preferred initial therapy choice as determined by OptumRx based on your medical history. It is the process by which a medication or benefit may be covered by ensuring that certain criteria have been met (age, sex, condition), and/or prescribed after an alternate therapy or course of treatment has failed or is inappropriate, etc.
PHARMACY CLAIMS AND APPEALS

Determinations on prescription drug benefits under the plan will be made by OptumRx in accordance with the plan. The plan has the right to deny coverage if it does not meet medical necessity as determined by OptumRx’s Prior Authorization criteria. You may request coverage beyond your plan’s standard benefit offering, or if you are dissatisfied with a benefit determination made by OptumRx, you may appeal the determination in writing to OptumRx. OptumRx’s appeals process for administrative and clinical denial is structured to follow the requirements as described below.

You have the right to appeal any decision that denies payment for an item or service (in whole or in part). You may also submit written comments, documents, or other information relevant to the appeal.

Who may file an appeal?
You, your prescriber, or your authorized representative (someone you name to act for you, such as a family member, an attorney, or a friend) may file an appeal. OptumRx Prior Authorization Department reserves the right to establish and implement reasonable procedures to determine whether an individual has been authorized to act as your authorized representative. Call OptumRx Customer Service at 1-844-265-1771 to request a copy of the “Designated Representative Form”.

How do I file an appeal?
You have the right to appeal this medication coverage decision within 180 days from the date of this denial notification. You or your prescriber may obtain appeals information, including independent appeal rights, by calling OptumRx Prior Authorization Department at 800-626-0072. You can also review your plan’s prescription drug benefit information or contact your benefits office for more detailed information regarding the appeal process.

In order to file an appeal, and provide additional information about your request, please send any written comments, documents or other relevant documentation with your appeal to the address listed below:

OptumRx Prior Authorization Department
P.O. Box 5252
Lisle, IL 60532

Phone: 800-626-0072
Fax: 866-511-2202

How long does the appeals process take?
If you proceed with the appeals process, OptumRx Prior Authorization Department will review the denial decision and provide you with a written determination explaining why the initial denial decision was upheld within 15 calendar days from the receipt of the appeal request.

For second level internal appeals, OptumRx Prior Authorization Department will review the denial decision and provide you with a written determination explaining why the initial denial decision was upheld within 15 calendar days from the receipt of the appeal request.

Please note that if you receive a denial after requesting a second level internal appeal, you will have exhausted all levels of internal appeal.

If any of the following occurs, you may be able to request an external review of your claim by an independent third party, known as an Independent Review Organization (IRO), who will review the denial and issue a final decision, if

- You do not receive a timely decision, or
- If OptumRx continues to deny the payment, coverage, or service requested after the final level of internal appeal, or if
- OptumRx does not adhere to certain legal requirements regarding claims procedures.
What if my appeal request is urgent?
If your situation meets the definition of urgent under the law, your review will be expedited. Generally, an urgent situation is one in which your health may be in serious jeopardy or, in the opinion of your prescriber; you may experience pain that cannot be adequately controlled while you wait for a decision on your appeal.

If you believe your situation is urgent, you may request an expedited appeal by calling Optum Rx Prior Authorization Department at 1-800-626-0072.

You will be notified of the result of your expedited appeal within 72 hours from the receipt of your appeal request. If you are in an urgent situation and receiving an ongoing course of treatment, you may be allowed to proceed with an expedited external review at the same time as the internal appeals process.

External Review Process

What is an external review?
An external review is a complete reexamination of your case by an Independent Review Organization (IRO).

Who may file an external review?
You, your prescriber, or your authorized representative (someone you name to act for you, such as a family member, an attorney, or a friend) may file an external review. OptumRx Prior Authorization Department reserves the right to establish and implement reasonable procedures to determine whether an individual has been authorized to act as your authorized representative.

How do I file an external review?
To file an external review, you must send OptumRx Prior Authorization Department a letter within four months of receiving the final denial decision letter (or if you meet the situation above under "What if my appeal request is urgent?") and explain the reason for your disagreement with this denial decision.

You are not required to bear any costs, including filing fees, when requesting a case be sent for an external review by an IRO.

OptumRx Prior Authorization Department will forward your letter and the entire case file to the IRO within five business days of receipt of information, or within two business days of receipt of information for an expedited external review.

Upon receipt of the necessary information, the IRO will timely notify you of your request’s eligibility and acceptance for external review. You may submit (in writing) additional information that the IRO must consider when conducting the external review within 10 business days from the date of receipt of this notice.

The IRO will provide you a written notice of the final external review decision within 45 calendar days after the IRO receives the request for the external review, or within 72 hours for urgent requests. If the IRO overturns the denial, OptumRx Prior Authorization Department will authorize or pay for the services in question.

In order to file an external appeal, and provide additional information about your request, please send any written comments, documents or other relevant documentation with your appeal to the address below:

OptumRx Prior Authorization Department
P.O. Box 5252
Lisle, IL 60532

Phone: 800-626-0072
Fax: 866-511-2202
What if my External Review request is urgent?
You may request an expedited external review by contacting OptumRx Prior Authorization Department within four months of the date of this notice by calling 800-626-0072 or by faxing 866-511-2202.

OTHER RESOURCES TO HELP YOU

You and your plan may have other voluntary alternative dispute resolution options, such as mediation. One way to find out what may be available is to contact your local U.S. Department of Labor Office and your State insurance regulatory agency.

For questions about your appeal rights, this notice, or for assistance, you can contact the Employee Benefits Security Administration at 1-866-444-EBSA (3272). Additionally, a state consumer assistance program or ombudsmen may be able to help you. Please refer to the U.S. Department of Labor’s Technical Release 2011-01 for a list of available consumer assistance programs and ombudsmen in your state, which is available at [http://www.dol.gov/ebsa/newsroom/tr11-01.html](http://www.dol.gov/ebsa/newsroom/tr11-01.html).

Please ask your plan administrator if your plan is governed by the Employee Retirement Income Security Act (ERISA). If it is and you do not agree with the decision of your appeal, you may be eligible to file a civil action under Section 502(a) (1) (B) of ERISA. You may file a civil action when all required reviews of your denial, including your plan’s internal appeal process have been completed.