



TEXAS ASSOCIATION of COUNTIES HEALTH AND EMPLOYEE BENEFITS POOL

BENEFIT HIGHLIGHTS HSA PLAN 300

(Embedded Deductible RSH3)

This is a general summary of your benefits. Please refer to your benefit booklet for additional details and a description of the plan requirements and benefit design. This plan does not cover all health care expenses. Upon receipt of your benefit booklet, carefully review the plan's limitations and exclusions.

BLUECHOICE NETWORK

Overall Payment Provisions

Plan Year Deductibles Applies to all Eligible Expenses except Inpatient Hospital Expenses (unless otherwise indicated)

Family coverage: When one family member meets the individual Deductible, benefits become available under the plan for that individual.

NOTE: The individual Deductible amount must be equal to or greater than the minimum family Deductible amount. This qualification is established by the U.S. Treasury for a plan to be considered a qualified HSA plan.

PPO
In-Network

Non-PPO
Out-of-Network

\$5,000 Individual /
\$10,000 Family

\$10,000 Individual /
\$20,000 Family

Plan Year Out-of-Pocket Maximum

Deductible, Coinsurance Amounts and Copayments (if any) apply to Out-of-Pocket Maximum. Your benefit booklet will provide more details.

Not credit given for Out-of-Pocket Maximum (or Coinsurance Stop-Loss Amount) from prior carrier

MDLIVE (Telemedicine)

\$5,000 Individual /
\$10,000 Family

\$20,000 Individual /
\$40,000 Family

Network Deductible & Out-of-Pocket Maximum **will only** apply toward Network Deductible & Out-of-Pocket Maximum

Out-of-Network Deductible & Out-of-Pocket Maximum **do not** apply toward Network Deductible & Out-of-Pocket Maximum

100% of Allowable Amount after Plan Year Deductible

Not Applicable

Maximum Lifetime Benefits

Per Participant

Unlimited

Inpatient Hospital Expenses

Inpatient Hospital Expenses

All services must be preauthorized

Inpatient Hospital Expenses (including Maternity Care)

100% of Allowable Amount after Plan Year Deductible

70% of Allowable Amount after Plan Year Deductible

Penalty for failure to preauthorize services

None

\$250

Medical/Surgical Expenses

PPO
In-Network

Non-PPO
Out-of-Network

Medical / Surgical Expenses

Physician office visit/consultation, including lab & x-ray

100% of Allowable Amount after Plan Year Deductible

70% of Allowable Amount after Plan Year Deductible

Physician surgical services in any setting and Maternity Care

100% of Allowable Amount after Plan Year Deductible

70% of Allowable Amount after Plan Year Deductible

Lab & x-ray in other outpatient facilities and Certain Diagnostic Procedures: Bone Scan, Cardiac Stress Test, CT Scan (with or without contrast), Ultrasound, MRI, Myelogram, PET Scan.

100% of Allowable Amount after Plan Year Deductible

70% of Allowable Amount after Plan Year Deductible

Home Infusion Therapy (Services must be preauthorized)

100% of Allowable Amount after Plan Year Deductible

70% of Allowable Amount after Plan Year Deductible

All other outpatient services and supplies

100% of Allowable Amount after Plan Year Deductible

70% of Allowable Amount after Plan Year Deductible

In Vitro Fertilization Services

Declined



**BlueCross BlueShield
of Texas**

A Division of Health Care Service Corporation, a Mutual Legal Reserve Company, an Independent Licensee of the Blue Cross and Blue Shield Association



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Extended Care Expenses

Extended Care Expenses

All services must be preauthorized

Skilled Nursing Facility
Home Health Care
Hospice Care

100% of Allowable Amount after Plan
Year Deductible

70% of Allowable Amount after Plan
Year Deductible

Limited to 25 day maximum each Plan Year*
Limited to 60 visit maximum each Plan Year*
Unlimited

Special Provisions Expenses

☆ Treatment of Chemical Dependency

All services must be preauthorized

Inpatient Services must be provided in a Chemical Dependency
Treatment Center

All other outpatient treatment

Three separate series of treatments for each covered individual*

Covered as any other physical illness

☆ Serious Mental Illness / Mental Health Care

All services must be preauthorized

Inpatient Services

Hospital services (facility)

