
Local Government Health Insurance Plan



Effective January 1, 2020



**BlueCross BlueShield
of Alabama**

An Independent Licensee of the Blue Cross and Blue Shield Association

STATE OF ALABAMA
LOCAL GOVERNMENT HEALTH INSURANCE BOARD
201 SOUTH UNION STREET, SUITE 200
MONTGOMERY, ALABAMA 36104
334-263-8326 | 1-866-836-9137
LOCAL GOVERNMENT HEALTH INSURANCE PLAN
NOTICE OF PRIVACY PRACTICES

This notice describes how medical information about you may be used and disclosed and how you can get access to this information. Please review this notice carefully.

The Local Government Health Insurance Plan (the "Plan") considers personal information to be confidential. The Plan protects the privacy of that information in accordance with applicable privacy laws, as well as its own privacy policies.

THE PLAN'S RESPONSIBILITIES

The Plan is required by a federal law to keep your health information private, to give you notice of the Plan's legal duties and privacy practices, and to inform you about:

- the Plan's uses and disclosures of your protected health information;
- your privacy rights with respect to your protected health information;
- the Plan's obligations with respect to your protected health information;
- your right to file a complaint with the Plan and to the Secretary of the U.S. Department of Health and Human Services; and
- the person or office to contact for further information about the Plan's privacy practices.

Effective Date of Notice: This notice is effective as of January 1, 2020.

HOW THE PLAN MAY USE AND DISCLOSE HEALTH INFORMATION

This section of the notice describes uses and disclosures that the Plan may make of your health information for certain purposes without first obtaining your permission as well as instances in which we may request your written permission to use or disclose your health information. The Plan also requires their business associates to protect the privacy of your health information through written agreements.

Uses and disclosures related to payment, health care operations and treatment. The Plan and its business associates may use your health information without your permission to carry out payment or health care operations. The Plan may also disclose health information to the Plan Sponsor, the State of Alabama for purposes related to payment or health care operations.

Payment includes but is not limited to actions to make coverage determinations and payment (including billing, claims management, subrogation, plan reimbursement, review for medical necessity and appropriateness of care and utilization review and preauthorizations). For example, the Plan may tell an insurer what percentage of a bill will be paid by the Plan.

Health care operations include but are not limited to underwriting, premium rating and other insurance activities relating to creating or renewing insurance contracts, disease management, case management, conducting or arrangement for medical review, legal services and auditing functions, including fraud and abuse programs, business planning and development, business management and general administrative activities. However, the Plan will not use genetic protected health information for underwriting purposes. It also includes quality assessment and improvement and reviewing competence or qualifications of health care professionals. For example, the Plan may use medical benefit claims information to conduct a review of the accuracy of how benefit claims are being paid.

The Plan will only disclose the minimum information necessary with respect to the amount of health information used or disclosed for these purposes. In other words, only information relating to the task being performed will be used or disclosed. Information not required for the task will not be used or disclosed.

The Plan may also contact you to provide information about treatment alternatives or other health-related benefits and services that may be of interest to you.

Other uses and disclosures that do not require your written authorization. The Plan may disclose your health information:

- To persons and entities that provide services to the Plan and assure the Plan they will protect the information;
- If it constitutes summary health information, and it is used only for modifying, amending or terminating a group health plan or obtaining premium bids from health plans providing coverage under the group health plan;
- If it constitutes de-identified information;
- If it relates to workers' compensation programs;
- If it is for judicial and administrative proceedings;
- If it is about decedents;
- If it is for law enforcement purposes;
- If it is for public health activities;
- If it is for health oversight activities;
- If it is about victims of abuse, neglect or domestic violence;
- If it is for cadaveric organ, eye or tissue donation purposes;
- If it is for certain limited research purposes;
- If it is to avert a serious threat to health or safety;
- If it is for specialized government functions;
- If it is for limited marketing activities.

Additional disclosures to others without your written authorization. The Plan may disclose your health information to a relative, a friend or any other person you identify, provided the information is directly relevant to that person's involvement with your health care or payment for that care. For example, the Plan may confirm whether or not a claim has been received and paid. You have the right to request that this kind of disclosure be limited or stopped by contacting the Plan's Privacy Officer at 334-263-8326.

Uses and Disclosures Requiring Your Written Authorization. In all situations other than those described above, the Plan will ask for your written authorization before using or disclosing your health information. If you have given the Plan an authorization, you may revoke it at any time, if the Plan has not already acted on it. If you have questions regarding authorizations, contact the Plan's Privacy Officer at 334-263-8326.

YOUR PRIVACY RIGHTS

This section of the notice describes your rights with respect to your health information and a brief description of how you may exercise these rights.

Notice of Breach. You have a right to notice of a breach of unsecured PHI.

Restrict Uses and Disclosures. You have the right to request that the Plan restricts uses and disclosure of your health information for activities related to payment, health care operations and treatment. The Plan will consider, but may not agree to, such requests. (Exception: the Plan must grant a restriction on PHI disclosed to a health plan for payment or health care operations purposes if the PHI pertains solely to a health care item or service for which the health care provider involved has been paid out of pocket in full.)

Alternative Communication. The Plan will accommodate reasonable requests to communicate with you at a certain location or in a certain way. For example, if you are covered as an adult dependent, you may want the Plan to send health information to a different address than that of the Employee.

Inspect or Copy Health Information. You have a right to inspect or obtain a copy of health information that is contained in a "designated record set" – records used in making enrollment, payment, claims adjudication, and other decisions. However, you do not have a right to inspect or obtain copies of psychotherapy notes or information compiled for civil, criminal, or administrative proceedings. In addition, the Plan may deny your right to access, although in certain circumstances you may request a review of the denial. If the Plan doesn't maintain the health information but knows where it is maintained, you will be informed of where to direct your request.

You may request your records in an electronic format. The Plan may provide you with a summary of the health information if you agree in advance to the summary. You may also be asked to pay a fee of \$1.00 per page based on the Plan's copying, mailing, and other preparation costs.

Amend Health Information. You have the right to request an amendment to health information that is in a "designated record set." You must provide a statement to support the request. The Plan may deny your request to amend your health information if the Plan did not create the health information, if the information is not part of the Plan's records, if the information was not available for inspection or the information is accurate and complete.

Accounting of Certain Disclosures. You have the right to receive a list of certain disclosures of your health information. The accounting will not include: (1) disclosures made for purposes of treatment, payment or health care operations; (2) disclosures made to

you; (3) disclosures made pursuant to your authorization; (4) disclosures made to friends or family in your presence or because of an emergency; (5) disclosure for national security purpose; and (6) disclosures incident to other permissible disclosures.

You may receive information about disclosures of your health information going back for six (6) years from the date of your request. You may make one (1) request in any 12-month period at no cost to you, but the Plan may charge a fee for subsequent requests. You will be notified of the fee in advance and have the opportunity to change or revoke your request.

Right to access electronic records. You may request access to electronic copies of your health information, or you may request in writing or electronically that another person receive an electronic copy of these records. The electronic protected health information will be provided in a mutually agreed-upon format, and you may be charged for the cost of any electronic media (such as a USB flash drive) used to provide an electronic copy.

Right to a Copy of Privacy Notice. You have the right to receive a paper copy of this notice upon request, even if you agreed to receive the notice electronically.

Complaints. You may complain to the Plan or the Secretary of HHS if you believe your privacy rights have been violated. To file a complaint with the Plan, contact the Plan's Privacy Officer at 334-263-8326. You will not be penalized for filing a complaint.

How to exercise your rights in this notice

To exercise your rights listed in this notice, you should contact the Plan's Privacy Officer at 334-263-8326.

THIS NOTICE IS SUBJECT TO CHANGE

The terms of this notice and the Plan's privacy policies may be changed at any time. If changes are made, the new terms and policies will then apply to all health information maintained by the Plan. If any material changes are made, the Plan will distribute a new notice to participants and beneficiaries.

YOUR QUESTIONS AND COMMENTS

If you have questions regarding this notice, please contact the Plan's Privacy Officer at 334-263-8326.

Revision 12-2019

Discrimination is Against the Law

The Local Government Health Insurance Board (LGHIB) complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The LGHIB does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

The LGHIB:

- 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 1-855-216-3144 or TTY: 711.

If you believe that the LGHIB 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 the Section 1557 Coordinator, 201 South Union Street, Montgomery, Alabama, 36104; Direct: (334) 263-8326; Fax (334) 263-8711; Email: 1557Grievance@lghip.org. You can file a grievance by mail, fax, email or in person. If you need help filing a grievance, the Section 1557 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)

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

Multi-Language Interpreter Services

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

Korean: 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-855-216-3144 (TTY: 711). 번으로 전화해 주십시오

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)。

Vietnamese: CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-855-216-3144 (TTY: 711).

Arabic: هاتف الصم والبكم: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-855-216-3144 (TTY: 711).

German: ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-855-216-3144 (TTY: 711).

French: ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-855-216-3144 (ATS: 711).

Gujarati: સુચના: જો તમે ગુજરાતી બોલતા હો, તો નિ:શુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો 1-855-216-3144 (TTY: 711).

Tagalog: PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-855-216-3144 (TTY: 711).

Hindi: ध्यान दें: यदि आप हिंदी बोलते, भाषा सहायता सेवाओं, नि: शुल्क, आप के लिए उपलब्ध हैं। कॉल | 1-855-216-3144 कॉल (TTY: 711)।

Laotian: ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັຽຄ່າ, ແມ່ນມີພ້ອມໃຫ້ ທ່ານ. ໂທ 1-855-216-3144 (TTY: 711).

Russian: ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-855-216-3144 (TTY: 711).

Portuguese: ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1-855-216-3144 (TTY: 711).

Turkish: DİKKAT: Eğer Türkçe konuşuyor iseniz, dil yardımı hizmetlerinden ücretsiz olarak yararlanabilirsiniz. 1-855-216-3144 (TTY: 711) irtibat numaralarını arayın..

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

Local Government Health Insurance Plan JANUARY 1, 2020

This table is a summary of benefits and is subject to all other terms and conditions of the Plan.

To maximize your benefits, seek medical services from a Preferred Provider who participates in the BlueCard® Preferred Provider Organization (PPO) Program. To find out if your provider is a PPO member, call 1-800-810-BLUE (2583) or access the Blue Cross website, AlabamaBlue.com. Please be aware that not all providers participating in the BlueCard® PPO Program will be recognized by Blue Cross as approved providers for the type of service being furnished as explained more fully in the "Benefit Conditions" section of the Plan's hand book.

BENEFIT	IN-NETWORK (PPO)	OUT-OF-NETWORK (NON-PPO)
INPATIENT HOSPITAL BENEFITS		
Precertification is required for inpatient admissions (except medical emergency and maternity); notification within 48 hours for medical emergencies. Generally, if precertification is not obtained, no benefits are available. Call 1-800-248-2342 for precertification.		
Inpatient Facility Coverage (including maternity)	Covered at 100% of the allowance, subject to a \$200 per admission deductible and \$50 copay per day for days 2-5	Covered at 80% of the allowance, subject to a \$200 per admission deductible and \$50 copay per day for days 2-5.
OUTPATIENT HOSPITAL BENEFITS		
Precertification is required for certain outpatient hospital benefits, including radiology services and a select group of provider-administered drugs; visit AlabamaBlue.com/ProviderAdministeredPrecertificationDrugList . Call 1-800-248-2342 for precertification. If precertification is not obtained, no benefits are available.		
Surgery	Covered at 100% of the allowance, subject to the \$100 facility copay. Certain outpatient surgeries require pre-certification, call 1-800-248-2342.	Covered at 80% of the allowance, subject to the calendar year deductible. Certain outpatient surgeries require pre-certification, call 1-800-248-2342.
Medical Emergency	Covered at 100% of the allowance, subject to the \$200 facility copay.	Covered at 100% of the allowance, subject to the \$200 facility copay.
Accidental Injury Note: If you have a medical emergency as defined by the plan after 72 hours of an accident, refer to (Medical Emergency) above.	Covered at 100% of the allowance with no deductible or copay required if services are provided within 72 hours of the accident. Thereafter, and when not a medical emergency as defined by the plan, covered at 80% of the allowance, subject to the calendar year deductible.	Covered at 100% of the allowance with no deductible or copay required if services are provided within 72 hours of the accident. Thereafter, and when not a medical emergency as defined by the plan, covered at 80% of the allowance, subject to the calendar year deductible.
Diagnostic X-rays & Tests	Covered at 100% of the allowance, subject to the \$100 facility copay per visit or cost of service, whichever is less.	Covered at 80% of the allowance, subject to the calendar year deductible.
Diagnostic Lab & Pathology	Covered at 100% of the allowance, subject to a \$3 copay per test.	Covered at 80% of the allowance, subject to the calendar year deductible.
Dialysis, IV Therapy, Chemotherapy & Radiation Therapy	Covered at 100% of the allowance, subject to the \$25 facility copay.	Covered at 80% of the allowance, subject to the calendar year deductible.
Note: In Alabama, inpatient and outpatient benefits for non-member hospitals are available only in cases of accidental injury or medical emergency and covered as an out-of-network hospital.		
PHYSICIAN / NURSE PRACTITIONER / PHYSICIAN ASSISTANT BENEFITS		
Precertification is required for a select group of provider-administered drugs; visit AlabamaBlue.com/ProviderAdministeredPrecertificationDrugList . Call 1-800-248-2342 for precertification. If precertification is not obtained, no benefits are available.		
Physician Office Visits, Office Surgery & Outpatient In-Person Consultations	Covered at 100% of the allowance, subject to the \$40 office visit copay.	Covered at 80% of the allowance, subject to the calendar year deductible.
Nurse Practitioners / Nurse Midwives, Physician Assistant Office Visits, Office Surgery & Outpatient Consultations	Covered at 100% of the allowance, subject to the \$20 office visit copay.	Covered at 80% of the allowance, subject to the calendar year deductible.
Second Surgical Opinion	Covered at 100% of the allowance; no copay or deductible	Covered at 80% of the allowance, subject to the calendar year deductible.
Telephone and Online Video Consultations Program A telephone and online video consultation service available to diagnose, treat and prescribe medication (when necessary) for certain medical issues is available through Teladoc. Telephone and online video consultations are available 24 hours a day, 7 days a week.	Covered at 100% of the allowance; no copay or deductible	Not covered.
Emergency Room	Covered at 100% of the allowance, subject to the office visit copay.	Covered at 100% of the allowance, subject to the office visit copay.

BENEFIT	IN-NETWORK (PPO)	OUT-OF-NETWORK (NON-PPO)
Inpatient Visits	Covered at 100% of the allowance; no copay or deductible	Covered at 80% of the allowance, subject to the calendar year deductible.
Maternity	Covered at 100% of the allowance; no copay or deductible	Covered at 80% of the allowance, subject to the calendar year deductible.
Lab & Pathology Exams	Covered at 100% of the allowance, subject to a \$3 copay per test.	Covered at 80% of the allowance, subject to the calendar year deductible.
Diagnostic X-rays & Tests	Covered at 100% of the allowance; no copay or deductible	Covered at 80% of the allowance, subject to the calendar year deductible.
IV Therapy, Chemotherapy & Radiation Therapy	Covered at 100% of the allowance; no copay or deductible	Covered at 80% of the allowance, subject to the calendar year deductible.
ROUTINE PREVENTIVE CARE		
Routine Immunizations and Preventive Services	Covered at 100% of the allowance with no deductible or copay. <ul style="list-style-type: none"> See AlabamaBlue.com/preventiveservices for a listing of the immunizations and preventive services or call the BCBS Customer Service Department for a printed copy 	Covered at 80% of the allowance subject to the calendar year deductible. <ul style="list-style-type: none"> See AlabamaBlue.com/preventiveservices for a listing of the immunizations and preventive services or call Customer Service Department for a printed copy
Additional Routine Preventive Services	Covered at 100% of the allowance with no deductible or copay. In addition to the standard, the following will apply: <ul style="list-style-type: none"> Urinalysis (once by age 5, then once between ages 12-17) CBC (once every 2 calendar years ages 6-17, then once every calendar year age 18 and over) Glucose testing (once every calendar year age 18 and over) Cholesterol testing (once every calendar year age 18 and over) TB skin testing (once before age 1, once between ages 1-4, and once between ages 14-18) 	Covered at 80% of the allowance subject to the calendar year deductible. In addition to the standard, the following will apply: <ul style="list-style-type: none"> Urinalysis (once by age 5, then once between ages 12-17) CBC (once every 2 calendar years ages 6-17, then once every calendar year age 18 and over) Glucose testing (once every calendar year age 18 and over) Cholesterol testing (once every calendar year age 18 and over) TB skin testing (once before age 1, once between ages 1-4, and once between ages 14-18)
Note: Blue Cross and Blue Shield of Alabama will process these claims as required by Section 1557 of the Affordable Care Act.		
MENTAL HEALTH SERVICES		
Inpatient Facility Services	Covered at 80% of the participating allowance, subject to a \$200 inpatient per admission deductible.	Covered at 80% of the allowance, subject to a \$200 inpatient per admission deductible.
Inpatient Physician Services	Covered at 80% of the allowance, no copay or deductible.	Covered at 80% of the allowance, subject to the calendar year deductible.
LGHIB Approved Outpatient Provider Services	Covered at 100% of the allowance, subject to a \$14 copay per visit; limited to 20 visits per person per calendar year.	Covered at 80% of the allowance, subject to the calendar year deductible; limited to 20 visits per person per calendar year.
SUBSTANCE ABUSE SERVICES		
Inpatient Facility Services	Covered at 80% of the allowance, subject to a \$200 inpatient per admission deductible.	Covered at 80% of the allowance, subject to a \$200 inpatient per admission deductible.
Inpatient Physician Services	Covered at 80% of the allowance; no copay or deductible.	Covered at 80% of the allowance, subject to the calendar year deductible.
LGHIB Approved Outpatient Provider Services	Covered at 100% of the allowance, subject to a \$14 copay per visit; limited to 20 visits per person per calendar year. (Other copays may apply based on services rendered.)	Covered at 80% of the allowance, subject to the calendar year deductible; limited to 20 visits per person each calendar year.

