

Blue Cross® and Blue Shield® of Minnesota and Blue Plus® are nonprofit independent licensees of the Blue Cross and Blue Shield Association

**Summary of Benefits and Coverage:** What this Plan Covers & What You Pay For Covered Services

SLEEP NUMBER CORPORATION

Coverage Period: 01/01/2023 – 12/31/2023

Coverage for: Individual/Family | Plan Type: PPO

The Summary of Benefits and Coverage (SBC) document will help you choose a health <u>plan</u>. The SBC shows you how you and the <u>plan</u> would share the cost for covered health care services. NOTE: Information about the cost of this <u>plan</u> (called the <u>premium</u>) will be provided separately.

This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, visit <u>bluecrossmn.com</u> or call 1-866-873-5943. For general definitions of common terms, such as <u>allowed amount</u>, <u>balance billing</u>, <u>coinsurance</u>, <u>copayment</u>, <u>deductible</u>, <u>provider</u>, or other <u>underlined</u> terms see the Glossary. You can view the Glossary at <a href="https://www.healthcare.gov/sbc-glossary">https://www.healthcare.gov/sbc-glossary</a> or call 1-866-873-5943 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall <u>deductible</u> ?	\$2,000 individual / \$4,000 family medical in-network \$4,000 individual / \$8,000 family medical out-of-network	Generally, you must pay all of the costs from <u>providers</u> up to the <u>deductible</u> amount before this <u>plan</u> begins to pay. This plan has a non-embedded deductible. If you have other family members on the <u>plan</u> , the overall family <u>deductible</u> must be met before the <u>plan</u> begins to pay. The single deductible applies to single coverage only.
Are there services covered before you meet your deductible?	Yes. Well child care, prenatal care and in-network preventive care services are covered before you meet your deductible.	This <u>plan</u> covers some items and services even if you haven't yet met the <u>deductible</u> amount.  But a <u>copayment</u> or <u>coinsurance</u> may apply. For example, this <u>plan</u> covers certain <u>preventive</u> <u>services</u> without <u>cost-sharing</u> and before you meet your <u>deductible</u> . See a list of covered <u>preventive services</u> at <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a> .
Are there other <u>deductibles</u> for specific services?	No	You don't have to meet <u>deductibles</u> for specific services.
What is the out-of-pocket limit for this plan?	\$4,500 individual / \$9,000 family medical and drug in-network \$9,000* individual / \$18,000* family medical and drug out-of-network *Capped at \$6,850 per individual within a family contract	The <u>out-of-pocket limit</u> is the most you could pay in a year for covered services.  This Plan has an embedded Out-of-Pocket Limit. If you have other family members on the Plan, they must meet their own Out-of-Pocket Limits until the overall family Out-of-Pocket Limit has been met. Everyone in the family only pays any applicable cost-sharing up to the individual Out-of-Pocket Limit, and the entire family only pays any applicable cost-sharing up to the family Out-of-Pocket Limit.
What is not included in the out-of-pocket limit?	Premiums, balance-billing charges (unless balanced billing is prohibited), and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.

Will you pay less if you use an innetwork provider?	doctor/#/home or call 1-866-873-5943	This <u>plan</u> uses a <u>provider network</u> . You will pay less if you use a <u>provider</u> in the <u>plan's network</u> . You will pay the most if you use an <u>out-of-network provider</u> , and you might receive a bill from a <u>provider</u> for the difference between the <u>provider's</u> charge and what your <u>plan</u> pays ( <u>balance billing</u> ). Be aware your <u>in-network provider</u> might use an <u>out-of-network provider</u> for some services (such as lab work). Check with your <u>provider</u> before you get services.
Do you need a <u>referral</u> to see a <u>specialist</u> ?	No.	You can see the <u>specialist</u> you choose without a <u>referral</u> .



All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

		What you Will Pay		Limitations Evacutions 9 Other
Common Medical Event	Services You May Need	In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Primary care visit to treat an injury or illness	20% coinsurance	30% coinsurance	None
	Specialist visit	20% coinsurance	30% coinsurance	None
If you visit a health care provider's office or clinic	Preventive care/screening/ immunization	No charge	Well child: 30% coinsurance Adult: 30% coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.
If you have a test	<u>Diagnostic test</u> (x-ray, blood work)	20% coinsurance	30% coinsurance	May require prior authorization.
_	Imaging (CT/PET scans, MRIs)	20% coinsurance	30% coinsurance	
If you need drugs to treat your illness or condition. More information about prescription drug coverage is available at bluecrossmn.com	Tier 1 drugs	20% coinsurance/prescription (retail) 20% coinsurance/prescription (mail service) 20% coinsurance/prescription (90dayRx retail)	20% coinsurance	Covers up to a 30-day supply (retail prescription); 90-day supply (mail service prescription and 90dayRx
	Tier 2 prescription drugs	20% coinsurance/prescription (retail) 20% coinsurance/prescription (mail service) 20% coinsurance/prescription (90dayRx retail)	20% coinsurance	retail prescription). May require prior authorization.