100% of Allowable Amount after Plan
Year Deductible

70% of Allowable Amount after Plan
Year Deductible

Physician services

100% of Allowable Amount after Plan
Year Deductible

70% of Allowable Amount after Plan
Year Deductible

Outpatient Services

Services performed during Physician office visit/consultation, including
lab & x-ray

100% of Allowable Amount after Plan
Year Deductible

70% of Allowable Amount after Plan
Year Deductible

Other outpatient services and psychological testing

100% of Allowable Amount after Plan
Year Deductible

70% of Allowable Amount after Plan
Year Deductible

Plan Year Maximum

30 inpatient days/30 inpatient Physician visits each Plan Year*

Emergency Room/ Outpatient Hospital Emergency Room

Accidental Injury & Medical Emergency Care

Facility charges

100% of Allowable Amount after Plan Year Deductible

Physician charges

100% of Allowable Amount after Plan Year Deductible

Non-Emergency Situations

Facility charges

100% of Allowable Amount after
Plan Year Deductible

70% of Allowable Amount after Plan
Year Deductible

Physician charges

100% of Allowable Amount after
Plan Year Deductible

70% of Allowable Amount after Plan
Year Deductible

Urgent Care

Urgent Care center visit, including all lab & x-ray services, Certain
Diagnostic Procedures, and all other services and supplies

100% of Allowable Amount after Plan
Year Deductible

70% of Allowable Amount after Plan
Year Deductible

* All benefit payments made for both In-Network and Out-of-Network services will apply toward any maximum amounts indicated.

☆ **Mental Health Parity and Addiction Equity Act of 2008:** The Mental Health Parity and Addiction Equity (MHPAE) Act is a federal law that applies to employers who employed an average of more than 50 employees on business days during the preceding Plan Year. The law generally requires that group health insurers apply the same treatment and financial limits to mental health and substance use disorder benefits as apply to the predominant medical- surgical benefits of the plan. If this law applies to your coverage, you will receive a Benefit Highlights amendment form that shows your mental health and substance use disorder (chemical dependency) benefits.



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Preventive Care

Routine annual physical examinations, well-baby care exams, immunizations and any other preventive health services as determined by USPSTF

100% of Allowable Amount

70% of Allowable Amount after Plan Year Deductible

Special Provisions Expenses, cont.

PPO
In-Network

Non-PPO
Out-of-network

Speech and Hearing Services

Services to restore loss of or correct an impaired speech or hearing function without hearing aids

100% of Allowable Amount after Plan Year Deductible

70% of Allowable Amount after Plan Year Deductible

Physical Medicine Services

Physical Medicine Services (includes but is not limited to physical, occupational, and manipulative therapy)

100% of Allowable Amount after Plan Year Deductible

70% of Allowable Amount after Plan Year Deductible

Airosti Rehab Centers

100% of Allowable Amount after Plan Year Deductible

Not Applicable

Plan Year Maximum

Limited to 35 visit maximum each Plan Year*

* All benefit payments made for both In-Network and Out-of-Network services will apply toward any maximum amounts indicated.

Prescription Drug Program

Participating
Pharmacy

Non- Participating
Pharmacy
(member files claim)

Prescription Drugs

Retail Pharmacy

(Benefit payments are based on a 30-day supply – With appropriate Prescription Order, up to a 90-day supply)

100% of Allowable Amount after Plan Year Deductible

Mail Service Pharmacy

(Benefit payments are based on a 30-day supply – With appropriate Prescription Order, up to a 90-day supply)

100% of Allowable Amount after Plan Year Deductible



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EMPLOYEE INFORMATION

This is a general Summary of your benefit design. Please refer to your benefit booklet for other details and for limitations and exclusions.

MDLive (Telemedicine) is now part of your benefit plan design. Access to an independently contracted board-certified doctor is available 24 hours a day, seven days a week to speak to immediately or schedule an appointment based on your availability. Please refer to your benefit booklet for other details.

The following applies to dependent coverage:

- Dependent children are covered for maternity benefits
- Automatic coverage for newborns for the first 31 days following birth. Infants not enrolled for coverage within the first 31 days after birth will not be eligible for coverage until the following open enrollment period or special enrollment event.