BENEFIT	IN-NETWORK (PPO)	OUT-OF-NETWORK (NON-PPO)																
MAJOR MEDICAL GENERAL PROVISIONS																		
Calendar Year Deductible	\$200 per person each calendar year; maximum of three deductibles per family.																	
Annual Out-of-Pocket Maximum	<p>\$8,150 individual annual out-of-pocket maximum; \$16,300 family maximum.</p> <p>In-Network Services: Deductibles, copays and coinsurance for in-network services apply to the out-of-pocket maximum, including prescription drugs. For members up to age 19, deductibles and coinsurance for in-network dental services under the group dental benefits apply to the out-of-pocket maximum.</p> <p>Out-of-Network Services: Do not apply to the out-of-pocket maximum.</p> <p>After you reach your Calendar Year Out-of-Pocket Maximum, applicable expenses for you will be covered at 100% of the allowance for remainder of the calendar year.</p>																	
MAJOR MEDICAL SERVICES																		
Precertification is required for certain major medical services; please see benefit booklet. Call 1-800-248-2342 for precertification. If no precertification is obtained, no benefits are available.																		
Participating Chiropractor Services	Covered at 80% of the allowance with no deductible. Precertification is required after the 18th visit.	Non-Participating: Covered at 80% of the allowance, subject to the calendar year deductible. Member is responsible for the 20% coinsurance and any amount billed over the fee schedule. Precertification is required after the 18th visit.																
Applied Behavioral Analysis (ABA) Therapy	<p>For children 18 years or younger, covered at 100% of the allowance after \$14 copay per visit and subject to the following annual maximum benefits:</p> <table border="1"> <thead> <tr> <th><u>Age</u></th> <th><u>Annual Maximum</u></th> </tr> </thead> <tbody> <tr> <td>0 to 9</td> <td>\$40,000</td> </tr> <tr> <td>10 to 13</td> <td>\$30,000</td> </tr> <tr> <td>14 to 18</td> <td>\$20,000</td> </tr> </tbody> </table> <p>Precertification is required prior to rendering ABA therapy to determine medical necessity. Precertification is also required every six months thereafter to determine medical necessity for continued therapy. If precertification is not obtained, coverage for all services associated with subsequent visits will be denied. For a complete listing of covered services and precertification requirements, please call 1-877-563-9347.</p>	<u>Age</u>	<u>Annual Maximum</u>	0 to 9	\$40,000	10 to 13	\$30,000	14 to 18	\$20,000	<p>For children 18 years or younger, covered at 80% of the allowance subject to calendar year deductible and following annual maximum benefits:</p> <table border="1"> <thead> <tr> <th><u>Age</u></th> <th><u>Annual Maximum</u></th> </tr> </thead> <tbody> <tr> <td>0 to 9</td> <td>\$40,000</td> </tr> <tr> <td>10 to 13</td> <td>\$30,000</td> </tr> <tr> <td>14 to 18</td> <td>\$20,000</td> </tr> </tbody> </table> <p>Precertification is required prior to rendering ABA therapy to determine medical necessity. Precertification is also required every six months thereafter to determine medical necessity for continued therapy. If precertification is not obtained, coverage for all services associated with subsequent visits will be denied. For a complete listing of covered services and precertification requirements, please call 1-877-563-9347.</p>	<u>Age</u>	<u>Annual Maximum</u>	0 to 9	\$40,000	10 to 13	\$30,000	14 to 18	\$20,000
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14 to 18	\$20,000																	
Physical Therapy, Speech Therapy and Occupational Therapy related to the screening, diagnosis, and treatment of Autism Spectrum Disorder	For children 18 years or younger, covered at 80% of the allowance, subject to the calendar year deductible. Precertification is required after the 15 th visit to determine the medical necessity for continued therapy. Call 1-800-248-2342 for precertification. If precertification is not obtained, coverage for all services associated with the 16 th and subsequent visits will be denied.	For children 18 years or younger, covered at 80% of the allowance, subject to the calendar year deductible. Member is responsible for the 20% coinsurance and any amount billed over the fee schedule. Precertification is required after the 15 th visit to determine the medical necessity for continued therapy. Call 1-800-248-2342 for precertification. If precertification is not obtained, coverage for all services associated with the 16 th and subsequent visits will be denied.																
Rehabilitative and Habilitative Physical Therapy, Speech Therapy and Occupational Therapy	Covered at 80% of the allowance, subject to the calendar year deductible. Precertification is required after the 15 th visit to determine the medical necessity for continued therapy. Call 1-800-248-2342 for precertification. If precertification is not obtained, coverage for all services associated with the 16 th and subsequent visits will be denied.	Covered at 80% of the allowance, subject to the calendar year deductible. Member is responsible for the 20% coinsurance and any amount billed over the fee schedule. Precertification is required after the 15 th visit to determine the medical necessity for continued therapy. Call 1-800-248-2342 for precertification. If precertification is not obtained, coverage for all services associated with the 16 th and subsequent visits will be denied.																

BENEFIT	IN-NETWORK (PPO)	OUT-OF-NETWORK (NON-PPO)
Durable Medical Equipment	Covered at 80% of the allowance, subject to the calendar year deductible.	
Ambulance Services	Covered at 80% of the allowance, subject to the calendar year deductible.	
Allergy Testing & Treatment	Covered at 80% of the allowance, subject to the calendar year deductible.	
Participating Home Health Services	Covered at 80% of the allowance, subject to the calendar year deductible, when services are rendered by a participating Home Health agency; Precertification is required; call 1-800-248-2342. NOTE: No coverage for services rendered by a non-participating Home Health agency.	
Diabetic Education	Covered at 100% of the allowance with no deductible; limited to five diabetic classes (in an approved diabetic education facility) per person within a six-month period for any diabetic diagnosis (not held to insulin dependent diabetics); services in excess of this maximum must be certified through case management; call 1-800-248-2342.	
PRESCRIPTION DRUGS		
Prescription drug benefits are covered through OptumRx®. For more information, call OptumRx Member Services at 1 844-785-1603 or visit the website at www.OptumRx.com .		
TIER 1 DRUGS (PRESCRIPTION DRUG CARD PROGRAM) <ul style="list-style-type: none"> Generic non-maintenance drugs may be dispensed up to a 30-day supply. Generic maintenance drugs may be dispensed up to a 60-day supply, for one \$10 copay, after an initial 30-day supply fill. The plan utilizes the OptumRx Premium Formulary; however, plan benefits will supersede the Premium Formulary drug list. 	Covered at 100% of the allowance subject to a \$10 copay per prescription	No benefits are available for prescriptions purchased at a non-participating pharmacy.
TIER 2 AND TIER 3 DRUGS (POINT OF SALE DRUG PROGRAM) <ul style="list-style-type: none"> Brand drugs (Tier 2 and Tier 3) may be dispensed up to a 90-day supply. Member must pay the cost of the drug and file a claim for reimbursement. The prescription claim ID number is required for reimbursement requests. Specialty drugs can be dispensed for up to a 30-day supply. The only in-network pharmacy for some specialty drugs is the Optum Specialty Pharmacy. Call Optum Specialty Pharmacy at 1-855-427-4682 for more information. 	Covered at 80% of the allowance after being submitted for reimbursement. Subject to the calendar year deductible of \$200.	No benefits are available for prescriptions purchased at a non-participating pharmacy.
HEALTH MANAGEMENT BENEFITS		
Baby Yourself®	A maternity program; For more information, please call 1-800-222-4379. You can also enroll online at AlabamaBlue.com/BabyYourself .	

Note: Teladoc® is an independent company providing phone and online physician consultation services to Blue Cross and Blue Shield of Alabama members.

For precertification call 1-800-248-2342. Call Blue Cross and Blue Shield of Alabama at 1-800-321-4391. Visit the Local Government Health Insurance Board's website at www.lghip.org.

The LGHIP is a self-insured health benefits plan administered by the LGHIB. The LGHIP provides minimum essential coverage and meets the minimum value standard as defined by the Affordable Care Act.

This is not a contract, benefit booklet, or Summary Plan Description. Benefits are subject to the terms, limitations and conditions of the group contract. Check your benefit booklet for more detailed coverage information. Please visit our website at www.AlabamaBlue.com.

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Group 30000
Effective January 1, 2020

Table of Contents

Introduction	1
Overview of the Plan	2
Purpose of the Plan	2
Using <i>myBlueCross</i> to Get More Information.....	2
BlueCare Health Advocate	2
Definitions.....	2
Receipt of Medical Care	2
Beginning of Coverage	3
Limitations and Exclusions	3
Medical Necessity and Precertification.....	3
In-Network Benefits	3
Hospital Choice Network	5
Relationship between Blue Cross and/or Blue Shield Plans and the Blue Cross and Blue Shield Association	5
Claims and Appeals.....	5
Termination of Coverage.....	6
Your Rights.....	6
Your Responsibilities	6
Eligibility	7
Employee Participation Requirement	7
Eligible Participants:	7
Eligible Dependents:.....	8
Ineligible Participants.....	9
National Medical Support Notices	10
Notification of Eligibility Changes	10
Enrollment	11
New Eligible Employees.....	11
Elected Officials.....	11
Retirees	11
Enrollment of Eligible Dependents	12
Enrolled Employees and Elected Officials who Decline Coverage	12
Cancellation of Family Coverage	13
Open Enrollment.....	13
Special Enrollment Period	13
Third Party Medicare Vendor Enrollment	14
Transfers	14

Premium Payments	15
Retirement.....	16
Continuation of Coverage.....	16
Termination of Coverage.....	16
Supernumeraries	16
Medicare.....	17
Active Employees	17
Retired Employees – Non-Medicare	17
Retired Employees – Entitled to Medicare with Parts A & B.....	17
Medicare Notification Requirements	18
Changes to Medicare Coverage.....	19
Termination of Coverage.....	20
When Coverage Terminates	20
Family and Medical Leave Act	20
Leave without Pay (LWOP).....	20
Continuation of Group Health Coverage (COBRA)	21
Introduction.....	21
What is COBRA Continuation Coverage?.....	21
Who is a Qualified Beneficiary?	21
COBRA Rights for Covered Employees.....	21
COBRA Rights for a Covered Spouse and Dependent Children	21
COBRA Medicare Enrolled in Medicare Advantage.....	22
What Coverage is Available?	22
When is COBRA Coverage Available?	22
How is COBRA Coverage Provided?	23
What Will Be the Length of COBRA Coverage?	23
Can New Dependents Be Added to COBRA Coverage?.....	24
How Does the Family and Medical Leave Act Affect COBRA Coverage?.....	25
How Much is the COBRA Coverage Premium?.....	25
When is the COBRA Coverage Premium Due?.....	25
When Does my COBRA Coverage End?	25
Are There Other Coverage Options Besides COBRA Continuation Coverage?.....	25
If You Have Any Questions	26
LGHIB Contact Information	26
Benefit Conditions	27
Cost Sharing	28
Calendar Year Out-of-Pocket Maximum	28

Out-of-Network Cost-Sharing Amounts (Deductibles, Copayments, Coinsurance):.....	28
Other Cost Sharing Provisions	28
Out-of-Area Services	29
Inpatient Hospital Benefits	32
Pre-Admission Certification and Post-Admission Review	32
Inpatient Hospital Benefits for Maternity.....	32
Deductible.....	33
Inpatient Hospital Benefits in a Non-Participating Hospital in Alabama	33
Women’s Health and Cancer Rights Act.....	33
Organ and Bone Marrow Transplant Benefits	33
Outpatient Facility Benefits	35
Outpatient Hospital Benefits in a Non-Participating Hospital in Alabama	36
Pre-certification.....	36
Utilization Management.....	37
Inpatient Hospitalization	37
Continued Stay Review	37
Determinations by BCBS to Limit or Reduce Previously Approved Care	37
Retrospective Review.....	37
Maternity Management.....	37
Case Management.....	37
Disease Management.....	38
Appeal of Utilization Management Decision.....	39
“Peer to Peer” Review	39
Appeal.....	39
Independent Review.....	39
Routine Preventive Care	41
Preferred Provider Organization	42
Preferred Provider (PPO) Benefits for Physicians, Nurse Practitioners, and Physicians Assistants.....	42
Mental Health and Substance Abuse Preferred Provider Organizations.....	44
Participating Chiropractor Benefits	46
Teladoc.....	47
Tobacco Cessation Reimbursement Program.....	48
Physician Supervised Weight Management & Nutritional Counseling Program.....	49
Major Medical Benefits.....	50
Covered Major Medical Expenses.....	50
Provider Administered Drug Benefits.....	53
Prescription Drugs.....	54

Prescription Drug Benefits.....	54
Prescription Drug Card Program.....	54
Point-of-Sale Drug Program.....	54
Prescription Drug Card Replacement.....	54
OptumRx Customer Service.....	54
Prescription Drug Appeal Process.....	55
External Review Process.....	56
Coverage Exclusions.....	57
Protecting Your Privacy.....	63
Privacy of Your Protected Health Information.....	63
Disclosures of Protected Health Information to the Plan Sponsor.....	63
Security of Your Personal Health Information.....	64
Our Use and Disclosure of Your Personal Health Information.....	64
HIPAA Exemption.....	65
General Provisions.....	66
Delegation of Discretionary Authority to Blue Cross or OptumRx.....	66
Incorrect Benefit Payments.....	66
Responsibility for Actions of Providers of Services.....	66
Misrepresentation.....	66
Obtaining, Use, and Release of Information.....	66
Responsibility of Members and Providers to Furnish Information.....	67
Providers of Services Subject to Contract Provision.....	67
Benefit Decisions.....	67
Medical Charges for More than the Allowed Amounts.....	67
Applicable State Law.....	67
Plan Changes.....	67
Rescission.....	67
No Assignment.....	68
Premium Assistance Under Medicaid and the Children’s Health Insurance Program (CHIP).....	68
Coordination of Benefits.....	70
Order of Benefit Determination.....	70
Active Employee or Retired or Laid-Off Employee.....	71
COBRA or State Continuation Coverage.....	71
Determination of Amount of Payment.....	72
COB Terms.....	72
Right to Receive and Release Needed Information.....	73
Facility of Payment.....	73

Right of Recovery	74
Special Rules for Coordination with Medicare	74
Subrogation	75
Right of Subrogation	75
Right of Reimbursement	75
Right to Recovery	75
Filing a Medical Claim, Claim Decisions, and Appeal of Medical Benefit Denial	76
Filing of Claims Required	76
Who Files Claims	76
Who Receives Payment	76
How to File Claims	76
Hospital Benefits	76
Provider Services and Other Covered Expenses	77
Blue Cross Preferred Care Benefits	77
When Claims Must Be Submitted	77
Receipt and Processing Claims	77
Post-Service Claims	78
Pre-Service Claims	78
Concurrent Care Determinations	80
Member Satisfaction	80
Customer Service	81
BCBS Appeals	81
How to Appeal Post-Service Adverse Benefit Determinations	82
How to Appeal Pre-Service Adverse Benefit Determinations	82
External Reviews	84
Expedited External Reviews for Urgent Pre-Service Claims	85
LGHIB Appeals Process	86
General Information	86
Informal Review	86
Administrative Review	86
Formal Appeal	86
Definitions	87

Introduction

This summary of health care benefits of the Local Government Health Insurance Plan (LGHIP) is designed to help you understand your coverage. This booklet replaces any previously issued information. All terms, conditions and limitations are not covered here. All benefits are subject to the terms, conditions and limitations of the contract or contracts between the Local Government Health Insurance Board (LGHIB), Blue Cross and Blue Shield of Alabama (BCBS) and OptumRx, or other third party administrators that the LGHIB may contract with that it deems is necessary to carry out its statutory obligations.

The LGHIB shall have absolute discretion and authority to interpret the terms and conditions of the LGHIP and reserves the right to change the terms and conditions and/or end the LGHIP at any time and for any reason.

Overview of the Plan

Purpose of the Plan

The LGHIP is intended to help you and your covered dependents pay for the costs of medical care. The LGHIP does not pay for all of your healthcare. For example, you may be required to pay deductibles, copayments and coinsurance.

The LGHIP complies with applicable Federal civil rights laws and does 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 LGHIP, you get exclusive access to **myBlueCross** – an online service only for members. Use it to easily manage your healthcare coverage. Register for **myBlueCross** at www.AlabamaBlue.com/register and receive 24-hour access to personalized healthcare information. 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 your medical claim reports.
- Find a doctor.
- Track your health progress.
- Take a health assessment quiz.
- Get fitness, nutrition, and wellness tips.

BlueCare Health Advocate

By being a member of the LGHIP, 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.

Definitions

Near the end of this booklet you will find a “Definitions” section that 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 certain 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/FindADoctor.

Seeing a specialist or behavioral 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” explains what is required for you to be covered under the LGHIP and when your coverage begins.

Limitations and Exclusions

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

Medical Necessity and Precertification

The LGHIP will only pay for care that is medically necessary and not investigational, as determined by BCBS. BCBS developed medical necessity standards to aid BCBS when it makes medical necessity determinations. BCBS publishes these standards online at www.AlabamaBlue.com/providers/policies. The definition of medical necessity is found in the “Definitions” section of this booklet.

In some cases, the LGHIP 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. Later sections tell you when precertification is required and how to obtain precertification.

In-Network Benefits

One way in which the LGHIP 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 in-network 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. In most cases, if the out-of-network services are covered 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. For 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 LGHIP. Additionally, out-of-network providers have not contracted with BCBS 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 LGHIP.

In-network providers are hospitals, physicians and other healthcare providers or suppliers that contract with BCBS or any Blue Cross and/or Blue Shield plans for furnishing healthcare services or supplies at a reduced price. Examples of the Plan's Alabama in-network providers are:

Doctor or Other Healthcare Provider Networks:

- Bariatric Surgery
- Blue Choice Behavioral Health
- Expanded Psychiatric Services
- Participating Chiropractors
- Participating Physician Assistants
- Participating Speech Language Pathologists
- Preferred Medical Doctors (PMD)
- Preferred Optometry
- Preferred Podiatry
- Preferred Provider Organization (PPO)
- Urgent Care Choice
- Vision Service Provider Network

Facility or Supplier Networks:

- Blue Select Provider
- Blue Choice Behavioral
- Hospital Choice Network
- Long Term Care Provider
- Participating Residential Treatment Facility

To locate Alabama in-network providers, go to www.AlabamaBlue.com and follow the instructions given below.

1. Click "Find a Doctor".
2. Enter a search location by using the zip code or city and state for the area you would like to search.
3. Enter a provider you are searching for in the Search Term box or if you would like to see all results just click Search.
4. In the "Category" section, select a healthcare provider type: doctor, hospital, dentist, other healthcare provider, other facility or supplier, behavioral health provider, or behavioral health facility.
5. In the "Network or Plan" section, use the drop down menu to select a specific provider network.

Search tip: If your search returns zero results, try expanding the number in the "Distance" drop-down.

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 AlabamaBlue.com/FindADoctor and log into your *myBlueCross*. Search for a specific provider by typing their name in the Search Term box or click Search to see all in-network providers for your plan. 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 plan where services are rendered. The local Blue Cross plan will then forward the claims to BCBS 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 LGHIP or is not covered under the contract between the provider and the local Blue Cross plan where services are rendered. When this happens, benefits may be denied or may be covered under some other portion of the LGHIP, such as "Other Covered Services."

Hospital Choice Network

Blue Cross and Blue Shield of Alabama has developed a Hospital Choice Network within the state of Alabama to evaluate cost, quality and patient experience in member hospitals. Hospitals are categorized into either Lower Member Cost Share or Higher Member Cost Share, based on their performance.

Only Alabama general acute care hospitals are eligible for participation in the Hospital Choice Network. Rehabilitation hospitals, psychiatric hospitals, specialty facilities, out-of-state hospitals, VA hospitals and long term care hospitals are exempt from Hospital Choice Network scoring.

All hospitals are evaluated annually with changes made effective January 1. In addition, reviews are completed on a quarterly basis, allowing hospitals to improve their status. To review the evaluation criteria for all hospitals and/or the level of Member Cost Share for a particular hospital, please use the "Find a Doctor" tool on our website at AlabamaBlue.com. The Member Cost Share level will be included in the information provided for each hospital that participates in the Hospital Choice Network. For more information on the evaluation criteria, click on the name of the hospital and then click on the "Cost", "Quality" or "Patient Experience" tabs. If you have any questions, please call the Customer Service Department number on the back of your ID card.

Relationship between Blue Cross and/or Blue Shield Plans and the Blue Cross and Blue Shield Association

BCBS 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 BCBS to use the Blue Cross and Blue Shield service marks in the state of Alabama. BCBS is not acting as an agent of the Blue Cross and Blue Shield Association. No representation is made that any organization other than BCBS and the LGHIB 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 BCBS not created under the original agreement.

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 BCBS for reimbursement under the terms of the LGHIP. If BCBS denies a claim in whole or in part, you may file an appeal with BCBS. BCBS will give you a full and fair review. Thereafter, you may have the right to an independent external review. The provisions of the plan dealing with claims or appeals are found further on in this booklet.

Termination of Coverage

The following chapter, "Eligibility and Enrollment" tells you when coverage may be declined, canceled or terminated under the LGHIP. If coverage terminates, no benefits will be provided thereafter, even if for a condition that began before the LGHIP or your coverage terminated. In some cases, you will have the opportunity to buy COBRA coverage after your LGHIP 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 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 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 is needed 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

Employee Participation Requirement

All current and future eligible employees must be enrolled in the LGHIP unless proof of other acceptable insurance is provided. All eligible employees who decline coverage must sign a Declination of Coverage form and submit acceptable proof of other coverage. Other acceptable coverage includes, but is not limited to, Affordable Care Act (ACA) qualified group and individual plans that meet minimum essential coverage standards, Marketplace, Medicare, Medicaid and Tricare.