	Services You May Need	What you Will Pay		Limitediana Francisco 9 Other
Common Medical Event		In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Tier 3 prescription drugs	20% coinsurance/prescription (retail) 20% coinsurance/prescription (mail service) 20% coinsurance/prescription (90dayRx retail)	20% coinsurance	
	Tier 4 prescription drugs	20% coinsurance/prescription (retail) 20% coinsurance/prescription (mail service) 20% coinsurance/prescription (90dayRx retail)	20% coinsurance	
	Specialty drugs	Refer to applicable <u>prescription</u> drug cost sharing	Not covered	Covers up to a 30-day supply (participating specialty drug network supplier prescription).  May require prior authorization.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% <u>coinsurance</u> for outpatient hospital facility & ambulatory surgery center	30% coinsurance	May require prior outborization
	Physician/surgeon fees	20% <u>coinsurance</u> for outpatient hospital facility & ambulatory surgery center	30% coinsurance	May require prior authorization.
	Emergency room care	20% coinsurance	20% coinsurance	Out-of-network services apply to
If you need immediate medical attention	Emergency medical transportation	20% coinsurance	20% coinsurance	the <u>in-network deductible</u> and <u>out-of-pocket limit</u> .
	Urgent care	20% coinsurance	30% coinsurance	None
If you have a hospital stay	Facility fee (e.g., hospital room)	20% coinsurance	30% coinsurance	None
	Physician/surgeon fee	20% <u>coinsurance</u>	30% coinsurance	None
If you need mental health, behavioral health, or substance use services	Outpatient services Inpatient services including residential adult mental health treatment	20% coinsurance 20% coinsurance	30% coinsurance 30% coinsurance	Services for marriage/couples counseling are not covered. May require prior authorization.

		What you Will Pay		Limitations Everytians 9 Other
Common Medical Event	Services You May Need	In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	Limitations, Exceptions, & Other Important Information
	Office visits	Prenatal care: No charge Postnatal care: 20% coinsurance	Prenatal care: 30% coinsurance Postnatal care: 30% coinsurance	Cost sharing does not apply for preventive services. Depending on the type of services, other cost
If you are pregnant	Childbirth/delivery professional services	20% coinsurance	30% coinsurance	sharing may apply. Maternity care may include tests and services
	Childbirth/delivery facility services	20% coinsurance	30% coinsurance	described elsewhere in the SBC (e.g., ultrasound).
	Home health care	20% coinsurance	30% coinsurance	May require prior authorization.
If you need help recovering or have other special health needs	Rehabilitation services	20% <u>coinsurance</u> for occupational therapy, physical therapy, and speech therapy	30% <u>coinsurance</u> for occupational therapy, physical therapy, and speech therapy	May require prior authorization.
	<u>Habilitation services</u>	20% <u>coinsurance</u> for occupational therapy, physical therapy, and speech therapy	30% <u>coinsurance</u> for occupational therapy, physical therapy, and speech therapy	
	Skilled nursing care	20% coinsurance	30% coinsurance	Combined 120 days per person per benefit period. May require prior authorization.
	<u>Durable medical equipment</u>	20% coinsurance	30% coinsurance	May require prior authorization.
	Hospice service	20% coinsurance	30% coinsurance	None
If your child needs dental or eye care	Children's eye exam	No charge	Age 0 through 17: 30%  coinsurance Age 18 through 18: 30%  coinsurance	None
7.55	Children's glasses	Not covered	Not covered	No coverage for these services
	Children's dental check-up	Not covered	Not covered	No coverage for these services

## **Excluded Services & Other Covered Services:**

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

Cosmetic surgery

Long-term care

Routine foot care

Dental care (Adult) (and children)

Weight loss programs

## Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

- Acupuncture
- Bariatric surgery
- Chiropractic care

- Infertility treatment
- Non-emergency care when traveling outside the U.S.
- Routine eye care (Adult)

Private-duty nursing

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is Minnesota Department of Commerce at 1 800-657-3602; the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or <a href="https://www.dol.gov/ebsa/healthreform">www.dol.gov/ebsa/healthreform</a>; or, Department of Health and Human Services, Center for Consumer Information, and Insurance Oversight, at 1-877-267-2323 x 61565 or <a href="https://www.cciio.cms.gov">www.cciio.cms.gov</a>. For more information on your rights to continue coverage, contact Blue Cross at 1-866-873-5943. Other coverage options may be available to you, too, including buying individual insurance coverage through the <a href="https://www.mnsure.org">Health Insurance</a> <a href="https://www.mnsure.org">Marketplace</a>. For more information about the <a href="https://www.mnsure.org">Marketplace</a>, visit <a href="https://www.mnsure.org">www.mnsure.org</a> or call 1-855-366-7873.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information on how to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: Blue Cross at 1-866-873-5943; Minnesota Department of Commerce at 1 800-657-3602; the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. If you are covered under a plan offered by the State Health Plan, a city, county, school district, Service Cooperative, or church plan, you may contact the Department of Health and Human Services Health Insurance team at 1-888-393-2789.