Payments: Network providers agree to accept amounts negotiated with BCBSTX and are paid according to this BCBSTX-determined Allowable Amount. Covered individuals are responsible for any required Deductibles, Coinsurance Amounts, and Copayments. Plan benefits paid to Out-of-Network providers are also based on the BCBSTX-determined Allowable Amount. Covered individuals will be responsible for charges in excess of the Allowable Amount in addition to any applicable Deductibles, Coinsurance Amounts, and Copayments. For cost savings information, refer to the section on ParPlan Providers and the definition of Allowable Amount in the benefit booklet

Replacement of Medical Coverage: In compliance with the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and Texas State law, the following provisions apply to each eligible participant who has health coverage under the employer's plan immediately prior to the effective date of the health contract between the employer and BCBSTX (the Contract Date):

- Benefits for eligible expenses incurred for any service or supplies prior to the contract date, are not covered under the contract.
- Eligible Expenses for services or supplies incurred on or after the effective date will be considered for benefits subject to all applicable contract provisions.

Members residing in other states may use that state's network through the BlueCard program. To locate a participating provider in your state, please contact 1-800-810-BLUE or visit our web site at www.bcbstx.com to use our Provider Finder® tool. In addition to the benefits stated herein, benefits for covered persons who reside outside of Texas will conform to all extraterritorial requirements of those states

Coverage is contingent upon the following:

- The employer must maintain enrollment of at least 75% of eligible employees and pay at least 50% of the employee only cost.
- The replacement of coverage stipulation in the contract.

Deductible (Embedded): The benefits of the Plan will be available after satisfaction of the applicable Deductible. The Deductible will be increased in the future in direct proportion to the increase as determined from the cost-of-living adjustments based on the Consumer Price Index (CPI-U). The Deductibles are explained as follows:

1. The individual Deductible amount as shown on this Benefits Highlights under "Plan Year Deductible," must be satisfied by each Participant under your coverage each Plan Year. This Deductible, unless otherwise indicated, will apply to all combined Inpatient Hospital Expenses, Medical-Surgical Expenses, Extended Care Expenses, and Special Provisions Expenses you incur during a Plan Year.
2. If you have several covered Dependents, all charges used to apply toward a "per individual" Deductible amount will be applied toward the "per family" Deductible amount shown on this Benefits Highlights. When that family Deductible amount is reached, no further individual Deductibles will have to be satisfied for the remainder of that Plan Year. No Participant will contribute more than the individual Deductible amount to the "per family" Deductible amount.

Out-of-Pocket Maximum: Most of your Eligible Expense payment obligations are applied to the Out-of-Pocket Maximum. The Out-of-Pocket Maximum will be increased in the future in direct proportion to the increase as determined from the cost-of-living adjustments based on the Consumer Price Index (CPI-U).

1. The Out-of-Pocket Maximum will not include:
 - Services, supplies, or charges limited or excluded by the Plan;
 - Expenses not covered because of a benefit maximum has been reached;
 - Any Eligible Expense paid by the Primary Plan when BCBSTX is the Secondary Plan for purposes of coordination of benefits;
 - Penalties for failing to obtain preauthorization;
2. When the Out-of-Pocket Maximum amount for the In-Network or Out-of-Network Benefits level for a Participant in a Plan Year equals the "per individual" "Out-of-Pocket Maximum" shown on this Benefits Highlights for that level, the benefit percentages automatically increase to 100% for purposes of determining the benefits available for additional Eligible Expenses incurred by that Participant for the remainder of that Plan Year for that level.
3. When the Out-of-Pocket Maximum amount for the In-Network or Out-of-Network Benefits level for all Participants under your coverage in a Plan Year equals the "per family" "Out-of-Pocket Maximum" shown on this Benefits Highlights for that level, the benefit percentages automatically increase to 100% for purposes of determining the benefits available for additional Eligible Expenses incurred by all family Participants for the remainder of the Plan Year for that level. No Participant will be required to contribute more than the individual Out-of-Pocket Maximum to the family Out-of-Pocket Maximum.

± Please be reminded that Health Savings Accounts (HSA's) have tax and legal ramifications. Blue Cross and Blue Shield of Texas does not provide legal or tax advice, and nothing herein should be construed as legal or tax advice. These materials, and any tax-related statements in them, are not intended or written to be used, and cannot be used or relied on, for the purpose of avoiding tax penalties. Tax-related statements, if any, may have been written in connection with the promotion or marketing of the transaction(s) or matter(s) addressed by these materials. You should seek advice based on your particular circumstances from an independent tax advisor regarding the tax consequences of specific health insurance plans or products.