All eligible employees must be enrolled at all times during their employment with a unit except for any time(s) that the employee is covered by other acceptable coverage. If an eligible employee is covered by other acceptable coverage and elects to decline coverage in the LGHIP, that employee must provide a Declination of Coverage form to the LGHIB with proof of other acceptable coverage. If an eligible employee has declined coverage in the LGHIP and later loses their other acceptable coverage, that eligible employee must immediately notify the LGHIB and enroll in the LGHIP with an effective date on the date which the other acceptable coverage ended. If the eligible employee does not notify the LGHIB of the loss of other acceptable coverage and does not enroll in the LGHIP, both the eligible employee and the unit will be liable for any premiums due and will be billed retroactively to the date the eligible employee should have been enrolled (i.e. the date the other acceptable coverage ended). If the premiums are not paid, the unit will be in violation of the LGHIP's enrollment rules and may be terminated from participation in the LGHIP. Elected officials, if covered by the unit, must elect to enroll, decline coverage with acceptable proof, or opt out of the LGHIP.

Eligible Participants:

Employee

A full-time employee, in an employer-employee relationship, working, on average, at least 30 hours per week.

Elected Officials

Elected officials of a local government unit are also eligible while in office. If the local government unit chooses to cover its elected officials, they will be classified for insurance purposes as active employees.

Retirees

The local government unit makes the determination whether it will allow eligible retirees to continue coverage with the LGHIP.

The following rules apply to retiring employees:

1. Employees may elect to continue their LGHIP coverage as a retiree if, at the time of retirement, the employee has at least 10 years of coverage in the LGHIP (coverage not required to be continuous) and:
 - the employee has a combination of 25 years, or more, of service with a participating local government unit or other service as approved by the LGHIB, regardless of age, or
 - the employee is 60 years old, or older, or is determined to be disabled by the Social Security Administration.

Any retired employee who does not meet the above requirements will be considered a termination.

Note: If the employee is retiring from a participating unit that has been a member unit less than 10 years, the employee must have been enrolled in the LGHIP continuously from the date the unit joined the LGHIP.

Note: You must provide the LGHIB at least 30 days' notice of your retirement date. Medicare regulations require that Medicare retirees be sent a 21-day Medicare Advantage Opt-Out form. If 30 days' notice is not provided, a Medicare retiree may have a gap in coverage until the Medicare Advantage Opt-Out form can be sent and the 21 days has expired.

Note: A former employee allowed to continue LGHIP coverage as a retiree due to disability will have 24 months from the date of the disability determination to provide the LGHIB with proof of Medicare Parts A and B coverage. Failure to provide proof of Medicare coverage after 24 months will result in termination of coverage.

2. Elected Officials - An elected official retiring from a unit that offers health insurance coverage to its retirees, but who is not eligible to receive the same pension benefits from the unit as full-time employees due to local, state or federal law, may be eligible to elect to continue coverage if the retired official:
 - has at least 25 years of service with the unit he or she is retiring from, regardless of age, and
 - has been enrolled in the LGHIP for at least 120 full months prior to the date of retirement. (If unit has been enrolled in the LGHIP less than 120 full months, the elected official must have been enrolled from the date the unit joined the LGHIP.)

Before the LGHIB will consider coverage for a retired elected official, the unit must submit an Elected Official Retiree Enrollment form (LG10), which will include references to the local, state or federal law that prohibits pension benefits and certify that no local, state or federal law will be violated by continuing the retired elected official's health insurance coverage.

Eligible Dependents:

The term "dependent" includes the following individuals, subject to appropriate documentation (Social Security number, marriage certificate, birth certificate, court decree, etc.):

1. Your spouse (excludes a divorced spouse)
2. A child under age 26, only if the child is:
 - a. your son or daughter;
 - b. a child legally adopted by you or your spouse;
 - c. your stepchild;
3. Your grandchild, niece or nephew:
 - a. under 19 years of age; and
 - b. for whom the court has granted custody to you or your spouse;
4. An incapacitated dependent child over age 25 will be considered for coverage provided dependent:
 - a) is unmarried,
 - b) is permanently mentally or physically disabled or incapacitated,
 - c) is so incapacitated as to be incapable of self-sustaining employment,
 - d) is dependent upon the eligible participant for 50% or more financial support,
 - e) is otherwise eligible for coverage as a dependent except for age,
 - f) had the condition prior to the dependent's 26th birthday, and
 - g) is not eligible for any other group insurance benefits, including Medicare and Medicaid.

Neither a reduction in work capacity nor inability to find employment is, of itself, evidence of eligibility. If a mentally or physically disabled dependent is employed, the extent of his or her earning capacity will be evaluated.

To apply, contact the LGHIB to obtain an Incapacitated Dependent Certification Form. Final approval of incapacitation will be determined by Medical Review. Proof of disability must be provided to the LGHIB within 60 days from the date the child would otherwise cease to be covered because of age.

Exception: There are two situations under which it may be possible to add an incapacitated dependent child who meets the eligibility requirements, other than exceeding the maximum age requirement:

1. when a new Eligible Participant requests coverage for an incapacitated dependent child within 60 days from the date of employment, or
2. when an Eligible Participant's incapacitated dependent child is covered under a spouse's employer group health insurance for at least 18 consecutive months and:
 - a) the Eligible Participant's spouse loses the other coverage because:
 - spouse's employer ceases operations, or
 - spouse's loss of eligibility due to termination of employment or reduction of hours of employment, or
 - spouse's employer stopped contributing to coverage; and
 - b) a change form is submitted to the LGHIB within 30 days of the incapacitated dependent child's loss of other coverage, and
 - c) Medical Review approved incapacitation status.

Note: If your incapacitated child's coverage ends for any reason, they can only be considered for coverage at a later date due to one of the two exceptions above.

The above requirements must be met as a minimum threshold in order to be considered for incapacitation status. The LGHIB shall make the final decision as to whether an application for incapacitated status will be accepted.

Note: The LGHIB reserves the right to periodically recertify incapacitation.

Exclusion: You may not cover your spouse or other dependents if they are insured or if they are eligible to be insured as an active employee in the LGHIP.

Ineligible Participants

1. Ineligible Employees

An employee of a unit who: (a) works, on average, less than 30 hours per week; or (b) is a temporary, part-time, seasonal, intermittent, emergency, or contract employee.

2. Ineligible Dependents

An individual who does not meet the definition of an eligible dependent shall not be allowed to be covered as a dependent under the LGHIP.

An individual who meets the definition of an eligible dependent, but is also eligible to be covered as an active employee, shall not be allowed to be covered as a dependent under the LGHIP. Such individuals shall only be covered as active employees, not as dependents.

In addition, an ex-spouse is ineligible for coverage and cannot be maintained as a dependent under family coverage regardless of a judgment or divorce decree requiring the subscriber to provide health care for an ex-spouse. However, an ex-spouse may be eligible for COBRA continuation coverage.

National Medical Support Notices

If the LGHIB receives a National Medical Support Notice (Notice) from a child support enforcement agency directing the LGHIP to cover a child, the LGHIB will determine whether the Notice is qualified. A Notice is an order from a child support enforcement agency directing the Plan to cover the eligible employee's child regardless of whether the eligible employee has enrolled the child for coverage. If a unit is not able to withhold the necessary contribution from the eligible employee's paycheck, the LGHIB is not required to extend coverage to the child.

The LGHIB has adopted procedures for determining whether an order is a Notice. You have a right to obtain a copy of these procedures free of charge by contacting the LGHIB.

The LGHIP will cover an employee's child if required to do so by a Notice. If the LGHIB determines that an order is a Notice, the child will be enrolled for coverage effective as of a date specified by the LGHIB, but not earlier than the first day of the month following the LGHIB's determination that the order is a Notice.

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 LGHIB will charge the unit for that coverage. During the period the child is covered under the LGHIP as a result of a Notice, all LGHIP provisions and limits remain in effect with respect to the child's coverage, except as otherwise required by federal law.

While the Notice is in effect, the LGHIP will make benefit payments – other than payments to providers – to the parent or legal guardian who has been awarded custody of the child. The LGHIB will also provide sufficient information and forms to the child's custodial parent or legal guardian to allow the child to enroll in the LGHIP. Claims reports will be sent directly to the child's custodial parent or legal guardian.

Notification of Eligibility Changes

It is your responsibility to notify the LGHIB immediately when there is a change in the eligibility of a covered dependent. You will be responsible for any adverse financial effect incurred by the LGHIP as a result of your failure to promptly notify the LGHIB of a change in your enrollment status or eligibility or the eligibility of a covered dependent. You are also responsible for immediately notifying the LGHIB of a change of address.

Note: An ex-spouse is ineligible for coverage and cannot be maintained as a dependent under family coverage regardless of a judgment or divorce decree requiring the subscriber to provide health care for an ex-spouse. However, an ex-spouse may be eligible for COBRA continuation coverage.

Enrollment

New Eligible Employees

All new eligible employees must either enroll in the LGHIP or decline coverage with proof of other acceptable coverage.

Effective Date of Coverage of New Eligible Employees

Depending upon the election made by the unit, coverage for eligible employees will begin either on (1) the date of hire or the date of full-time employment; (2) the first day of the second month following the date of hire or the date of full-time employment; or (3) in the case of an employee eligible pursuant to the ACA, the first day of the stability period.

Probationary Period for New Eligible Employees

The LGHIP enrollment rules require that all eligible employees must enroll in the LGHIP or provide proof of other acceptable coverage. This rule may be waived during a new eligible employee's probationary period, provided that the probationary period is approved in advance by the LGHIB. To be approved, the policy must be reasonable and applied uniformly to all employees. Under the ACA, a new full-time employee must be offered coverage within 90 days of employment.

Elected Officials

An elected official is an individual elected to public office by the vote of the people at the state, county or municipal level of government. If a local government unit chooses to cover elected officials, all elected officials have the following options:

1. Enroll in the LGHIP – Elected officials may enroll in the LGHIP at the time the unit initially joins the LGHIP, or within 30-days of assuming the elected office, and will be treated as full-time employees.
2. Decline coverage in the LGHIP – Elected officials may decline coverage in the LGHIP at the time the unit initially joins the LGHIP, or when the elected official assumes office. If a declination form with proof of other acceptable coverage* is submitted, the elected official may enroll in the LGHIP at a later date upon loss of other acceptable coverage or at open enrollment.
3. Opt out of the LGHIP – If the elected official opts to not enroll in the LGHIP at the time the unit joins the LGHIP, or when the elected official assumes office, and does not submit a declination form with proof of other acceptable coverage*, the elected official may only be offered the option to enroll in the LGHIP upon election to a new term of office.

Elected officials who fail to elect one of the above options will be treated as if they chose option 3.

In order to comply with this policy, each unit will be required to submit an updated list of all elected officials by November 30 of each year.

* Other acceptable coverage includes, but is not limited to, ACA qualified group and individual plans that meet minimum essential coverage standards, Marketplace, Medicare, Medicaid and Tricare.

Retirees

Retirees who Enroll in Coverage

Eligible retirees must enroll on the date they first become eligible for retiree health benefits. Family coverage, if elected, will be made effective as of the date they first become eligible for retiree health benefits.

Retirees who Decline Coverage

If coverage is declined, enrollment will not be allowed after the retirement date. Retirees who do not elect coverage will not be allowed to enroll at a later date.

Exception: At the time of retirement, if a Medicare retiree declines coverage in the LGHIP in lieu of coverage through SelectQuote or Empower, he or she may return to the LGHIP during the LGHIP open enrollment period, as long as there has been no break in coverage. (See the Third Party Medicare Vendor Enrollment section.)

Enrollment of Eligible Dependents

You may apply for family coverage at your initial enrollment (Enrollment form LG01), when you acquire a new dependent (New Dependent form LG02-B), during annual open enrollment (New Dependent form LG02-B), or if an eligible dependent experiences a special enrollment qualifying event (New Dependent form LG02-B).

Appropriate documentation (Social Security number, marriage certificate, birth certificate, court decree, etc.) must be submitted to the LGHIB. Note: to ensure that enrollment deadlines are met, change forms should be submitted to the LGHIB even if all the required documentation is not available.

If the required documentation is not submitted with an Enrollment form or New Dependent form, the LGHIB will send a notice to the eligible participant that the required documentation must be submitted within 60 days of the date of the letter. If documentation is not submitted to the LGHIB within those 60 days, the request to add dependent coverage will be denied.

Acquiring New Dependent(s)

A newly acquired dependent may be enrolled if the LGHIB is notified within 60 days of acquiring the new dependent through marriage, birth, adoption, or custody of a grandchild, niece or nephew.

The effective date of coverage will be:

- in the case of a birth – the date of birth;
- in the case of marriage – the date of marriage;
- in an adoption – the date the child was placed for adoption;
- custody of a grandchild, niece or nephew – the date of the court's order granting custody.

If the LGHIB is notified of a new dependent after 60 days, you will not be allowed to enroll the newly acquired dependent at that time; however, you may reapply during the annual open enrollment period.

Annual Open Enrollment

You may apply to add a dependent or apply for family coverage during the month of November for a January 1 effective date.

Dependent Special Enrollment

If a dependent loses their other acceptable coverage, you may apply for Dependent Special Enrollment. The effective date of coverage will be the date the other acceptable coverage ceased. The only dependents eligible are those who experienced a qualifying event.

Enrolled Employees and Elected Officials who Decline Coverage

Enrolled employees and elected officials may decline coverage at any time. The earliest effective date of cancellation will be the first day of the month following receipt of both the Declination of Coverage form (form LG04) and acceptable proof of other coverage. For example, if an enrolled employee or elected official completes a Declination of Coverage form (form LG04) and provides proof of other acceptable coverage on June 30, but the LGHIB does not receive the form and proof until July 2, the cancellation will be effective on August 1. Acceptable proof is a current letter from an employer/insurance carrier verifying current coverage.

Cancellation of Family Coverage

You may drop family coverage at any time. The earliest effective date of cancellation will be the first day of the month following the LGHIB's receipt of written notification (form LG02-C). For example, if you complete and submit a Dependent Cancellation form (form LG02-C) on June 30, but the LGHIB does not receive the form until July 2, the cancellation will be effective August 1. The LGHIB requires proof of divorce (divorce decree) when dropping a former spouse due to divorce.

Open Enrollment

There shall be an annual open enrollment held in November (for coverage to be effective January 1) of each year during which:

- Eligible participants not currently participating in the LGHIP may enroll by submitting the LGHIP Enrollment form (form LG01).
- Eligible participants may add dependents or family coverage. If an eligible participant wishes to add dependents or add family coverage during open enrollment, a New Dependent form (Form LG02-B) must be filled out and submitted to the LGHIB.
- Eligible participants are permitted to change insurance carriers/plans.
- Eligible participants who have previously declined coverage may submit an updated Declination of Coverage form (form LG04) with acceptable proof.

Forms must be completed and submitted to the LGHIB by November 30, with an effective date of January 1 indicated on the form. If an eligible participant does not want to change plans or add/drop family coverage during open enrollment, no paperwork is necessary.

If a unit chooses to add retiree coverage during Open Enrollment (January 1 effective date), only those employees eligible to retire after January 1 may continue coverage as a retiree. If a unit discontinues retiree coverage during Open Enrollment, all currently enrolled retirees, including supernumeraries, will lose their LGHIP coverage effective January 1. COBRA coverage will be available to those affected for a maximum of 18 months.

Special Enrollment Period

Eligible Employees

Under the Health Insurance Portability and Accountability Act (HIPAA), the LGHIP must offer a special enrollment period in addition to open enrollment for those eligible employees who experience a qualifying event such as loss of their other acceptable coverage or the addition of a dependent. However, since the LGHIP already requires that eligible employees enroll in the plan when they lose other acceptable coverage, special enrollment will only apply to the following qualifying events not related to loss of coverage:

- the addition of a new dependent through birth, adoption or marriage; or
- a substantial change in their other acceptable coverage; or
- a substantial change in the cost of their other acceptable coverage.

To be eligible for special enrollment, an eligible employee must have a Declination of Coverage form (form LG04) with proof of other acceptable coverage on file.

Eligible employees requesting special enrollment must notify the LGHIB in writing within 30 days of the qualifying event. Notification must include:

1. a letter requesting participation in the special enrollment;
2. a completed Enrollment form (form LG01);
3. documentation listing the name, reason and date of loss for each individual affected by the loss of coverage (e.g. employment termination on company letterhead)

If proof of the qualifying event is not submitted at the time the request for special enrollment is made, proof must be submitted within 60 days of the qualifying event or the request will be denied.

All eligible employees who lose their other acceptable coverage, whether voluntarily or involuntarily, must submit an enrollment form to the LGHIB with coverage effective as of the date coverage is lost.

Dependents

To be eligible for dependent special enrollment, an eligible employee must submit a new dependent form (LG02-B) with proof of loss of other acceptable coverage. Eligible employees requesting dependent special enrollment must notify the LGHIB in writing within 30 days of the qualifying event. Notification must include:

1. a letter requesting participation in the special enrollment;
2. a completed New Dependent form (form LG02-B);
3. documentation listing the name, reason and date of loss for all individuals affected by the loss of coverage (e.g., employment termination on company letterhead).

If proof of the qualifying event is not submitted at the time the request for special enrollment is made, proof must be submitted within 60 days of the qualifying event or the request will be denied.

The only dependents eligible are those who experienced a qualifying event. If approved, the effective date of coverage will be the date other acceptable coverage ceased.

Third Party Medicare Vendor Enrollment

As a service to its members, the LGHIB has approved two companies to offer assistance and coverage options for Medicare retirees. These two companies, SpringBoard (SelectQuote) and Empower Brokerage, provide Medicare retirees and their Medicare dependents with unbiased price comparisons on individual Medicare Supplement, Medicare Advantage and Prescription Drug (Part D) plans. This option is available to all Medicare retirees and their Medicare dependents, even if your unit does not offer retiree coverage to Medicare retirees.

Enrolling in a Medicare option through SelectQuote or Empower Brokerage:

- The Medicare enrollment period is held annually from October 15 through December 7. The effective date of coverage will be January 1 of the following year.
- Medicare coverage obtained through SelectQuote or Empower Brokerage is offered in lieu of LGHIP coverage.
- At the time of retirement or during the LGHIP's open enrollment period, if a Medicare retiree declines coverage in the LGHIP in lieu of Medicare coverage through SelectQuote or Empower Brokerage, they may return to the LGHIP during the LGHIP open enrollment period, as long as there has been no break in coverage.
- At the time of retirement, if a Medicare retiree declines coverage in both the LGHIP and a Medicare option offered through SelectQuote or Empower Brokerage, he or she cannot enroll in the LGHIP at a later date. However, a Medicare retiree can enroll for Medicare coverage through SelectQuote or Empower Brokerage during the Medicare enrollment period.
- Medicare retirees who are currently covered by the LGHIP can enroll for Medicare coverage through SelectQuote or Empower Brokerage during the Medicare enrollment period. They may return to the LGHIP during the LGHIP open enrollment period, as long as there has been no break in coverage.

Transfers

Only eligible newly hired employees meeting the following criteria will be considered as transfers under the LGHIP:

1. previously covered by the LGHIP, and
2. terminated employment with another local government unit covered by the LGHIP, who became employed with a local government unit during the same calendar month of termination.

Premium Payments

The LGHIB bills in advance for the following month's coverage. To be eligible for coverage members must comply with the LGHIP's enrollment and eligibility rules. Acceptance of premium payment does not guarantee coverage.

Retirement

Continuation of Coverage

Eligible retirees whose local government unit covers retirees may continue their coverage with the LGHIP. Eligible retirees must enroll on the date they first become eligible for retiree health benefits.

If a retiree declines coverage at retirement, enrollment will not be allowed at a later date.

Exception: At the time of retirement, if a Medicare retiree declines coverage in the LGHIP in lieu of coverage through SelectQuote or Empower Brokerage, he or she may return to the LGHIP during the LGHIP open enrollment period, as long as there has been no break in coverage.

Termination of Coverage

An active employee, who retires from a local government unit that does not allow retirees to continue on the coverage, will be offered COBRA upon written notification of retirement from the local government unit. See the COBRA section for more information.

An active employee who retires from a local government unit that allows retirees to continue coverage has the option of electing retiree coverage or COBRA. If COBRA coverage is elected, the retiree will forfeit his or her right to elect retiree coverage at a later date. If a retiree intends to request COBRA, it should be indicated on the Cancellation form prior to the retirement date. The Cancellation form must be received by the LGHIB prior to the retirement date for the retiree to receive a COBRA notice.