### Does this plan provide Minimum Essential Coverage? Yes.

Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

## Does this plan meet Minimum Value Standards? Yes.

If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

## **Language Access Services:**

Spanish (Español): Para obtener asistencia en Español, llame al 1-855-903-2583.

Tagalog (Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-866-537-7720.

Chinese (中文): 如果需要中文的帮助, 请拨打这个号码1-855-315-4017.

Navajo (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-855-902-2583.

### To see examples of how this plan might cover costs for a sample medical situation, see the next section.

PRA Disclosure Statement: According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is **0938-1146**. The time required to complete this information collection is estimated to average **0.08** hours per response, including the time to review instructions, search existing data resources, gather data needed, and complete and review the information collection. If you have comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to: CMS, 7500 Security Boulevard, Attn: PRA Reports Clearance Officer, Mail Stop C4-26-05, Baltimore, Maryland 21244-1850.

## **About these Coverage Examples:**



This is not a cost estimator. Treatments shown are just examples of how this <u>plan</u> might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your <u>providers</u> charge, and many other factors. Focus on the <u>cost sharing</u> amounts (<u>deductibles</u>, <u>copayments</u> and <u>coinsurance</u>) and <u>excluded services</u> under the <u>plan</u>. Use this information to compare the portion of costs you might pay under different health <u>plans</u>. Please note these coverage examples are based on self-only coverage.

## Peg is Having a Baby

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

■The plan's overall deductible	\$2,000
■Specialist coinsurance	20%
■Hospital (facility) coinsurance	20%
■Other coinsurance	20%

#### This EXAMPLE event includes services like:

Specialist office visits (prenatal care)
Childbirth/delivery professional services
Childbirth/delivery facility services
Diagnostic tests (ultrasounds and blood work)

Specialist visit (anesthesia)

Total Example Cost	\$12,700	
In this example, Peg would pay:		
Cost Sharing		
<u>Deductibles</u>	\$2,000	
Copayments	\$0	
Coinsurance	\$1,600	
What isn't covered		
Limits or exclusions	\$60	
The total Peg would pay is	\$3,660	

# Managing Joe's type 2 Diabetes

(a year of routine in-network care of a well-controlled condition)

■The plan's overall deductible	\$2,000
■Specialist coinsurance	20%
Hospital (facility) coinsurance	20%
Other coinsurance	20%

#### This EXAMPLE event includes services like:

<u>Primary care physician</u> office visits (*including disease education*)

Diagnostic tests (blood work)

Prescription drugs

**Total Example Cost** 

<u>Durable medical equipment</u> (glucose meter)

Total Example 003t	ψ5,000	
In this example, Joe would pay:		
Cost Sharing		
<u>Deductibles</u>	\$2,000	
<u>Copayments</u>	\$0	
Coinsurance	\$700	
What isn't covered		
Limits or exclusions	\$20	
The total Joe would pay is	\$2,720	

## **Mia's Simple Fracture**

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

■The plan's overall deductible	\$2,000
■Specialist coinsurance	20%
■Hospital (facility) coinsurance	20%
■Other coinsurance	20%

#### This EXAMPLE event includes services like:

**Emergency room care** (including medical supplies)

Diagnostic tests (x-ray)

\$5,600

Durable medical equipment (crutches)

Rehabilitation services (physical therapy)

Total Example Cost	\$2,800	
In this example, Mia would pay:		
Cost Sharing		
<u>Deductibles</u>	\$2,000	
Copayments	\$0	
Coinsurance	\$100	
What isn't covered		
Limits or exclusions	\$0	
The total Mia would pay is	\$2,100	

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

#### **Notice of Nondiscrimination Practices**

### Effective July 18, 2016

Blue Cross and Blue Shield of Minnesota and Blue Plus (Blue Cross) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or gender. Blue Cross does not exclude people or treat them differently because of race, color, national origin, age, disability, or gender.

Blue Cross provides resources to access information in alternative formats and languages:

- Auxiliary aids and services, such as qualified interpreters and written information available in other formats, are available free of charge to people with disabilities to assist
  in communicating with us.
- Language services, such as qualified interpreters and information written in other languages, are available free of charge to people whose primary language is not English. If you need these services, contact us at 1-800-382-2000 or by using the telephone number on the back of your member identification card. TTY users call 711.