A retired employee whose local government unit does not allow Medicare retirees to continue health insurance coverage, must submit a Cancellation form prior to the retiree's Medicare eligibility date. A copy of the Medicare card may be required. COBRA will be offered to retirees and dependents for 18 months. If the retiree declines COBRA coverage, dependents will still be eligible for 18 months.

For a retired employee whose local government unit does allow Medicare retirees to continue health insurance coverage and the retiree chooses not to continue coverage, the unit must submit a completed Cancellation form prior to the Medicare effective date indicating a request for COBRA and must be signed by the retiree. COBRA will be offered to any dependents for 18 months.

Eligible retirees must enroll on the date they first become eligible for retiree health benefits. If coverage is declined, enrollment will not be allowed after the retirement date. Retirees who do not elect coverage will not be allowed to enroll at a later date. Retirees who elect coverage and are canceled for any reason thereafter will not be allowed to enroll at a later date.

Exception: At the time of retirement or open enrollment, if a Medicare retiree declines coverage in the LGHIP in lieu of coverage through SelectQuote or Empower Brokerage, he or she may return to the LGHIP during the LGHIP open enrollment period, as long as there has been no break in coverage, provided the unit allows retiree Medicare coverage.

Supernumeraries

Supernumeraries will be classified for insurance purposes as retired employees.

Medicare

Medicare is the federal program that most Americans receive when they turn age 65. Medicare can also cover younger people who qualify due to disability or permanent kidney failure.

Medicare Part A is the part of Medicare that pays for medical facility fees and is free for most people at age 65.

Medicare Part B is the part of Medicare that pays for physicians' fees and outpatient medical care. Medicare Part B premiums are the recipient's responsibility.

Medicare Part D is the component of Medicare that pays for prescription drugs.

Active Employees

Active employees entitled to Medicare, and their dependents, are provided benefits through the LGHIP under the same conditions as employees and their dependents not entitled to Medicare. Medicare is secondary to benefits payable under the LGHIP. If a service is also covered by Medicare, the claim can be submitted to Medicare who may pay all or a portion of the unpaid balance of the claim subject to Medicare limitations.

The LGHIB will not provide an active employee or his/her dependents with benefits that supplement Medicare. The employee has the right to elect coverage under the LGHIP on the same basis as any other employee.

The LGHIP will be the primary payer for those items and services covered by Medicare. This means that the LGHIP will pay the covered claims and those of the employee's Medicare-entitled dependents first, up to the limits contained in the LGHIP, and Medicare may pay all or a portion of the unpaid balance of the claims, if any, subject to Medicare limitations. If the employee's dependent(s) is not eligible for Medicare, the LGHIP will be the sole source of payment of the dependent(s)' claims.

Since the LGHIP also covers items and services not covered by Medicare, the LGHIP will be the sole source of payment of medical claims for these services.

Retired Employees – Non-Medicare

If the retired employee retires from a unit that has elected coverage for non-Medicare retirees, the LGHIP (Group 30000) remains primary for retirees until the retiree is entitled to Medicare.

Retired Employees – Entitled to Medicare with Parts A & B

If a retiree or dependent becomes entitled to Medicare because of a disability before age 65, the retiree must notify the LGHIB to be eligible for a reduced premium and to ensure that claims are paid properly. A copy of the retiree's or their dependent's Medicare card and a Change form that indicates the premium change must be submitted if your unit covers Medicare retirees.

Medicare Advantage

Retirees and their dependents entitled to Medicare who have both Parts A and B will be automatically enrolled in the UnitedHealthcare Group Medicare Advantage (PPO) Plan (Medicare Advantage), a Medicare health and Part D plan.

A Medicare retiree and/or Medicare dependent must have both Medicare Parts A and B to be enrolled in Medicare Advantage. Medicare Part B premiums are the retiree's responsibility.

Members enrolled in Medicare Advantage will receive an Evidence of Coverage booklet that outlines the plan's eligibility, rules, regulations, and benefits. A link to the Evidence of Coverage, a current drug formulary, participating pharmacy directory, and a provider finder is available at www.lghip.org. Once enrolled in Medicare Advantage, a retiree has the right to appeal plan decisions about payment of services if they disagree.

Medicare Advantage Opt-Out Option

Medicare retirees and their Medicare dependents may completely opt-out of Medicare Advantage by submitting an UnitedHealthcare Medicare Advantage Opt-Out form to the LGHIB. An Opt-Out form will be sent to all Medicare retirees when the LGHIB is notified of Medicare entitlement. The opt-out forms must be returned to the LGHIB within 21 days from the date of the opt-out notice. If the retiree opts-out, re-enrollment is not permitted. Members who opt-out of Medicare Advantage will have no coverage in the LGHIP.

Exception: If a Medicare retiree opts-out of coverage in the Medicare Advantage Plan and elects coverage through SelectQuote or Empower, the Medicare retiree may return to the Medicare Advantage Plan during the LGHIP open enrollment period, as long as there has been no break in coverage, provided the unit still allows retiree Medicare coverage.

Members diagnosed with end-stage renal disease (ESRD), who are serving their 30-month coordination period will remain in group 30000 and the LGHIP will remain primary payer until the completion of the 30-month coordination period.

Medicare Notification Requirements

Active Employees

Employees, whose employer provides coverage for Medicare retirees, who are entitled to Medicare on or before their date of retirement, must notify the LGHIB at least 30 days prior to their date of retirement in order to be enrolled in Medicare Advantage without a gap in coverage. Medicare Advantage enrollment cannot be backdated. Employees who are entitled to Medicare on or before their date of retirement, who fail to provide the LGHIB with at least a 30-day notice of their retirement, may have a gap in coverage until the retiree can be enrolled in the Medicare Advantage.

In addition, any claims paid by the LGHIP while a retiree was classified as an active employee due to late notification of the employee's retirement will be recalled. The employer and the retiree will be liable for any claims that cannot be recalled.

Retired Employees

If a retiree becomes entitled to Medicare because of a disability before age 65, the retiree must notify the LGHIB at least 30 days prior to their date of entitlement in order to be enrolled in Medicare Advantage without a gap in coverage. Medicare Advantage enrollment cannot be backdated. Medicare retirees who become entitled to Medicare due to disability, who fail to provide the LGHIB with at least a 30-day notice, may have a gap in coverage until the retiree can be enrolled in Medicare Advantage.

In addition, any claims paid by the LGHIP while a retiree was still classified as a retiree not eligible for Medicare due to a retiree's late notification of the retiree's entitlement to Medicare due to disability will be recalled. The retiree will be liable for any claims that cannot be recalled.

Changes to Medicare Coverage

Medicare limits when changes can be made to coverage. Retirees may leave Medicare Advantage only at certain times of the year or under certain special circumstances. Generally, there is an open enrollment period at the end of each year when changes can be made to Medicare coverage that will be effective January 1 of the following year. To request to leave Medicare Advantage, please submit the UnitedHealthcare Medicare Advantage Opt-Out form to:

Local Government Health Insurance Board
PO Box 304900
Montgomery, AL 36130-4900

Termination of Coverage

When Coverage Terminates

Coverage will terminate:

1. On the last day of the month in which employment terminates.
2. On the last day of the month in which an elected official's term of office ends.
3. When the LGHIP is discontinued.
4. When premium payments cease.
5. When the unit withdraws from the LGHIP.
6. In addition to the above, coverage terminates for a dependent:
 - a) on the last day of the month in which such person ceases to be an eligible dependent, or
 - b) if the dependent becomes eligible to be insured as an employee in the LGHIP.
7. In the case of an employee who is eligible and receives insurance pursuant to the provisions of the Affordable Care Act on the basis of working an average of 30 or more hours per week or 130 or more hours per month during a measurement period, coverage terminates on the first day after the applicable stability period if the employee does not average 30/130 or more hours per week/month during a subsequent measurement period.

In many cases, you will have the option to choose continuation of group benefits as provided by the Public Health Service Act. (See COBRA Section.)

Family and Medical Leave Act

The LGHIB will adhere to the provisions of the Family and Medical Leave Act.

Leave without Pay (LWOP)

Employees on leave without pay or who are receiving proceeds or pay through a workers' compensation policy may continue their health insurance coverage for a maximum of 12 months.

Continuation of Group Health Coverage (COBRA)

Introduction

The Public Health Service Act [42 USC Sections 300bb-1 through 300bb-8] requires that the LGHIB offer covered employees and their families the opportunity for a temporary extension of health coverage (called “continuation coverage”) at group rates in certain instances where coverage under the LGHIP would otherwise end. COBRA coverage can be particularly important as it will allow you to continue group health care coverage beyond the point at which you would ordinarily lose it.

This notice is intended to inform you, in a summary fashion, of your rights and obligations under the continuation coverage provisions of this law. **You and your spouse should take the time to read this carefully.**

What is COBRA Continuation Coverage?

COBRA continuation coverage is a continuation of coverage under the LGHIP when coverage would otherwise end because of a life event known as a “qualifying event.” Specific qualifying events are listed under the section entitled “Qualified Beneficiaries” below. After a qualifying event, COBRA continuation coverage must 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 LGHIP is lost because of a qualifying event. Under the LGHIP, qualified beneficiaries who elect COBRA continuation coverage must pay for such coverage.

Who is a Qualified Beneficiary?

Individuals entitled to COBRA continuation coverage are called qualified beneficiaries. Individuals who may be qualified beneficiaries are the spouse and dependent children of a covered employee and, in certain circumstances, the covered employee. Under current law, in order to be a qualified beneficiary, an individual must generally be covered under the LGHIP on the day before the event that caused a loss of coverage, such as termination of employment, or a divorce from, or death of, the covered employee. (An increase in the cost of retiree coverage relative to active employee coverage is also considered a loss of coverage for COBRA purposes.) In addition, a child born to the covered employee, or who is placed for adoption with the covered employee, during the period of COBRA continuation coverage, is also a qualified beneficiary.

COBRA Rights for Covered Employees

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

- Your hours of employment are reduced, or
- Your employment ends for any reason other than 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 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 the LGHIB that you do not intend to return to work, whichever occurs first.

COBRA Rights for a Covered Spouse and Dependent Children

If you are the spouse of a covered employee, you will become a qualified beneficiary if you lose your coverage under the LGHIP because one of the following qualifying events occurs:

- Your spouse dies;
- Your spouse's hours of employment are reduced;
- Your spouse's employment ends for any reason other than gross misconduct;
- Your spouse becomes entitled to Medicare benefits (under Part A, Part B or both); or
- You become divorced or legally separated from your spouse.

Your dependent children will become qualified beneficiaries if they lose coverage under the LGHIP because any of the following qualifying events occurs:

- The parent-employee dies;
- The parent-employee's hours of employment are reduced;
- The parent-employee's employment ends for any reason other than gross misconduct;
- The parent-employee becomes entitled to Medicare benefits (under Part A, Part B or both);
- The parents become divorced or legally separated; or
- The child stops being eligible for coverage under the LGHIP as a "dependent child."

COBRA Medicare Enrolled in Medicare Advantage

COBRA beneficiaries with Medicare Parts A and B will be enrolled in the Medicare Advantage plan. Medicare-eligible COBRA beneficiaries who do not have Medicare Parts A and B will be canceled.

What Coverage is Available?

If you choose continuation coverage, the LGHIB is required to offer you coverage that, as of the time coverage is being provided, is identical to the coverage provided under the LGHIP to similarly situated employees or family members.

When is COBRA Coverage Available?

COBRA continuation coverage will be offered to qualified beneficiaries only after the LGHIB has been notified that a qualifying event has occurred.

- **When Should Your Employer Notify the LGHIB?**
COBRA continuation coverage will be offered to qualified beneficiaries only after the LGHIB has been notified that a qualifying event has occurred. Your employer is responsible for notifying the LGHIB within 30 days of the following qualifying events:
 - End of employment,
 - Reduction of hours of employment, or
 - Death of an employee.
- **When Should You Notify the LGHIB?**
The employee or a family member has the responsibility to inform the LGHIB within 60 days of the following qualifying events:
 - A divorce,
 - A legal separation, or
 - A child losing dependent status.

Written notice must be given to the LGHIB within the applicable timeframe listed above from the date of the qualifying event or the date in which coverage would end under the LGHIP because of the qualifying event, whichever is later. All notices must be sent to the address listed under "LGHIB Contact Information" at the end of this section.

How is COBRA Coverage Provided?

When the LGHIB is notified that a qualifying event has happened, COBRA continuation coverage will be offered to each qualified beneficiary. Each qualified beneficiary will have an independent right to elect COBRA continuation coverage. In addition, a covered employee may elect COBRA continuation coverage on behalf of his or her spouse and either covered parent may elect COBRA continuation coverage on behalf of their children. If you do not choose continuation coverage, your group health insurance will end.

After the LGHIB receives timely notice that a qualifying event has occurred, the LGHIB will (1) notify you that you have the option to buy COBRA, and (2) send you a COBRA election notice.

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 LGHIP, or (2) the date on which the LGHIB 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 the election notice is sent back to the LGHIB.

Once the LGHIB has been notified of your qualifying event, your coverage under the LGHIP will be retroactively terminated and payment of all claims incurred after the date coverage ceased will be rescinded. If you elect to buy COBRA during the 60-day election period, and if your premiums are paid on time, the LGHIB 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 the LGHIP learns of your loss of coverage, it is possible that the LGHIP may pay claims incurred during the 60-day election period. If this happens, you should not assume that you have coverage under the LGHIP. The only way your coverage will continue is if you elect to buy COBRA and pay your premiums on time.

What Will Be the Length of COBRA Coverage?

COBRA continuation coverage is a temporary continuation of coverage. COBRA continuation coverage will last for up to a total of 36 months when one of the following qualifying events occurs:

- Death of the employee,
- Divorce or legal separation, or
- Dependent child loses eligibility as a “dependent child” under LGHIP.

COBRA continuation coverage will last for up to a total of 18 months when one of the following qualifying events occurs:

- End of employment or
- Reduction in the hours of employment.

There are only two ways to extend the 18-month COBRA continuation coverage period:

- **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 LGHIB, 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 LGHIB 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; (3) the date of Social Security's determination; or (4) the date on which you, or the qualified beneficiary, is informed, through the furnishing of the SPD or COBRA general notice, of the responsibility to notify the plan and the procedures for doing so. You must also notify the LGHIB within 30 days of any revocation of Social Security disability benefits.

- **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 LGHIB 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, 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 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 LGHIB 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.

Can New Dependents Be Added to COBRA Coverage?

You may add new dependents to your COBRA coverage under the circumstances permitted under the LGHIP. 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 LGHIB of Social Security's disability determination as explained above.

How Does the Family and Medical Leave Act Affect COBRA Coverage?

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 elect COBRA continuation coverage. The period of your COBRA continuation coverage will begin when you fail to return to work following the expiration of your FMLA leave or you inform your employer that you do not intend to return to work, whichever occurs first.

How Much is the COBRA Coverage Premium?

If you qualify for continuation coverage, you will be required to pay the local government unit's premium plus a 2% administrative fee directly to the LGHIB. Members who are disabled under Title II or Title XVI of the Social Security Act when a qualifying event occurs, will be required to pay 150% of the local government unit's premium for the 19th through the 29th month of coverage or the month that begins more than 30 days after the date is determined that you are no longer disabled under Title II or Title XVI of the Social Security Act, whichever comes first. (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.) Your coverage will be canceled if you fail to pay the entire amount in a timely manner.

When is the COBRA Coverage Premium Due?

The initial premium payment is due 45 days after the date you make your election for coverage. All subsequent premiums are due on the first day of the month of coverage. There is a 30-day grace period.

When Does my COBRA Coverage End?

The law provides that your COBRA continuation coverage may be terminated for any of the following reasons:

1. LGHIB no longer provides group health coverage;
2. The unit withdraws or is terminated from the LGHIP;
3. The premium for your continuation coverage is not paid on time;
4. The covered beneficiary becomes covered by another group plan;
5. You become entitled to Medicare;
6. You extend coverage for up to 29 months due to your disability and there has been a final determination that you are no longer disabled.

You do not have to show that you are insurable to choose COBRA continuation coverage. However, under the law, you may have to pay all or part of the premium for your COBRA continuation coverage. There is a grace period of 30 days for payment of the regularly scheduled premium.

Note: If you are entitled to Medicare before you become a qualified beneficiary, you may elect COBRA continuation coverage. You must have Medicare Parts A and B in order to have full coverage. If COBRA is elected, the individual will be enrolled in the LGHIP's Medicare Advantage plan.

Are There Other Coverage Options Besides COBRA Continuation Coverage?

Yes. Instead of enrolling in COBRA continuation coverage, there may be other coverage options for a qualified beneficiary through the Health Insurance Marketplace, Medicaid, or other group health plan coverage options (such as a spouse's plan) through what is called a "special enrollment period." Some of these options may cost less than COBRA continuation coverage. Individuals can learn more about many of these options at www.healthcare.gov.

Keep the LGHIB Informed of Address Changes

In order to protect your family's rights, you must keep the LGHIB informed of any changes in the address of family members. You should also keep a copy for your records of any notices you send to the LGHIB.

If You Have Any Questions

Questions concerning your COBRA continuation coverage rights may be addressed by calling the LGHIB at 1-866-836-9137 or 334-263-8326 or by mail at the contact listed below. For more information about your COBRA rights, the Health Insurance Portability and Accountability Act (HIPAA) and other laws affecting group health plans, visit the U.S. Department of Labor's Employee Benefits Security Administration (EBSA) website at www.dol.gov/ebsa or call their toll-free number at 1-866-444-3272. For more information about health insurance options available through a Health Insurance Marketplace, visit www.healthcare.gov.

LGHIB Contact Information

All notices and requests for information should be sent to the following address:

**Local Government Health Insurance Board
LGHIP COBRA Section
PO Box 304900
Montgomery, AL 36130-4900**

Benefit Conditions

To qualify as plan benefits, medical services and supplies must meet the following:

- They must be furnished after your coverage becomes effective;
- Blue Cross must determine before, during, or after services and supplies are furnished that they are medically necessary. (Note: all inpatient hospital stays, certain outpatient procedures, including radiology procedures, and a select group of provider-administered drugs must be pre-certified by Blue Cross. Visit AlabamaBlue.com for a complete list of procedures or drugs that require precertification).
- PPO benefits must be furnished while you are covered by the LGHIP and the provider must be a PPO provider when the services are furnished to you.
- Separate and apart from the requirement in the previous paragraph, services and supplies must be furnished by a provider (whether Preferred Provider or not) who is recognized by BCBS as an approved provider for the type of service or supply being furnished. For example, BCBS reserves the right not to pay for some or all services or supplies furnished by certain persons who are not medical doctors (MD's), even if the services or supplies are within the scope of the provider's license. Call Blue Cross Customer Service if you have any questions whether your provider is recognized by BCBS as an approved provider for the services or supplies you plan on receiving.
- Services and supplies must be furnished when the LGHIP and your coverage are both in effect and fully paid for. No benefits will be provided for services you receive after the plan or your coverage ends, even if they are for a condition which began before the LGHIP or your coverage ends.

Cost Sharing

	In-Network	Out-Of-Network
Calendar Year Out-of-Pocket Maximum	\$8,150 per member, \$16,300 per family. Certain benefits pay at 100% of the allowed amount thereafter	Out-of-network services do not apply to the out-of-pocket

Calendar Year Out-of-Pocket Maximum

The calendar year out-of-pocket maximum is specified in the table above. All cost-sharing amounts (calendar year deductible, copayment and coinsurance) for in-network covered services that you or your family is required to pay under the LGHIP apply to the calendar year out-of-pocket maximum. Once the maximum has been reached, covered expenses of the type that count toward the maximum will be paid at 100% of the allowed amount for the remainder of the calendar year.

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

Out-of-Network Cost-Sharing Amounts (Deductibles, Copayments, Coinsurance):

- 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 pre-certify).

The calendar year out-of-pocket maximum applies on a per person per calendar year basis, subject to the family maximum.

The calendar year family out-of-pocket maximum is an aggregate dollar amount. This means that all amounts that count toward the individual calendar year out-of-pocket maximum will count toward the family aggregate amount. Once the family calendar year 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.

Example: If one member in the family reaches the maximum of \$8,150, that one member's covered benefits would be covered at 100%. Out of pocket expenses for all other family members will continue to count toward the family maximum of \$16,300.

Other Cost Sharing Provisions

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

- **Admission deductibles:** These apply upon admission to a hospital. Only one admission deductible is required when two or more family members have expenses resulting from injuries received in one accident.
- **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, and as explained in more detail in “Definitions,” 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 BCBS 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. For example: Out-of-network provider claims may include expensive ancillary charges (billed by the facility or a physician) such as implantable devices for which no extra reimbursement is available as these charges are not separately considered under the LGHIP. This means you will be responsible for these charges if you use an out-of-network provider.

Out-of-Area Services

BCBS has a variety of relationships with other Blue Cross and/or Blue Shield Licensees, generally referred to as Inter-Plan Programs. Whenever you obtain healthcare services outside of BCBS's service area, the claims for these services may be processed through one of these Inter-Plan Programs, which includes the BlueCard Program and may include negotiated National Account arrangements available between BCBS and other Blue Cross and Blue Shield Licensees.

Typically, when accessing care outside the BCBS service area, you will obtain care from healthcare providers that have a contractual agreement (i.e., participating providers) with the local Blue Cross and/or Blue Shield Licensee in that other geographic area (host plan). In some instances, you may obtain care from non-participating healthcare providers.

A. BlueCard® Program

Under the BlueCard® Program, when you access covered healthcare services within the geographic area served by a host plan, BCBS will remain responsible for fulfilling their contractual obligations. However, the host plan is responsible for contracting with and generally handling all interactions with its participating healthcare providers.

Whenever you access covered healthcare services outside the BCBS 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 plan makes available to BCBS.

Often, this negotiated price will be a simple discount that reflects an actual price that the host plan 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, going forward, also take into account adjustments to correct for over or under estimation of modifications of past pricing for the types of transaction modifications noted above. However, such adjustments will not affect the price BCBS uses for your claim because they will not be applied retroactively to claims already paid.

B. Negotiated (non-BlueCard Program) National Account Arrangements

As an alternative to the BlueCard Program, your claims for covered healthcare services may be processed through negotiated arrangements for national accounts.

The amount you pay for covered healthcare services under this arrangement will be calculated based on the negotiated price [lower of either billed covered charges or negotiated price] made available to BCBS by the host plan. Refer to the description of negotiated price under Section A., BlueCard Program.

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. Non-Participating Healthcare Providers Outside the BCBS of Alabama Service Area

1. Member Liability Calculation

When covered healthcare services are provided outside of BCBS service area by non-participating healthcare providers, the amount you pay for such services will generally be based on either the host plan's non-participating healthcare provider local payment or the pricing arrangements required by applicable state law. In these situations, you may be liable for the difference between the amount that the non-participating healthcare provider bills and the payment BCBS will make for the covered 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, BCBS may use other payment methods, such as billed covered charges, the payment BCBS would make if the healthcare services had been obtained within its service area, or a special negotiated payment to determine the amount they 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 BCBS will make for the covered healthcare services as set forth in this paragraph.

E. Blue Cross Blue Shield Global Core

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 Blue Cross Blue Shield Global Core when accessing covered healthcare services. Blue Cross Blue Shield Global Core 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 Blue Cross Blue Shield Global Core 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 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 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 Blue Cross Blue Shield Global Core 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 Blue Cross Blue Shield Global Core claim form and send the claim form with the provider's itemized bill(s) to the 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 BCBS, the service center, or online at www.bcbsglobalcore.com. If you need assistance with your claim submission, you should call the service center at 1-800-810-BLUE (2583) or call collect at 1-804-673-1177, 24 hours a day, seven days a week.

Inpatient Hospital Benefits

Pre-Admission Certification and Post-Admission Review

BCBS provides all health management for LGHIP members and covered dependents. To be eligible for inpatient hospital benefits, all inpatient hospital admissions and stays (except medical emergencies that must have post-admission review) must be reviewed, approved, and certified by BCBS as medically necessary before you are admitted to the hospital.

BCBS will only certify the medical necessity of the requested benefit, not whether you are eligible to receive the requested benefit. You are responsible for being aware of the limitations of your benefits.

To obtain pre-admission certification:

- You or your provider must telephone BCBS at least seven days before the proposed elective hospital admission at 1-800-248-2342. It is your responsibility to make sure this is done. Failure to comply may result in reduced benefits.
- BCBS will determine whether the proposed inpatient hospital admission and stay are medically necessary.

To obtain post-admission review for out-of-network services:

- You, your provider or a person acting for you must call BCBS at 1-800-248-2342 with details of an elective admission prior to the admission. Admissions due to emergency diagnosis should be reported to BCBS no later than 48 hours after the admission. It is your responsibility to make sure this is done. After your admission, you or your physician may be asked to supply written information regarding your condition and treatment plan. Failure to comply may result in reduced benefits. Generally, if preadmission certification is not obtained, no benefits will be payable for the hospital admission or the services of the admitting physician. There is only one exception to this: If an in-network provider's contract with the local Blue Cross/Shield plan permits reimbursement despite the failure to obtain precertification, benefits will be payable for covered services only if the in-network hospital admission and related services are determined to be medically necessary on retrospective review by the plan.
- Your provider and the hospital must provide BCBS with all medical records about your admission upon request.
- BCBS will determine whether the inpatient hospital admission and stay were medically necessary and whether the admission was for a medical emergency.

Subject to your rights of appeal, if you do not obtain pre-admission certification or post-admission approval of an admission and stay, BCBS will pay no benefits for your hospital stay or for any related charges. It is your responsibility to make sure all procedures are correctly followed.

Inpatient Hospital Benefits for Maternity

The LGHIB 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 normal vaginal delivery, or less than 96 hours following a cesarean section, or require that a provider obtain authorization from the LGHIP or insurance issuer for prescribing a length of stay not in excess of the above periods. However, if the inpatient hospital stay is greater than 48 hours for vaginal delivery and 96 hours for cesarean section, post admission review must be obtained from BCBS.

Note: Newborns who remain hospitalized after the mother is discharged will require certification of medical necessity from BCBS and will be considered to be a separate hospital admission.

Deductible

The deductible for each certified inpatient hospital admission is **\$200 (with a \$50 per day copay for the second through the fifth day)**. You are responsible for payment of the deductible and copayment to the hospital. There is a separate deductible for each admission or readmission of each member to a hospital except when:

- There is more than one admission to treat the same pregnancy,
- Two or more family members with family coverage are admitted for accidental injuries received in the same accident, or
- You are transferred directly from one hospital to another.

Inpatient Hospital Benefits in a Non-Participating Hospital in Alabama

If you receive inpatient hospital services in a non-participating hospital in the Alabama service area, no benefits are payable under the plan unless the services are to treat an accidental injury.

Women's Health and Cancer Rights Act

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.

The attending physician and patient make treatment decisions. Benefits for this treatment will be subject to the same calendar year deductibles and coinsurance provisions that apply for other medical and surgical benefits.

Organ and Bone Marrow Transplant Benefits

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 the BCBS list of approved facilities for that type of transplant and it must have BCBS's advance written approval. When BCBS approves 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 BCBS;
- 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;
- pre-diagnostic 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 acceptable 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 BCBS has 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.

Outpatient Facility Benefits

The benefits below are available for charges by a facility for the types of services and supplies listed (except bed, board and nursing care) when ordered by a provider and provided as outpatient services. Precertification is required for certain outpatient hospital procedures, including radiology procedures, and physician administered drugs. Some of the procedures are listed below and are subject to change. For a complete listing and for precertification please call 1-800-248-2342.

- Charges to treat an accidental injury within 72 hours after the injury.
- Charges for treatment of a medical emergency (treatment of sudden and severe symptoms that require immediate medical attention) **after a \$200 copayment**. Claims with emergency room charges that do not meet medical emergency guidelines will be considered under Major Medical.
- Payment of the hospital's charges for sleep disorder services rendered in an approved sleep disorder clinic. Please contact the BCBS Customer Service Department for a list of the approved facilities.
- Chemotherapy and radiation therapy services **after a \$25 copayment per visit**.
- Hospital charges for hemodialysis services in its outpatient department **after a \$25 copayment per visit**. Services received in a free-standing dialysis center are only covered under Major Medical.
- IV therapy **after a \$25 copayment per visit**.
- Laboratory and pathology services **after a \$3 copayment per test**.
- Diagnostic X-rays test **after a \$100 copayment per visit**.
- Charges for outpatient surgery **after a \$100 copayment or cost per visit**.

It is your responsibility to make sure that your provider obtains prior authorization from CareCore National, BCBS's radiology review organization, for certain outpatient diagnostic procedures. Failure to comply may result in reduced benefits. If you do not obtain prior authorization of an outpatient diagnostic procedure listed below, BCBS will pay no benefits for your outpatient procedure or for any related charges. You are also responsible for being aware of the limitations of your benefits.

- CAT Scan
- MRI
- PET Scan
- MUGA Cardiac Scan
- Angiography/ Arteriography
- Cardiac Cath/Arteriography
- **Bariatric surgical procedures are limited to one per lifetime, subject to prior authorization by BCBS**. Benefits for these services are provided only when the services are performed by a PPO provider. All physician and anesthesia services related to bariatric surgical procedures are limited to 50% of the allowable rate.

However, if you are admitted as an inpatient in any hospital immediately after receiving any of the above outpatient services, or within seven days after receiving tests, no outpatient hospital benefits will be available to you for those services, and those services instead will be covered as inpatient hospital benefits.

Also, if you are admitted as a hospital inpatient more than seven days after the pre-operative tests, no benefits will be paid for them under any part of this contract.

Outpatient Hospital Benefits in a Non-Participating Hospital in Alabama

If you receive outpatient hospital services in a non-participating hospital in the Alabama service area, no benefits are payable under the plan unless the services are to treat an accidental injury.

Pre-certification

Certain outpatient surgical/diagnostic procedures, including radiology procedures and physician administered drugs require pre-certification. Contact BCBS at 1-800-248-2342 before receiving services. Examples of some procedures that require precertification are listed below. This is only a partial list of procedures and is subject to change.

- Blepharoplasty
- Reduction Mammoplasty
- Septo/Rhinoplasty
- Uvula Procedure
- Bariatric Surgery

BCBS will only certify the medical necessity of the requested benefit, not whether you are eligible to receive the requested benefit.

It is your responsibility to make sure precertification is obtained for certain outpatient/surgical diagnostic procedures. Failure to comply may result in reduced benefits. If you do not obtain precertification of an outpatient/surgical diagnostic procedure, Blue Cross will pay no benefits for your outpatient procedure or for any related charges. You are also responsible for being aware of the limitations of your benefits.

Utilization Management

Inpatient Hospitalization

BCBS will only certify the medical necessity of the requested benefit, not whether you are eligible to receive the requested benefit. You are responsible for being aware of the limitations of your benefits.

Continued Stay Review

If your hospital stay must be extended beyond the days initially authorized, BCBS will contact your provider 24 hours before your scheduled discharge to obtain clinical data and process a request for an extension-of-stay authorization. At the completion of the review, BCBS will confirm discharge or authorize additional days for your stay.

Determinations by BCBS to Limit or Reduce Previously Approved Care

If BCBS has previously approved a course of treatment to be provided over a period of time or number of treatments, and later decides to limit or reduce the previously approved course of treatment, BCBS 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 established for the filing of your appeal, such as time limits within which the appeal must be filed.

Retrospective Review

If you fail to notify BCBS about an out-of-network hospitalization you may request a retrospective review for medical necessity. Requests for retrospective review must be submitted to BCBS either in writing or by telephone. All information required to process the retrospective review must be submitted to BCBS within two years from the date the claims report is issued by BCBS.

In order to expedite the retrospective review process, you may mail a copy of your medical records to BCBS. The records can be obtained from the hospital or treating provider. You will be responsible for any and all charges associated with retrieval and copying of medical records for medical review. Upon determination of medical necessity, the claim will be processed according to the plan benefits and will include any applicable penalty for failure to pre-certify.

Maternity Management

Baby Yourself, LGHIB's maternity management program, offers a mechanism for identifying high-risk pregnancies and managing them to prevent complications at the time of delivery. As soon as a pregnancy is confirmed, the patient or the doctor should call BCBS at 1-800-222-4379. **By participating in Baby Yourself and notifying BCBS before the end of the second trimester, your inpatient deductible and applicable daily copay(s) will be waived.** After asking some questions regarding the pregnancy and medical history, BCBS's nurse contacts the doctor to obtain additional clinical information.

Following BCBS's evaluation, the expectant mother and the provider are sent information further explaining the program. Additionally, the expectant mother is sent a special Baby Yourself kit that includes educational materials related to pregnancy and childcare.

Case Management

You may be eligible to receive certain alternative benefits through individual case management when your condition is catastrophic or requires long term care. The program is administered by BCBS. To contact them call 1-800-551-2294.

If BCBS determines that you are a suitable candidate for individual case management, they will notify you. The letter will tell you that you are eligible to receive alternative benefits if you, your provider and BCBS

can agree on an alternative benefit plan. Except for exceptions stated in your alternative benefits plan, all terms and conditions of the contract apply to you while you receive alternative benefits.

Alternative benefits are available to you only when they replace services, care, treatment or supplies covered by another section of this contract. For example, alternative benefits may not be made available as an alternative to any benefit excluded (such as radial keratotomy).

Because individual case management is designed to provide the most appropriate benefits for each individual case, the alternative benefits plan for any member may differ from another member's plan even if they have the same medical condition. Providing alternative benefits to you or any other member is not to be construed as a waiver of the right to administer and enforce the contract exactly as it is written.

If you believe that you should receive alternative benefits, you may write BCBS explaining the reasons for your belief. If BCBS determines that you are a candidate for individual case management, they will contact you and begin the process. If BCBS determines that your medical condition does not make you a suitable candidate for alternative benefits or it is determined that you are not eligible for alternative benefits, they will write you with that decision. After receiving the decision, you may make a written request for reconsideration stating all the reasons why you believe that you are still entitled to alternative benefits. You may also submit any additional written information that you think is related to your request for reconsideration. If you fail to submit a request for reconsideration within 60 days of the decision you waive any right to challenge that decision later.

You must follow the procedures in this section before you can bring legal action against BCBS for alternative benefits. This does not change your right to have individual claims reviewed under the section titled "Filing a Claim, Reviewing Claim Decision and Appeal of Benefit Denial."

BCBS will terminate your alternative benefits when any of the following happens:

- The time limit (if any) of the written alternative benefits plan expires.
- BCBS determines that the alternative benefits being provided to you are no longer medically necessary or are no longer cost effective.
- You receive care, treatment, services, or supplies that are not set forth in the alternative benefits plan. This does not apply if care, treatment, services or supplies were for a separate medical condition.
- Your coverage ends.
- You tell BCBS, in writing, that you wish to stop alternative benefits. This will terminate your alternative benefits no more than five days after receipt of your notice by BCBS.

Disease Management

Disease Management is a program for members diagnosed with diabetes, coronary artery disease, chronic obstructive pulmonary disease (COPD), congestive heart failure, asthma, and other specialized conditions. This program is available to eligible members at no cost as a part of your benefits.

Blue Cross translates your doctor's treatment plan into daily actions to improve your health. They educate you in the disease process in hopes of avoiding relapses that can lead to hospital and emergency room visits.

First, Blue Cross identifies members who would benefit from the program by analyzing medical and pharmaceutical claims. Once identified, an invitation and welcome kit is mailed.

Working with you and your doctor, a health care professional specializing in your condition develops your personal health goals such as losing weight or lowering your blood pressure or blood sugar. You get support to help you reach your goals.

Everything about the program is confidential. Only you, your doctor and Blue Cross know you are in the program. Call Blue Cross at 1-888-841-5741 or email membermanagement@bcbsal.org.

Appeal of Utilization Management Decision

BCBS provides a three-step appeals process that either the patient or the attending provider can initiate. All information required to process the appeal must be submitted to BCBS within one year from the date the claims report is issued by BCBS.

“Peer to Peer” Review

The attending provider can initiate a peer to peer review by contacting BCBS at 1-800-248-2342 or 1-866-578-7395 to discuss any case for which requested services were reduced or non-authorized. Based on the telephone discussion, the BCBS physician will determine whether the original decision was appropriate or should be amended. Proper documentation is provided to the patient and the attending provider after the review.

Appeal

When a disagreement between the attending provider and a BCBS physician is not resolved by a peer to peer review, review of the case can be initiated by the attending provider and/or patient via a telephonic or written request to:

Blue Cross and Blue Shield of Alabama
450 Riverchase Parkway East
Birmingham, Alabama 35298
1-800-248-2342

Medical records are obtained and reviewed once a written release has been received from the patient. If the Committee finds additional medical information to justify the authorization, the services are authorized. If not, the non-authorization is upheld. If an original adverse decision is reversed by the committee, the attending provider, patient and claims office are notified in writing.

Independent Review

For claims involving medical judgment and/or rescissions of coverage, you may also file a request with BCBS for an independent, external review of the decision. You must request this external review within four months of the date of your receipt of 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 Appeals
PO Box 10744
Birmingham, AL 35202-0744

If you request an external review, an independent organization will review BCBS's 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 provide BCBS with copies of this additional information to allow BCBS an

opportunity to reconsider the denial. Both will be notified in writing of the review organization's decision. The decision of the review organization will be final and binding, subject to arbitration.

Routine Preventive Care

Routine immunizations and preventive care services when provided by an in-network PPO provider are covered at 100% of the BCBS allowable rate with no deductible or copayment.

Visit [AlabamaBlue.com/preventiveservices](https://www.alabamablue.com/preventiveservices) for a listing of specific immunizations and preventive care services. Please note that this list is subject to change. In addition to the services listed on the website, the following preventive services are also provided at 100% of the allowable rate with no deductible or copayment:

- Urinalysis (once by age 5, then once between ages 12-17)
- CBC (once every 2 calendar years ages 6-17, then once every calendar year age 18 and older)
- Glucose testing (once every calendar year age 18 and older)
- Cholesterol testing (once every calendar year age 18 and older)
- TB skin testing (once before age 1, once between ages 14-18)

Routine immunizations and preventive care services when provided by an out-of-network or non-PPO provider are covered at 80% of the allowable rate, subject to the calendar year deductible.

Preferred Provider Organization

When you use a preferred provider organization (PPO) provider for services or treatment other than routine preventive services, you will receive enhanced benefits. When you DO NOT use a PPO provider for services covered under the PPO program, covered services are paid at 80% of the PPO fee schedule under Major Medical subject to the deductible.

To maximize your benefits, seek medical services from a preferred provider who participates in the BlueCard Preferred Provider Organization (PPO) Program. Please call 1-800-810-BLUE (2583) or access the Blue Cross website at AlabamaBlue.com to find out if your provider is a PPO member.

Preferred Provider (PPO) Benefits for Physicians, Nurse Practitioners, and Physicians Assistants

To take advantage of PPO benefits, simply choose a PPO Provider from the BlueCard PPO directory. Your provider will file all claims for PPO benefits. When your PPO provider requests the services of another provider for you, that provider must also be a PPO Provider in order for you to receive PPO benefits for his or her services, i.e., an anesthesiologist when surgery is performed or an independent laboratory or radiologist for diagnostic services.

Certain outpatient surgical/diagnostic procedures, including radiology procedures and physician-administered drugs require pre-certification. Contact BCBS at 1-800-248-2342 or AlabamaBlue.com before receiving services. Please note the list of procedures and/or drugs requiring precertification is subject to change.