If you believe that Blue Cross has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or gender, you can file a grievance with the Nondiscrimination Civil Rights Coordinator

- by email at: <a href="mailto:Civil.Rights.Coord@bluecrossmn.com">Civil.Rights.Coord@bluecrossmn.com</a>
- by mail at: Nondiscrimination Civil Rights Coordinator

Blue Cross and Blue Shield of Minnesota and Blue Plus - M495

PO Box 64560

Eagan, MN 55164-0560

or by telephone at: 1-800-509-5312

Grievance forms are available by contacting us at the contacts listed above, by calling 1-800-382-2000 or by using the telephone number on the back of your member identification card. TTY users call 711. If you need help filing a grievance, assistance is available by contacting us at the numbers listed above.

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
- by telephone at: 1-800-368-1019 or 1-800-537-7697 (TDD)
- or by mail at: U.S. Department of Health and Human Services

200 Independence Avenue SW Room 509F, HHH Building

Washington, DC 20201

Complaint forms are available at <a href="http://www.hhs.gov/ocr/office/file/index.html">http://www.hhs.gov/ocr/office/file/index.html</a>.

### **Language Access Services:**

This information is available in other languages. Free language assistance services are available by calling the toll free number below. For TTY, call 711.

Si habla español, tiene a su disposición servicios gratuitos de asistencia con el idioma. Llame al 1-855-903-2583. Para TTY, llame al 711. Yog tias koj hais lus Hmoob, muaj kev pab txhais lus pub dawb rau koj. Hu rau 1-800-793-6931. Rau TTY, hu rau 711. Haddii aad ku hadasho Soomaali, adigu waxaad heli kartaa caawimo luqad lacag la'aan ah. Wac 1-866-251-6736. Markay tahay dad maqalku ku adag yahay (TTY), wac 711.

နမ့်ာကတိုးကညီကျိုာ်ဖိုး, တာ်ကဟ္္နာနာကျိုာ်တာမြာစားကလိတဖဉ်န့ဉ်လီး. ကိုး 1-866-251-6744 လ၊ TTYအင်္ဂါ, ကိုး 711 တက္နာ်.

إذا كنت تتحدث العربية، تتوفر لك خدمات المساعدة اللغوية المجانية. اتصل بالرقم 9123-968-1. للهاتف النصي اتصل بالرقم 711.

Nếu quý vị nói Tiếng Việt, có sẵn các dịch vụ hỗ trợ ngôn ngữ miễn phí cho quý vị. Gọi số 1-855-315-4015. Người dùng TTY xin gọi 711. Afaan Oromoo dubbattu yoo ta'e, tajaajila gargaarsa afaan hiikuu kaffaltii malee. Argachuuf 1-855-315-4016 bilbilaa. TTY dhaaf, 711 bilbilaa. 如果您說中文,我們可以為您提供免費的語言協助服務。請撥打 1-855-315-4017。聽語障專 (TTY),請撥打 711。

Если Вы говорите по-русски, Вы можете воспользоваться бесплатными услугами переводчика. Звоните 1-855-315-4028. Для использования телефонного аппарата с текстовым выходом звоните 711.

Si vous parlez français, des services d'assistance linguistique sont disponibles gratuitement. Appelez le +1-855-315-4029. Pour les personnes malentendantes, appelez le 711.

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한국어를 사용하시는 경우, 무료 언어 지원 서비스가 제공됩니다. 1-855-904-2583 으로 전화하십시오. TTY 사용자는 711 로 전화하십시오.

ຖ້າເຈົ້າເວົ້າພາສາລາວໄດ້, ມີການບໍລິການຊ່ວຍເຫຼືອພາສາໃຫ້ເຈົ້າຟຣີ. ໃຫ້ໂທຫາ 1-866-356-2423 ສໍາລັບ. TTY, ໃຫ້ໂທຫາ 711.

Kung nagsasalita kayo ng Tagalog, mayroon kayong magagamit na libreng tulong na mga serbisyo sa wika. Tumawag sa 1-866-537-7720. Para sa TTY, tumawag sa 711.

Wenn Sie Deutsch sprechen, steht Ihnen fremdsprachliche Unterstützung zur Verfügung. Wählen Sie 1-866-289-7402. Für TTY wählen Sie 711. ប្រសិនបើអ្នកនិយាយភាសាខ្មែរមន អ្នកអាចរកបានសេវាជំនួយភាសាឥតគិតថ្លៃ។ ទូរស័ព្ទមកលេខ 1-855-906-2583។ សម្រាប់ TTY សូមទូរស័ព្ទមកលេខ 711។ Diné k'ehjí yáníłt'i'go saad bee yát'i' éí t'áájíík'e bee níká'a'doowołgo éí ná'ahoot'i'. Koji éí béésh bee hodíílnih 1-855-902-2583. TTY biniiyégo éí 711 ji' béésh bee hodíílnih.