- **Office Care Services** - the examination, diagnosis, and treatment for an illness or injury in a PPO provider's office. The term treatment is inclusive of in-office minor surgery. You must pay a \$40 physician copay or a \$20 nurse practitioner or physician assistant copay for each visit.
- **Telephone and Online Video Consultations** - A telephone and online video consultation service available to diagnose, treat and prescribe medication (when necessary) for certain medical issues is available through Teladoc. Telephone and video (where available) consultations are available 24 hours a day, 7 days a week. To enroll, go to Teladoc.com/Alabama or call 1-855-477-4549. Teladoc consultations are covered at 100% of the allowable with no deductible, coinsurance, or copayment. **Out-of-network services are not covered.**
- **Surgical Care Services** - services for operations and cutting procedures and the usual care before and after operations, for reducing fractures and dislocations, for the endoscopic procedures recognized and accepted by Blue Cross, and of an assisting provider who assists in performance of surgical procedures when medically necessary. Surgeries performed in the office are subject to a **\$40 copay**.
- **Inpatient Medical Care Services** - visits by a PPO Provider for your care or treatment while you are an inpatient and entitled to inpatient hospital benefits under this contract. However, you will not receive benefits for inpatient medical care services if you receive benefits for surgical care, obstetrical care, or radiation therapy services during the same hospital stay because medical care services are included in the surgical, obstetrical or radiation therapy fee. However, if Blue Cross decides inpatient medical care was medically necessary and unrelated to the condition for which you were hospitalized you will receive medical care services benefits.

You will not be responsible for non-covered medical services when you use a PPO provider, except when there is a signed agreement on file in the PPO provider's office, by the patient taking responsibility

for non-covered services. In which case, you will be responsible for the total charges for the non-covered medical services.

- **Consultation Services** - limited to one consultation each for medicine, surgery, and maternity by a PPO provider while an inpatient during each period of continual hospitalization. The consultation must be for an illness or injury requiring the special skill or knowledge of the PPO provider.
- **Diagnostic X-ray** - services are covered in full. (Subject to the facility co-pay.)
- **Outpatient Diagnostic Lab and Pathology** - coverage is provided for outpatient diagnostic lab and pathology services when performed by a PPO provider. **The member pays \$3 copay per test.**
- **Emergency Room Physician Services** - care and treatment by a PPO provider in hospital emergency rooms in an emergency other than for surgery or childbirth. **You must pay a \$40 physician copay or a \$20 nurse practitioner or physician assistant copay for each visit.** (Subject to the facility copay.)

Mental Health and Substance Abuse Preferred Provider Organizations

The LGHIP is designed to provide the following mental health and substance abuse benefits:

- Outpatient Care
 - Individual Therapy/Counseling
 - Family Therapy/Counseling
- Emergency Services
- Inpatient and Outpatient Services in an LGHIB Approved Facility
- Alcohol and Drug Abuse Counseling

Your benefit coverage will vary depending on whether you choose an approved or non-approved provider. Your coverage with an approved provider is as follows:

Approved Outpatient Providers - When you visit a Certified Regional Mental Health Center or other approved provider (list available at www.AlabamaBlue.com), outpatient treatment for mental and nervous disorders will be covered up to a maximum of 20 visits each calendar year at \$14 copay per visit. (Other copayments may apply based on the services received.) Mental illness day hospitalization, intensive day treatment and supportive day treatment are covered up to a maximum of 60 days each calendar year at 80% of fee schedule with no deductible. You can receive up to 40 outpatient substance abuse sessions covered at 100% of the fee schedule with no deductible at an approved day/evening or weekend treatment program.

Approved Inpatient Providers - Inpatient psychiatric care and substance abuse treatment received at an approved hospital will be covered at 80% of fee schedule after a \$200 facility deductible per admission.

To be eligible for inpatient facility benefits, all inpatient admissions and stays (except medical emergencies that must have post-admission review) must be reviewed, approved, and certified by BCBS as medically necessary. The LGHIB contracts with BCBS for Utilization Management. BCBS can be reached at 1-800-248-2342.

BCBS will only certify the medical necessity of the requested benefit, not whether you are eligible to receive the requested benefit. You are responsible for being aware of the limitations of your benefits.

To take advantage of benefits provided by the approved providers under the LGHIB's Preferred Provider Organization (PPO), contact LGHIB, BCBS Customer Service, or visit www.AlabamaBlue.com. When you make an appointment identify yourself as having the LGHIB's Mental Health and Substance Abuse PPO.

Non-Approved Outpatient Providers - When you use a non-approved mental health provider for outpatient mental and nervous and/or substance abuse, services will be covered for up to a maximum of 20 visits per calendar year at 80% of the fee schedule after a \$200 annual deductible. You will be responsible for 20% of fee schedule, **plus** any difference between the fee schedule amount and the amount the provider charges. There is **no coverage** for services provided by a non-approved facility that is solely classified as a **substance abuse outpatient or residential facility**.

Non-Approved Inpatient Providers - Inpatient psychiatric care and substance abuse treatment received at a non-approved hospital will be covered at 80% of the fee schedule after a \$200 deductible per admission. You are responsible for 20% of the fee schedule, plus any difference between the fee schedule amount and the amount that the facility charges. This amount can be substantial, as much as 40% of your

bill, and is not eligible for coverage under any other part of your contract. Admission precertification is the same as in an approved facility.

Note: The term "fee schedule" refers to the LGHIB's negotiated fee that the approved facilities and providers have agreed to accept for providing psychiatric or substance abuse services. The fee schedule applied to non-approved facilities is consistent with the fee paid to the approved facilities.

Note: A comprehensive listing of all approved mental health providers is available on the BCBS website at: www.AlabamaBlue.com.

Participating Chiropractor Benefits

The Participating Chiropractor Program offers members several advantages when they visit a participating chiropractor. Services are covered at 80% of the chiropractic fee schedule with no deductible. Participating chiropractors have agreed to file all claims and accept Blue Cross' payment (along with the 20% coinsurance due from the patient) as payment in full; the patient will not be balance-billed for any "over-range" charges. All benefit payments will go to the participating chiropractor.

Precertification is required after the 18th visit. The participating chiropractor will initiate the precertification process for you. If precertification is denied, you will have the right to appeal the denial.

Teladoc

Teladoc is a free service for members of the LGHIP that provides consultations with board-certified doctors via phone or video 24 hours a day, seven days a week. This service is available with no copay. Members can speak with a doctor about a variety of issues such as cold, flu, allergies, infections, and more. When necessary, the doctor can prescribe an appropriate medication needed for treatment. This benefit can be used in place of the emergency room or urgent care for non-emergency situations.

To enroll, download the mobile app through the App Store (Apple products) or Google Play (Android products); visit Teladoc.com/Alabama; or call 1-855-477-4549. Teladoc consultations are covered at 100% of the allowance with no deductible, coinsurance or copayment.

Benefit	Teladoc
Availability	Nationwide 24/7/365 by phone, web, or mobile app
How to access	Telephone or video visits with a physician
Information needed	Blue Cross and Blue Shield of Alabama ID card
Cost	\$0 Copay
Website	www.teladoc.com/Alabama
Phone	1-855-477-4549 or 1-800-Teladoc
Apps	Search Teladoc in App Store or Google Play
Physicians	Internal Medicine, Family Medicine, Emergency Medicine, Pediatric Medicine Board certified in their specialty Average 20 years of experience
Common conditions treated	Cold, flu, sinus problems, allergies, minor skin problems, pink eye

Tobacco Cessation Reimbursement Program

A Tobacco Cessation Reimbursement Program is provided by the LGHIB for its covered members. Program information can be obtained by contacting our Wellness Division. For more information about available cessation programs, please call *Alabama's Tobacco Quitline at 1-800-QUIT-NOW (1-800-784-8669)* or visit *www.quitnowalabama.com*. Both programs offer free master's level counseling and up to four weeks of free nicotine replacement therapy patches if you are in counseling with the Quitline and do not have medical contraindications.

The LGHIB will reimburse each member 80% of the cost of the program, with no deductible. There is a lifetime maximum benefit of \$150. Tobacco cessation seminars and certain forms of nicotine replacement are covered services. Forward your name, address, contract number and a copy of receipts to:

**Local Government Health Insurance Board
Wellness Division
PO Box 304900
Montgomery, AL 36130-4900**

Prescription medications for tobacco cessation are covered through the prescription drug program and are not subject to the \$150 lifetime maximum benefit.

Note: E-cigarettes are not eligible for reimbursement through the LGHIB's tobacco cessation program or as an approved tobacco cessation product.

All claims must be filed with the LGHIB, not BCBS.

Physician Supervised Weight Management & Nutritional Counseling Program

The LGHIB will cover approved physician supervised weight management and nutritional counseling programs. The LGHIB will reimburse 80% of the cost of a physician supervised weight management program and/or nutritional counseling, with no deductible, not to exceed \$150 per member, per calendar year. You can apply for reimbursement by forwarding your name, address, contract number, daytime phone number, copy of the program receipt(s), and program contact information to:

**Local Government Health Insurance Board
Wellness Division
PO Box 304900
Montgomery, AL 36130-4900
1-866-836-9137, option 4**

Only medications dispensed or administered at the provider's office are eligible for reimbursement.

You must file your claims for this benefit with the LGHIB, not BCBS.

Major Medical Benefits

Services not covered under the BlueCard PPO program are paid at 80% of the allowed amount as major medical benefits after a \$200 calendar year deductible, maximum of three deductibles per family. Major medical deductibles and coinsurance apply to annual out-of-pocket maximums of \$8,150 for individuals and \$16,300 aggregate for families.

Only one deductible is applicable to covered major medical expenses incurred for treatment of accidental injuries received in the same accident by two or more family members with family coverage.

You are responsible for payment of your covered major medical expenses to which the deductible applies.

Covered Major Medical Expenses

Some of the most frequently utilized major medical services are listed below. Contact BCBS Customer Service at 1-800-321-4391 for specific coverage questions prior to services being provided.

- Semi-private room and board, general nursing care and all normal and necessary hospital services and supplies when hospital benefits have expired subject to the requirements and limitations of pre-admission certification and post-admission review.
- Allergy testing and treatment. This coverage is offered only under the major medical benefit regardless of whether a PPO provider is used.
- Physical therapy is covered at 80% of the allowance, subject to the calendar year deductible. Recertification is required after the 15th habilitative or rehabilitative visit to determine the medical necessity for continued therapy. If recertification is not obtained, coverage for all services associated with the 16th and subsequent visits will be denied. It is your responsibility to make sure that recertification has been obtained. For more information, please call 1-800-248-2342.
- Speech therapy is covered at 80% of the allowance, subject to the calendar year deductible. Recertification is required after the 15th habilitative or rehabilitative visit to determine the medical necessity for continued therapy. If recertification is not obtained, coverage for all services associated with the 16th and subsequent visits will be denied. It is your responsibility to make sure that recertification has been obtained. For more information, please call 1-800-248-2342.
- Occupational therapy is covered at 80% of the allowance, subject to the calendar year deductible. Recertification is required after the habilitative or rehabilitative 15th visit to determine the medical necessity for continued therapy. If recertification is not obtained, coverage for all services associated with the 16th and subsequent visits will be denied. It is your responsibility to make sure that recertification has been obtained. For more information, please call 1-800-248-2342.
- Coverage for Autism Spectrum Disorder - The plan covers the screening, diagnosis, and treatment of Autism Spectrum Disorder for children 18 years of age or under. For coverage related to the screening, diagnosis, and treatment of Autism Spectrum Disorder, recertification shall be based on the most recent treatment plan. BCBS may only request an updated treatment plan once every six months from the treating licensed physician or licensed psychologist to review medical necessity, unless BCBS and the treating licensed physician or licensed psychologist agree that a more frequent review is necessary for a particular patient. Coverage is limited to children 18 years of age or under. Additional specific benefit limits include:

- Applied Behavioral Analysis (ABA) Therapy
 - **In Network (PPO)** - Covered at 100% of the allowance, subject to a \$14 copay per visit and the annual maximum benefits below. Precertification is required prior to rendering ABA therapy to determine the medical necessity. Precertification is also required every six months thereafter to determine the medical necessity for continued therapy. If precertification is not obtained, coverage for all services associated with subsequent visits will be denied. For more information, please call 1-877-563-9347.
 - **Out of Network – (NON-PPO)** - Covered at 80% of the allowance, subject to the calendar year deductible and the annual maximum benefits below. Precertification is required prior to rendering ABA therapy to determine the medical necessity. Precertification is also required every six months thereafter to determine the medical necessity for continued therapy. If precertification is not obtained, coverage for all services associated with subsequent visits will be denied. For more information, please call 1-877-563-9347.
 - **Annual Maximum Benefits:**

<u>Age</u>	<u>Annual Maximum</u>
0 to 9	\$40,000
10 to 13	\$30,000
14 to 18	\$20,000
- Physical therapy is covered at 80% of the allowance, subject to the calendar year deductible. Precertification is required after the 15th visit to determine the medical necessity for continued therapy. If precertification is not obtained, coverage for all services associated with the 16th and subsequent visits will be denied. It is your responsibility to make sure that precertification has been obtained. For more information, please call 1-800-248-2342.
- Speech therapy is covered at 80% of the allowance, subject to the calendar year deductible. Precertification is required after the 15th visit to determine the medical necessity for continued therapy. If precertification is not obtained, coverage for all services associated with the 16th and subsequent visits will be denied. It is your responsibility to make sure that precertification has been obtained. For more information, please call 1-800-248-2342.
- Occupational therapy is covered at 80% of the allowance, subject to the calendar year deductible. Precertification is required after the 15th visit to determine the medical necessity for continued therapy. If precertification is not obtained, coverage for all services associated with the 16th and subsequent visits will be denied. It is your responsibility to make sure that precertification has been obtained. For more information, please call 1-800-248-2342.
- Diabetic education is covered at 100% of the allowance, with no deductible; limited to five diabetic classes (in an approved diabetic education facility) per person within a six-month period for any diabetic diagnosis (not held to insulin dependent diabetics); services in excess of this maximum must be certified through case management; call 1-800-248-2342 for precertification.
- Prosthetic devices such as an artificial arm and orthopedic devices such as a leg brace.
- Medical supplies, other than insulin supplies, such as oxygen, crutches, splints, casts, trusses and braces, syringes and needles, catheters, colostomy bags and supplies and surgical dressings.

- Professional ambulance service approved by BCBS to the closest hospital that could furnish the treatment needed for your condition. A provider must certify that the ambulance service was necessary, if BCBS requests it.
- Rental of durable medical equipment prescribed by a Provider for therapeutic use in a member's home, limited to the amount of its reasonable and customary purchase price. If you can buy it for less than you can rent it, or if it is not available for rent, BCBS will pay its allowed purchase price. Some examples of durable medical equipment are wheelchairs and hospital beds.
- Hemodialysis services provided by a Participating Renal Dialysis Facility.
- Private duty nursing services of a licensed registered nurse (R.N.) or a licensed practical nurse (L.P.N.) if: the services actually require the professional skills of a R.N. or L.P.N.; are provided outside of a hospital or other facility; and are provided by a person not related to you by blood or marriage or a member of your household. No benefits are provided for any custodial care. In order to be covered, private duty nursing services must be **pre-certified** by BCBS.
- Home health care is covered at 80% of the allowance, subject to the calendar year deductible, when services are rendered by a participating home health agency. It is your responsibility to make sure that precertification has been obtained. Call 1-800-248-2342 for precertification.
- Point-of-sale drug benefits. (See Prescription Drugs section.)

Provider Administered Drug Benefits

Provider-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. Provider-administered drugs do not include medications that are typically available by prescription order or refill at a retail pharmacy.

Provider-administered drug coverage is subject to Drug Coverage Guidelines found in the pharmacy section of the BCBS website. 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 precertification (sometimes referred to as prior authorization) to ensure the medical necessity of the drug.

Attention: You can find more information about this in the Medical Necessity and Precertification section of this booklet. Please call 1-800-248-2342 for precertification.

Prescription Drugs

Prescription Drug Benefits

Prescription drug benefits are administered by OptumRx. OptumRx's customer service number is 1-844-785-1603. For new medications prescribed on or after January 1, 2020, please refer to the OptumRx Prescription Drug List for a list of covered drugs and the associated tiers. The OptumRx Prescription Drug List is available by signing in to your OptumRx account at www.optumrx.com.

Prescription Drug Card Program

Tier 1 drugs are covered at 100% of the allowance, subject to a \$10 copay per prescription when you use a participating pharmacy.

Point-of-Sale Drug Program

Tier 2 and Tier 3 drugs are covered at 80% of the allowance, after filing for reimbursement, subject to the calendar year Major Medical deductible of \$200 when you use a **participating pharmacy**. To obtain the 80% reimbursement for a Tier 2 and Tier 3 drug, please read the below information.

- You are responsible for paying the pharmacy 100% of the cost for your prescription.
- Prescription number is required.
- File your prescription claim with OptumRx, using the Prescription Reimbursement Request form available at www.lghip.org.

Certain blood glucose lowering drugs used to treat diabetes, along with certain auto-immune and multiple sclerosis drugs, are covered at 80% of the allowance at the point-of-sale; members are only responsible for 20% coinsurance at the point of sale.

Note:

- **No benefits are available for prescriptions purchased at a non-participating pharmacy.**
- Prescription drug coverage is limited to prescription products approved by the Federal Drug Administration (FDA) as evidenced by a New Drug Application (NDA), Abbreviated New Drug Application (ANDA), or Biologics License Application (BLA) on file with the FDA.
- Coverage of medications included on the Preventive Care Medications List are subject to plan design. Generic medications included on the Preventive Care Medications List will be covered at \$0 copay. Brand-name medications will follow the Point-of-Sale Drug Program.
- Plan specific exclusions will supersede OptumRx's Premium Prescription Formulary and drug look-up tool.

Prescription Drug Card Replacement

Additional or replacement prescription drug cards are available to print at www.OptumRx.com or through the OptumRx mobile app. You may also order a replacement ID card by calling OptumRx at 1-844-785-1603.

OptumRx Customer Service

If you have questions about your prescription drug coverage, or need additional information about how to file claims, you should contact OptumRx. The phone number is 1-844-785-1603.

When you call about a claim, be sure to have the following information available:

- Your contract number
- Date of service
- Prescription Number

OptumRx Claims Department
PO Box 650334
Dallas, TX 75265-0334

Prescription Drug Appeal Process

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.

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 reserves the right to establish and implement reasonable procedures to determine whether an individual has been authorized to act as your representative.

You have the right to appeal a medication coverage decision within 180 calendar days from the date of the denial notification. You or your prescriber can get appeals information, including independent appeal rights, by calling OptumRx's appeals coordinator at 1-888-403-3398.

To file an appeal, please send any written comments, documents or other relevant documentation with your appeal to the address listed below:

OptumRX
c/o Appeals Coordinator
PO Box 25184
Santa Ana, CA 92799
Phone: 1-888-403-3398
Fax: 1-877-239-4565

If you proceed with the appeals process, OptumRx will review the denial decision and provide you with a written determination within 30 calendar days of receiving your 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), which will review the denial and issue a final decision:

- You do not receive a timely decision
- OptumRx continues to deny the payment, coverage or service requested after the final level of internal appeal
- OptumRx does not adhere to certain legal requirements regarding claims procedures

If your situation meets the definition of urgent under the law, your review will be rushed. Generally, an urgent situation is one in which the standard time frame for a decision:

- Could seriously jeopardize your life or health or your ability to regain maximum function, based on a prudent layperson's judgment
- In the opinion of a practitioner with knowledge of your medical condition, would subject you to severe pain that cannot be adequately managed without the care or treatment that is the subject of the request

If you believe your situation is urgent, you may request an expedited appeal by calling OptumRx at 1-888-403-3398.

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

External Review Process

An external review is a complete re-examination of your case by an independent review organization (IRO).

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 request an external review. OptumRx reserves the right to establish and implement reasonable procedures to determine whether an individual has been authorized to act as your representative.

To file an external review, you must send OptumRx a letter within four (4) months of receiving the final letter of denial (or if you meet the situation above regarding an urgent appeal) 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 to be sent for external review to an IRO.

OptumRx will forward your letter and the entire case file to the IRO within five (5) business days of receiving your information, or within two (2) business days for an expedited external review.

Upon receiving your information, the IRO will notify you whether your request is eligible and accepted for an external review. Once you receive this letter, you have 10 business days to submit (in writing) additional information for the IRO to consider in its review.

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 will authorize or pay for the services in question.

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 listed below:

OptumRx
c/o Appeals Coordinator
PO Box 25184
Santa Ana, CA 92799
Phone: 1-888-403-3398
Fax: 1-877-239-4565

You may request an expedited external review by contacting OptumRx within four (4) months of the date of notice of denial by calling 1-888-403-3398 or by faxing 1-877-239-4565.

Coverage Exclusions

In addition to other exclusions set forth in this handbook, the LGHIP will not provide benefits for the following, whether or not a provider performs or prescribes them:

A

- Services or expenses for elective **abortions** (except in cases of rape or incest, severe chromosomal or fetal deformity, or when the life of the woman would be endangered).
- Services or expenses for **acupuncture**, biofeedback, and other forms of self-care or self-help training.
- **Anesthesia** services or supplies or both by local infiltration.
- Services, care, treatment, or supplies furnished by a provider that is not recognized by BCBS as an **approved provider** for the type of service or supply being furnished. For example, the LGHIP reserves the right not to pay for some or all services or supplies furnished by certain persons who are not medical doctors (M.D.s), even if the services or supplies are within the scope of the provider's license. Call BCBS Customer Service if you have any question as to whether your provider is recognized as an approved provider for the services or supplies that you intend to receive.
- 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 an out-of-network hospital stay, except one for an emergency, unless BCBS has approved and pre-**certified** it before your admission. Services or expenses of an out-of-network hospital stay for an emergency if BCBS is not notified within 48 hours, or on their next business day after your admission, or if BCBS determines 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 not received within 365 days** 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. For exceptions, see "Women's Health and Cancer Rights Act". 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 BCBS prior to surgery to find out whether a procedure will be reconstructive or cosmetic. You and your physician must prove to BCBS's satisfaction that surgery is reconstructive and not cosmetic. You must show BCBS history and physical exams, visual field measures, photographs and medical records before and after surgery. BCBS 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 performed. 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 **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.

D

- **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.

E

- 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 limited circumstances.
- 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 LASIK.

F

- 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).

- Prescription drugs not approved by the Federal Drug Administration (**FDA**).

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, and 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 BCBS determines 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.

N

- Services or expenses of any kind provided by a **non-participating hospital** located in Alabama for major medical benefits or any other benefits under this contract except inpatient and outpatient hospital benefits in case of accidental injury.
- Services, care or treatment you receive during any period of time with respect to which payment for your coverage has not been made and that **nonpayment** results in termination of coverage.

O

- Services or expenses for treatment of any condition including, but not limited to: **obesity**, diabetes, or heart disease that is based upon weight reduction or dietary control. This exclusion does not apply to Bariatric Surgical procedures if medically necessary and in compliance with BCBS's guidelines. Bariatric Surgical procedures are limited to one per lifetime, subject to prior authorization. Benefits are provided only when the services are performed by a PPO Provider. All physician and anesthesia services related to Bariatric Surgical procedures are limited to 50% of the allowable rate.

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

P

- **Physical, speech, and/or occupational therapy** (rehabilitative or habilitative) for the 16th and subsequent visits that were not precertified.

- **Private duty nursing services** that have not been precertified.

R

- Services or expenses for **recreational** or educational therapy (except for 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 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.

- Services or supplies furnished by a facility that is solely classified as a **residential treatment center**. This does not exclude covered substance abuse services or supplies furnished by a general hospital, psychiatric specialty hospital or substance abuse facility.

- **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 well child care** and routine immunizations except for the services described in the "Routine Preventive Benefits" section.

- **Routine physical examinations** except for the services described in "Routine Preventive Benefits."

S

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

- **Services** or expenses for treatment while confined in a prison, jail or other penal institution.

- Services or expenses of any kind for, or related to, reverse **sterilizations**.

- Services or expenses for, or related to, **sexual dysfunctions** or inadequacies not related to organic disease.

- Services or supplies furnished by a **substance abuse residential facility**.

- Services, **supplies**, equipment, accessories or other items which can be purchased at retail establishments or otherwise over-the-counter without a doctor's prescription that are not otherwise covered services under another section of this booklet, including but not limited to:
 - Hot and cold packs;
 - Standard batteries used to power medical or durable medical equipment;
 - Solutions used to clean or prepare skin or minor wounds, including: alcohol solution or wipes, povidone- iodine solution or wipes, hydrogen peroxide, and adhesive remover;
 - Standard dressing supplies and bandages used to protect minor wounds such as band aids, 4 x 4 gauze pads, tape, compression bandages, eye patches;
 - Elimination and incontinence supplies such as urinals, diapers, and bedpans; as well as blood pressure cuffs, sphygmometers, stethoscopes and thermometers.

T

- 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 major medical.

- Dental treatment for or related to **temporomandibular joint (TMJ) disorders**. This includes phase II 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.

W

- 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, whether 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.

Protecting Your Privacy

Privacy of Your Protected Health Information

The confidentiality of your personal health information is important to the LGHIB. Under HIPAA, plans such as this one are generally required to limit the use and disclosure of your protected health information to treatment, payment, and health care operations. This section of this booklet explains some of HIPAA's requirements. Additional information is contained in the LGHIP's notice of privacy practices. You may request a copy of this notice by contacting the LGHIB.

Disclosures of Protected Health Information to the Plan Sponsor

In order for your benefits to be properly administered, the LGHIP needs to share your protected health information with the plan sponsor, the State of Alabama. The following are circumstances under which the LGHIP may disclose your protected health information to the plan sponsor:

- The LGHIP may inform the plan sponsor whether you are enrolled in the LGHIP.
- The LGHIP 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 LGHIP 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 LGHIP.

The 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 LGHIP'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 LGHIP 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 LGHIP must follow in this regard. There are some exceptions.
- The plan sponsor will amend, or allow the LGHIP 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. 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 LGHIP 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 LGHIP 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:

- Benefits Administration and Operations
- Legal
- Finance

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 LGHIB 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 LGHIB 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 LGHIB, BCBS has an agreement with the LGHIB that allows BCBS 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 LGHIP, you agree that BCBS may obtain, use and release all records about you and your minor dependents that BCBS needs to administer the plan or to perform any function authorized or permitted by law. You further direct all persons to release all records to BCBS about you and your minor dependents that BCBS needs in order to administer the plan. 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. Additionally, we may use or disclose your personal health information for treatment, payment or healthcare operations, or as permitted or authorized by law pursuant to the privacy regulations under HIPAA.

HIPAA Exemption

As a non-federal governmental health plan, the State of Alabama can elect to exempt the LGHIP from certain provisions of HIPAA. The State of Alabama has elected to exempt the LGHIP from the following HIPAA requirement:

Parity in the application of certain limits to mental health benefits: Group health plans that provide both medical and surgical benefits and mental health or substance use disorder benefits must ensure that financial requirements and treatment limitations applicable to mental health or substance use disorder benefits are no more restrictive than the predominant financial requirements and treatment limitations applicable to substantially all medical and surgical benefits covered by the plan.

The privacy provisions of HIPAA require that you be notified at least once every three years about the availability of the LGHIB's privacy practices [45 CFR 164.520(c)(1)(ii)]. Accordingly, you may obtain a copy for our privacy practices by going to our website at www.lghip.org, or you can request a copy by writing to us at:

Local Government Health Insurance Board
Attn: Privacy Officer
PO Box 304900
Montgomery, AL 36130-4900

General Provisions

Delegation of Discretionary Authority to Blue Cross or OptumRx

The LGHIB has delegated to BCBS or OptumRx the discretionary responsibility and authority to determine claims under the LGHIP, to construe, interpret, and administer claims, and to perform every other act necessary or appropriate in connection with claims administration services under the LGHIP.

Whenever BCBS or OptumRx make reasonable determinations that are neither arbitrary nor capricious in the administration of claims of the LGHIP, those determinations will be final and binding on you, subject only to your right of review under the LGHIP.

Incorrect Benefit Payments

Every effort is made to process claims promptly and correctly. If payments are made to you or to a provider who furnished services or supplies to you, and BCBS or OptumRx finds at a later date that the payments were incorrect, you or the provider will be required to repay any overpayment or BCBS or OptumRx may deduct the amount of the overpayment from any future payment to you or the provider. If BCBS or OptumRx does this, they will notify you.

Responsibility for Actions of Providers of Services

BCBS, OptumRx and the LGHIB will not be responsible for any acts or omissions, whether negligent, intentional, or otherwise, by any institution, facility, or individual provider in furnishing or not furnishing any services, care, treatment, or supplies to you. BCBS, OptumRx and the LGHIB will not be responsible if any provider of service fails or refuses to admit you to a facility, or treat you, or provide services to you. BCBS, OptumRx and the LGHIB are not required to do anything to enable providers to furnish services, supplies, or facilities to you.

Misrepresentation

Any misrepresentation by you in application for or in connection with coverage under the contract will make your coverage invalid as of your effective date. In that case, BCBS, OptumRx and the LGHIB will not be obligated to return any portion of any fees paid by or for you. Any misrepresentation by the LGHIB in application for or in connection with the contract will make the entire contract invalid as of the contract effective date, and in that case, BCBS or OptumRx will not be obligated to return any fees paid by the group for you or any other member.

Any employee or retiree knowingly and willfully submitting materially false information to the LGHIB or engaging in fraudulent activity that causes financial harm to the LGHIP, may be required, upon a determination by the LGHIB, (1) to repay all claims and other expenses, including interest, incurred by the plan related to the intentional submission of false or misleading information or fraudulent activity; and (2) be subject to disqualification from coverage under the LGHIP.

Obtaining, Use, and Release of Information

By submitting your application for coverage or any claims for benefits you authorize BCBS or OptumRx to obtain from all providers, hospitals, facilities, other providers of service, and all other persons or institutions having information concerning you, all records that in its judgment are necessary or desirable for processing your claim, performing our contractual duties or complying with any law. You also authorize providers of health services, and any other person or organization, to furnish to BCBS or OptumRx any such records or information it requests.

Your authorization allows BCBS or OptumRx to use and release to other persons or organization any such records and information as considered necessary or desirable in its judgment. Neither BCBS or OptumRx

or any provider or other person or organization will be liable for obtaining, furnishing, using, or releasing any such records or information.

Responsibility of Members and Providers to Furnish Information

By submitting an application for coverage or a claim for benefits, you agree that in order to be eligible for benefits:

- A claim for benefits must be properly submitted to and received by BCBS or OptumRx.
- A provider, hospital, or other provider that has furnished or prescribed any services or supplies to a member must provide the records, information, and evidence BCBS or OptumRx requests in connection with benefits claimed or paid for the services or supplies.
- A member who receives services or supplies for which benefits are claimed must provide the records, information and evidence BCBS or OptumRx requests.

Refusal by any member or provider of services to provide BCBS or OptumRx records, information, or evidence reasonably requested will be grounds for denial of any further payments of benefits to or for this member or provider.

Providers of Services Subject to Contract Provision

Any hospital, provider, or other provider of services or supplies for which benefits are claimed or paid will be considered, through acceptance of the benefits or payment, to be bound by this contract's provisions.

Benefit Decisions

By submitting a claim for benefits, you agree that any determination BCBS or OptumRx makes in deciding claims or administering the contract, that is reasonable and not arbitrary or capricious, will be final.

Medical Charges for More than the Allowed Amounts

When benefits for provider's services are based on allowed amounts, the benefit payments are determined and made by BCBS upon consideration of the factors described in the definition of allowed amount. If a provider charges you more than the allowed amount paid by BCBS as benefits, you are responsible for the charges in excess of the allowed amount.

Applicable State Law

This contract is issued and delivered in the state of Alabama and will be governed by the law of Alabama to the extent that state law is applicable.

Plan Changes

- The LGHIB may amend any or all of the provisions of the LGHIP at any time by an instrument in writing.
- No representative or employee of BCBS or OptumRx is authorized to amend or vary the terms and conditions of the LGHIP, make any agreement or promise, not specifically contained in the LGHIP, or waive any provision of the LGHIP.

Rescission

Under the ACA, the LGHIB cannot rescind your coverage once you are covered under the LGHIP unless you perform an act, practice, or omission that constitutes fraud, or unless you make an intentional misrepresentation of material fact as prohibited by the terms of the LGHIP. The LGHIB must provide at

least 30 days' advance written notice to each participant who would be affected before coverage may be rescinded.

A rescission is a retroactive cancellation or discontinuance of coverage. A cancellation of coverage is not a rescission if (a) the cancellation or discontinuance of coverage has only a prospective effect, or (b) the cancellation or discontinuance of coverage is effective retroactively due to a failure to timely pay required premiums or contributions towards the cost of coverage.

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. With out-of-network providers, we may choose whether to pay you or the provider. When we pay you or your 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.

Premium Assistance Under Medicaid and the Children's Health Insurance Program (CHIP)

If you or your children are eligible for Medicaid or CHIP and you are eligible for health coverage from your employer, your state may have a premium assistance program that can help pay for coverage, using funds from their Medicaid or CHIP programs. If you or your children are not eligible for Medicaid or CHIP, you won't be eligible for these premium assistance programs but you may be able to buy individual insurance coverage through the Health Insurance Marketplace. For more information, visit www.healthcare.gov.

If you or your dependents are already enrolled in Medicaid or CHIP, contact your State Medicaid or CHIP office to find out if premium assistance is available. If you or your dependents are NOT currently enrolled in Medicaid or CHIP, and you think you or any of your dependents might be eligible for either of these programs, contact your State Medicaid or CHIP office or dial **1-877-KIDS NOW** or www.insurekidsnow.gov to find out how to apply. If you qualify, ask your state if it has a program that might help you pay the premiums for an employer-sponsored plan.

If you or your dependents are eligible for premium assistance under Medicaid or CHIP, as well as eligible under your employer plan, your employer must allow you to enroll in your employer plan if you are not already enrolled. This is a "special enrollment" opportunity, and you must request coverage within 60 days of being determined eligible for premium assistance. If you have questions about enrolling in your employer plan, contact the Department of Labor at www.askebsa.dol.gov or call **1-866-444-EBSA (3272)**.

You may be eligible for assistance paying your employer health plan premiums. For more information on eligibility, and if you live in Alabama, visit www.myalhipp.com or call 1-855-692-5447.

To see if any other states have added a premium assistance program, contact either:

U.S. Department of Labor
Employee Benefits Security Administration
www.dol.gov/ebsa | 1-866-444-EBSA (3272)

U.S. Department of Health and Human Services
Centers for Medicare & Medicaid Services
www.cms.gov | 1-877-267-2323, Menu Option 4, Ext. 61565

Coordination of Benefits

Coordination of Benefits (COB) is a provision designed to help manage the cost of health care 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 health care 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 employer, 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 (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 BCBS's records indicate this plan is secondary, BCBS 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 required to make a secondary payment according to the above rules, it will subtract the amount paid by the primary plan from the amount it would have paid in the absence of the primary plan, and pay the difference, if any. In many cases, this will result in no payment by this plan.

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. BCBS or OptumRx may get the facts it needs 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. BCBS or OptumRx are not required to tell or get the consent of any person to do this. Each person claiming benefits under this plan must give BCBS or OptumRx any facts it needs 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, BCBS or OptumRx 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. BCBS or OptumRx 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 BCBS or OptumRx is more than BCBS or OptumRx should have paid under this COB provision, BCBS or OptumRx 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

Right of Subrogation

If BCBS or OptumRx pays or provides any benefits for you, the LGHIP is subrogated to all rights of recovery that you have in contract, tort, or otherwise against any person or organization for the amount of benefits the LGHIP has paid or provided. The LGHIP may use your right to recover money from that other person or organization.

Right of Reimbursement

Besides the right of subrogation, the LGHIP has a separate right to be reimbursed or repaid from any money you, including your family members, recover for an injury or condition for which the LGHIP has paid plan benefits. This means that you promise to repay the LGHIP any money you recover that the LGHIP has 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 the LGHIP. If you are paid by any person or company besides the LGHIP, including the person who injured you, that person's insurer, or your own insurer, you must repay the LGHIP. In these and all other cases, you must repay the LGHIP.

The LGHIP has 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 the LGHIP 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 the LGHIP first even if another person or company has paid for part of your loss, and that you promise to repay the LGHIP first even if the person who recovers the money is a minor. In these and all other cases, the LGHIP still has the right to first reimbursement or repayment out of any recovery you receive from any source.

Right to Recovery

You agree to promptly furnish BCBS or OptumRx all information that you have concerning your rights of recovery or recoveries from other persons or organizations and to fully assist and cooperate with BCBS or OptumRx in protecting and obtaining the LGHIP's reimbursement and subrogation rights in accordance with this Section. **You may receive questionnaires requesting more information. Any member who has not responded within 30 days of receiving three questionnaires will have their claims suspended until they have complied with the questionnaire.**

You or your attorney will notify BCBS or OptumRx before filing any suit or settling any claim so as to enable the LGHIP to participate in the suit or settlement to protect and enforce the LGHIP's rights under this section. If you do notify BCBS or OptumRx so that the LGHIP is able to and does recover the amount of LGHIP benefit payments for you, the LGHIP will share proportionately with you in any attorneys' 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), the LGHIP's 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 the reimbursement and subrogation rights of the LGHIP under this section 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, the LGHIP may suspend or terminate payment or provision of any further benefits for you under the LGHIP.

Filing a Medical Claim, Claim Decisions, and Appeal of Medical Benefit Denial

The following explains the rules under the LGHIP for filing claims and appeals with BCBS and for filing voluntary appeals with the LGHIB. The procedures relating to BCBS's pre-certification, pre-approval or review of certain benefits, including inpatient hospital benefits, private duty nursing, and certain surgical/diagnostic procedures, case management and certain predeterminations are explained in other sections of this booklet.

Filing of Claims Required

A claim prepared and submitted to BCBS must be received by BCBS before it can consider any claim for payment of benefits for services or supplies. In addition, there are certain services (such as Preadmission Certification and precertification of nursing services) that must be approved by BCBS in advance before they will be recognized as benefits. No communication with BCBS by you, your provider, or anyone else about the existence or extent of coverage can be relied upon by you or your provider or will be binding in any way on BCBS when the communications are made before the services or supplies are provided and a claim for them is submitted and received.

Who Files Claims

Providers of services who have agreements with BCBS generally prepare and submit claims directly to BCBS. Claims for services or supplies furnished to you by providers without agreements with BCBS must be prepared and submitted by either you or the provider. For services requiring preadmission or precertification requests and approvals, the responsibility and manner for submitting requests are mentioned previously.

Who Receives Payment

- BCBS's agreements with some providers require it to pay benefits directly to them. On all other claims it may choose to pay either you or the provider. If you or the provider owes BCBS any sums, it may deduct from its benefit payment the amount that it is owed. Its payment to you or the provider (or deduction from payments to either) of amounts owed will be considered to satisfy its obligation to you. BCBS does not have to honor any assignment of your claim to anyone, including a provider.

Nothing in the contract gives a provider the right to sue for recovery from BCBS for benefits payable under the contract.

- If you die or become incompetent or are a minor, BCBS pays your estate, your guardian or any relative that, in its judgment, is entitled to the payment. Payment of benefits to one of these people will satisfy its obligation to you.

How to File Claims

When you use your benefits, a claim must be filed before payment can be made. The LGHIP will pay for covered services you receive after the effective date of your coverage.

Hospital Benefits

In most cases, presenting your identification card is all you will need to establish credit for you and your dependents for admission to any hospital in Alabama and across the nation. Benefit payments are normally made to the hospital.

If care is received in a hospital outside of Alabama, reimbursement will be made through the Blue Cross Blue Card Program. If a hospital outside of Alabama does not file claims with BCBS, you should file the claim yourself directly to: BCBS, 450 Riverchase Parkway East, Birmingham, Alabama 35298.

Note: Preadmission Certification and Post Admission Review is required for all hospital admissions, for many outpatient diagnostic tests, surgeries, radiology procedures, and physician administered drugs. Ask your provider to contact BCBS at 1-800-248-2342.

Provider Services and Other Covered Expenses

To file a claim for provider services and other covered Major Medical expenses, present your identification card to the provider of service. Benefit payments are normally made directly to the provider.

However, if the provider does not file for benefits, claims should be filed directly by you. When it is necessary for you to file claims, complete a Medical Expense Claim Form (CL-438) and obtain itemized bills from the provider to attach. It is to your advantage to file your claims as they are incurred or at least every three months. The itemized bills must contain:

• Patient's full name	• Contract number	• Name and address of provider
• Type of service	• Date of service	• Diagnosis
• Charge for each service	• Date of accident (if any)	

Send the claim to: BCBS, 450 Riverchase Parkway East, Birmingham, Alabama 35298. You should always make copies for your personal records before filing. For your convenience, Medical Expense Claim Forms (CL-438) are available from any BCBS office.

Blue Cross Preferred Care Benefits

One of the greatest advantages of visiting a PPO Provider or PPO Facility is that you are relieved of any claim filing. Provider and PPO Facilities agree to handle all claim filing procedures for you.

When Claims Must Be Submitted

All claims for benefits must be submitted properly by you or your provider of services within 365 days of the date you receive the services or supplies. Claims not submitted and received by BCBS or OptumRx within this 365-day period will not be considered for payment of benefits.

Receipt and Processing Claims

Claims for medical benefits under the LGHIP can be post-service, pre-service, or concurrent. The following explains how BCBS processes these different types of claims and how you can appeal a partial or complete denial by BCBS 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. BCBS has developed a form that you must use if you wish to designate an authorized representative. You can get the form by calling the BCBS Customer Service Department at 1-800-321-4391. You can also go to the BCBS website at www.AlabamaBlue.com and request a copy of the form. If a person is not properly designated as your authorized representative, BCBS 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, your provider is deemed to be your authorized representative unless you advise BCBS otherwise in writing.

Post-Service Claims

What Constitutes a Post-Service Claim?

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

In order for BCBS 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 BCBS with the data elements that BCBS specifies in advance. Most providers are aware of BCBS's claim filing requirements and will file claims for you. If your provider does not file your claim for you, you should call the BCBS customer service department and ask for a claim form. Tell BCBS the type of service or supply for which you wish to file a claim (for example, hospital or physician), and BCBS will send you the proper type of claim form. When you receive the form, complete it, attach an itemized bill, and send it to BCBS at 450 Riverchase Parkway East, Birmingham, Alabama 35244-2858. Claims must be submitted and received by BCBS within 365 days after the service takes place to be eligible for benefits.

If BCBS receives a submission that does not qualify as a claim, it will notify you or your provider of the additional information needed. Once BCBS receives that information, it will process the submission as a claim.

Processing of Claims

Even if BCBS has received all of the information needed to treat a submission as a claim, from time to time it might need additional information in order to determine whether the claim is payable. The most common example of this is medical records needed to determine whether services or supplies were medically necessary. If additional information is needed, BCBS will ask you to furnish it, and will suspend further processing of your claim until the information is received. You will have 90 days to provide the information to BCBS. To expedite receipt of the information, BCBS may request it directly from your provider. BCBS will send you a copy of its request. However, you will remain responsible for seeing that BCBS gets the information on time.

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

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

Pre-Service Claims

What is a Pre-Service Claim?

A pre-service claim is one in which you or your provider are required to obtain approval 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. Pre-service claims pertain only to the medical necessity of a service or supply. If BCBS grants a pre-service claim, BCBS is not telling you that the service or supply is, or will be, covered; BCBS is only telling you that the service or supply meets BCBS's medical necessity guidelines.

In order to file a pre-service claim with BCBS, you or your provider must call the BCBS Health Management Department at (205) 988-2245 (in Birmingham) or 1-800-248-2342 (toll-free). You must give your contract number, the name of the facility in which you are being admitted (if applicable), the name of a person BCBS

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 BCBS 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 BCBS during its 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 BCBS within 48 hours of the admission and BCBS certifies 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). 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.

If you attempt to file a pre-service claim but fail to follow BCBS's procedures for doing so, BCBS will notify you of the failure within 24 hours (for urgent pre-service claims) or five days (for non-urgent pre-service claims).

BCBS's notification may be oral, unless you ask for it in writing. BCBS 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 BCBS 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

BCBS 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 indicates that your claim is urgent, BCBS will treat it as such.

If your claim is urgent, BCBS will notify you of the decision within 72 hours. If more information is needed, BCBS will let you know within 24 hours of your claim. BCBS will tell you what further information is needed. You will then have 48 hours to provide this information to BCBS. You will receive notice of the decision within 48 hours after BCBS receives the requested information. BCBS's response may be oral; if it is, BCBS will follow it up in writing. If the requested information is not received, your claim will be considered denied at the expiration of the 48-hour period you were given for furnishing the information.

Non-Urgent Pre-Service Claims

If your claim is not urgent, you will receive a decision within 15 days. If more information is needed, BCBS will let you know before the 15-day period expires. You will then have 90 days to provide needed information to BCBS. To expedite receipt of the information, BCBS may request it directly from your provider. However, you will remain responsible for seeing that the information is provided on time. You will be notified of the decision within 15 days after BCBS receives the requested information. If the requested information is not received, your claim will be considered denied at the expiration of the 90-day period you were given for furnishing the information.

Courtesy Pre-Determinations: For some procedures BCBS encourages, but does not require, you to contact BCBS before you have the procedure. For example, if you or your physician thinks a procedure might be excluded as cosmetic, you can ask BCBS to determine beforehand whether the procedure is cosmetic or reconstructive. BCBS calls this type of review a courtesy pre-determination. If you ask for a courtesy pre-determination, BCBS will do its best to provide you with a timely response. If BCBS decides

that it cannot provide you with a courtesy pre-determination (for example, BCBS cannot get the information it needs to make an informed decision), BCBS will let you know. In either case, courtesy pre-determinations are not pre-service claims under the plan. When BCBS processes requests for courtesy pre-determinations, BCBS is 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 the BCBS customer service department.

Concurrent Care Determinations

Determinations by BCBS to Limit or Reduce Previously Approved Care

If BCBS has previously approved a course of treatment to be provided over a period of time or number of treatments, and later decides to limit or reduce the previously approved course of treatment, BCBS 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 established 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 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 BCBS or through your treating physician. The phone numbers to call in order to request an extension of care are as follows:

- For inpatient hospital care, call 1-800-248-2342 (toll-free).
- For in-network physical therapy or occupational therapy (if covered by your plan) call 1-800-248-2342.
- For care from an in-network chiropractor (if covered by your plan) call 1-800-248-2342.

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, BCBS will give you its 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, BCBS will give you its determination within 72 hours. If your request is not urgent, BCBS 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, as appropriate.

Your Right to Information

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

Member Satisfaction

If you are dissatisfied with the adverse benefit determination of a claim, you may file an appeal with BCBS. You cannot file a claim for benefits under the plan in federal or state court unless you exhaust these administrative remedies.

Customer Service

If you have questions about your medical coverage, or need additional information about how to file medical benefit claims, you should contact BCBS. BCBS Customer Service (located in Birmingham) is open for phone inquiries from 8:00 a.m. to 5:00 p.m. Monday through Friday. The phone number is 1-800-321-4391.

When you call about a claim, be sure to have the following information available:

- Your contract number
- Name of your employer
- Date of service
- Name of the provider

BCBS also has a special 24 hours a day, 7 days a week, Customer Service request line, called Rapid Response, for you to use when you need claim forms and other printed materials relevant to your benefits.

Rapid Response is quick and easy to use, so you are encouraged to use it when you need materials such as:

- Claim Forms
- Replacement ID Cards
- Brochures
- Benefit Booklets

A voice activated system will ask for your name, complete mailing address, daytime phone number, what materials you are requesting, how many you need, and the contract number from your ID card. If you know the BCBS form number, you can request the item by that number.

The numbers for Rapid Response are: (205) 988-5401 in Birmingham or 1-800-248-5123 toll-free.

Your request is recorded and will be mailed to you the next working day if you answer all the questions completely. Allowing mailing time, you should receive your requested materials within 3-5 days (excluding weekends and holidays).

BCBS Appeals

In General

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

- Any determination by BCBS 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, when you see your provider;
- The denial by BCBS of a pre-service claim;
- An adverse concurrent care determination (for example, BCBS denies your request to extend previously approved services); 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 BCBS to limit or reduce previously approved care and determinations by your group regarding initial eligibility or retroactive rescission, you have 180 days following an adverse benefit determination by BCBS 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, BCBS recommends that you use a form that it has developed for this purpose. The form will help you provide BCBS with the information that it needs to consider your appeal. To get the form, you should call the BCBS Customer Service Department. You may also go to www.AlabamaBlue.com. Once there, you may ask BCBS to send you a copy of the form.

If you choose not to use the BCBS appeal form, you may send BCBS 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 Appeals
PO Box 12185
Birmingham, Alabama 35202- 2185

Please note that if you call or write BCBS without following the rules just described for filing an appeal, BCBS will not treat your inquiry as an appeal. BCBS will use best efforts to resolve your questions or concerns.

How to Appeal Pre-Service Adverse Benefit Determinations

You may appeal an adverse benefit determination by BCBS relating to a pre-service claim in writing or over the phone. If over the phone, you should call the appropriate phone number listed:

- For inpatient hospital care and admissions, call (205) 988-2245 (in Birmingham) or 1-800-248-2342 (toll- free).
- For Preferred Physical Therapy or Occupational Therapy call (205) 220-7202.
- For care from a Participating Chiropractor call (205) 220-7202.

- For inpatient hospital care and admissions:
Blue Cross and Blue Shield of Alabama
Attention: Health Management – Appeals
PO Box 2504
Birmingham, Alabama 35201-2504

or

- For in-network physical therapy, occupational therapy, or care from an in-network chiropractor:
Blue Cross and Blue Shield of Alabama
Attention: Health Management – Appeals
PO Box 362025
Birmingham, Alabama 35236

Your written appeal should provide BCBS 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 BCBS without following the rules just described for filing an appeal, BCBS will not treat your inquiry as an appeal. BCBS will use best efforts to resolve your questions or concerns.

Conduct of the Appeal

BCBS will assign your appeal to one or more persons within the organization who are neither the persons who made the initial determination nor subordinates of those persons. If resolution of your appeal requires BCBS to make a medical judgment (such as whether services or supplies are medically necessary), BCBS will consult a health care professional who has appropriate expertise. If BCBS consulted a health care professional during its initial decision, it will not consult that same person or a subordinate of that person during the BCBS consideration of your appeal.

If BCBS needs more information, BCBS will ask you to provide it to them. In some cases, BCBS may ask your provider to furnish that information directly to them. If so, BCBS will send you a copy of its request. However, you will remain responsible for seeing that BCBS gets the information. If BCBS does not get the information, it may be necessary for BCBS to deny your appeal.

BCBS will consider your appeal fully and fairly.

Time Limits for Consideration of Your Appeal

If your appeal arises from the denial of a post-service claim, BCBS will notify you of its decision within 60 days of the date on which you filed your appeal.

If your appeal arises from the denial of a pre-service claim, and if your claim is urgent, BCBS will consider your appeal and notify you of its decision within one business day or, if during a long weekend, within 72 hours. If your pre-service claim is not urgent, BCBS will give you a response within 30 days.

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

If your appeal relates to a decision not to extend a previously approved length of stay or course of treatment (see Concurrent Care Determinations above), BCBS will make a decision on your appeal within one

business day or 72 hours if over a long weekend (in urgent pre-service cases), 30 days (in non-urgent pre-service cases), or 60 days (in post-service cases).

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

If You Are Dissatisfied After Exhausting your Mandatory Plan Administrative Remedies

If you have filed an appeal and are dissatisfied with the response, you may do one or more of the following:

- You may ask the BCBS Customer Service Department for further help; or
- You may file a voluntary appeal (discussed below); or
- You may file a claim for external review for a claim involving medical judgment or rescission of your plan coverage (discussed below).

Voluntary Appeals: If BCBS has given you its 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), BCBS will not assert in court a failure to exhaust administrative remedies if you fail to exhaust the voluntary appeal. BCBS 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, BCBS will not impose any fees or costs on you as part of your voluntary appeal. You may ask BCBS 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

For claims involving medical judgment and/or rescissions of coverage, you may also file a request with BCBS for an independent, external review of their decision. You must request this external review within 4 months of the date of your receipt of BCBS's 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 Appeals
PO Box 10744
Birmingham, AL 35202-0744

If you request an external review, an independent organization will review the BCBS 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 BCBS copies of this additional information to give BCBS an opportunity to reconsider its denial. Both you and BCBS will be notified in writing of the review organization's decision. The decision of the review organization will be final and binding on both you and BCBS.

Expedited External Reviews for Urgent Pre-Service 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 BCBS at 1-800-248-2342 (toll-free) or by faxing your request to (205) 220-0833 or 1-877-506-3110 (toll-free).

LGHIB Appeals Process

General Information

Issues involving eligibility and enrollment should be addressed directly with the LGHIB through the appeal process outlined below. However, all issues regarding benefit determinations should be addressed through the appeal process for either BCBS or OptumRx. The following issues will not be reviewed under the LGHIB appeal process:

- Medical Necessity
- Investigational Related Services
- Cosmetic Surgery
- Custodial Care
- Allowed Amounts

Note: Medical decisions will not be questioned.

All requests must be sent to the following address:

Local Government Health Insurance Board
Attention: Legal Department
PO Box 304900
Montgomery, Alabama 36130-4900

Informal Review

If you feel an enrollment or eligibility decision was not in conformity with LGHIB rules, policies or procedures, you may request an informal review. In many cases, the issue can be resolved over the phone without the need for an administrative review or formal appeal. A request for an informal review must be received by the LGHIB within 60 days from the date of an adverse decision by the LGHIB. Untimely requests will be denied.

Administrative Review

If you are unsatisfied with the informal review decision, you may then request an administrative review. All requests for administrative review must be received by the LGHIB within 60 days from the date of the informal review decision. Untimely requests will be denied. If the LGHIB determines that an administrative review is appropriate, you will be sent an LGHIB administrative review form to complete and return. A copy of the initial adverse determination and informal review decision must be submitted with the administrative review form. The administrative review committee will review the request, usually within 60 days. Oral arguments will not be considered unless approved by the LGHIB. The administrative review committee will issue a decision in writing to all parties involved in the review.

Formal Appeal

If you do not agree with the administrative review decision, you may file a request for a formal appeal before the Board. Requests for a formal appeal must be received by the LGHIB within 60 days following the date of the administrative review committee's decision. Untimely requests will be denied. Oral arguments will not be considered unless approved by the LGHIB. If your request for a formal appeal is granted, generally, a decision will be issued within 90 days following approval of the request for formal appeal. The number of days may be extended by notice from the LGHIB. If you have not received a decision or notice of extension within 90 days, you may consider your appeal denied. The Board's decision is the final step in the LGHIB appeal process and will exhaust all administrative remedies.

The subject of a Formal Appeal shall be limited to exclusions or exceptions to eligibility, enrollment or coverage based on extenuating or extraordinary circumstances, or policy issues not recently addressed or previously contemplated by the Board.

Definitions

ABA Therapy: ABA therapy is defined as the design, implementation, and evaluation of environmental modifications, using behavioral stimuli and consequences, to produce socially significant improvement in human behavior, including the use of direct observation, measurement, and functional analysis of the relationship between environment and behavior.

Accidental Injury: A traumatic injury to you caused solely by an accident that occurs while you are covered by the contract.

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 BCBS recognizes 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 BCBS 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 care in the area. In other cases, BCBS 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 ACA.

Alternative Benefits: A benefit program that gives you and your family an alternative to lengthy hospitalizations. It is designed to provide the patient with the best environment for recovery and in the most cost effective long-term arrangement. Also known as Comprehensive Managed Care and Individual Case Management. This program is administered by BCBS.

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 intra fallopian transfer, zygote intra-fallopian transfer, pro-nuclear stage tubal transfer, artificial insemination and/or intrauterine insemination.

Baby Yourself: A maternity management program administered by BCBS that offers a mechanism for identifying high-risk pregnancies and completely managing them to prevent complications at the time of delivery.

BCBS: Blue Cross and Blue Shield of Alabama.

Blue Card 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.

Blue Cross and Blue Shield of Alabama: The company chosen by the LGHIB, through competitive bid, to process medical benefit claims filed by members (also referred to as BCBS) and to administer your utilization review program such as preadmission certification and individual case management.

Certification of Medical Necessity: The written results of BCBS's review using recognized medical criteria to determine whether a member requires treatment in the hospital before he is admitted, or within 48 hours of the next business day after the admission in the case of emergency admissions. Certification of medical necessity means only that a hospital admission is medically necessary to treat your condition. Certification of medical necessity does not consider whether your admission is excluded by the LGHIP.

Chiropractic Fee Schedule: The schedule of chiropractic procedures and fee amounts for those procedures under the participating chiropractic benefits that is on file at the Claims Administrator's office.

COBRA: See the explanation in the "Continuation of Group Coverage" section of this booklet.

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

Cosmetic Surgery: Any surgical procedure that primarily improves or changes appearance and does not primarily improve physical bodily functions or correct deformities resulting from disease, trauma or congenital anomalies. For further information on "Cosmetic Surgery", see the "Exclusions" section.

Custodial Care: Care primarily for the purpose of providing room and board (with or without routine nursing care, training in personal hygiene and other forms of self-care or supervisory care by a provider) for a person who is mentally or physically disabled. Custodial care does not include specific medical, surgical or psychiatric treatment that would reduce a member's disability to the extent necessary to enable him to live outside an institution providing medical care.

Dependent: Refer to the "Eligibility" section.

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: Equipment approved by BCBS 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 (a) made to withstand repeated use; (b) mainly for a medical purpose rather than for comfort or convenience; (c) useful only if you are sick or injured; (d) related to your condition and prescribed by your physician for your use in your home; and (e) determined by BCBS to be medically necessary to diagnose or treat your illness or injury, help a malformed part of your body work better, or keep your condition from becoming worse.

Effective Date: The date on which the coverage of each individual member begins as listed in the LGHIB records.

Elected Official: any person elected to public office by the vote of the people at the state, county or municipal level of government. An elected official may also be an individual appointed to an elected public office to fill an unexpired term of a vacant elected public office.

Elective Abortion: An abortion performed for reasons other than the compromised physical health of the mother, severe chromosomal or fetal deformity, or conception due to incest or rape.

Emergency Treatment: Treatment rendered in a hospital, clinic or doctor's office for an injury or illness that requires immediate care or treatment, and must be performed within 48 hours after the injury is sustained or the illness first becomes manifest. A condition that requires immediate care or treatment means only a permanent health-threatening condition. The condition must be one for which failure to receive care or treatment could result in deterioration to the point where the patient's permanent health would be in jeopardy, bodily functions would be significantly impaired, or serious dysfunction would occur in any organ or other part of the patient's body. Emergency treatment includes ambulance service to the facility where treatment is received.

Employee: See the "Eligibility" section.

Family Coverage: Coverage for an employee and one or more dependents.

FDA Approved Drugs Guidelines: Prescription products approved by the Federal Drug Administration (FDA) as evidenced by a New Drug Application (NDA), Abbreviated New Drug Application (ANDA), or Biologics License Application (BLA) on file with the FDA.

Fee Schedule: The schedule of medical and surgical procedures and the fee amounts for those procedures under the Preferred Medical Doctor program and other Preferred Provider programs as applicable.

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

Home Health Coverage: Skilled nursing visits ordered by a physician, rendered in a patient's home by a Registered Nurse or Licensed Practical Nurse and billed by a home health agency. Any pre-certification requirements and/or any specified benefit maximums are applicable to the skilled nursing visits only. Other services included are home infusion therapy and medications administered by a home health agency. Services such as speech therapy, occupational therapy and physical therapy may be billed by a home health agency; however, they are considered under the major medical/other covered services portion of the contract and not considered under home health coverage.

Home Plan: The BCBS plan that providers or subscribers send claims to when the subscriber receives medical care in a different Plan's geographic area. A group's home plan is the Plan that has control of the group.

Hospice Coverage: Hospice service includes supplies or drugs included in the daily fee for hospice care rendered by a hospice provider to a terminally ill member when a physician certifies the member's life expectancy to be less than six months.

Hospital: A participating or non-participating hospital as defined in this section.

Host Plan: The BCBS Plan associated with the provider that furnishes services to a subscriber from a different Plan. It is a Plan that helps the Home Plan service the group.

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: A provider is considered to be an in-network provider if, and only to the extent that, the provider is furnishing a service or supply that is specified as an in-network benefit under the terms of the contract between the provider and the Blue Cross and/or Blue Shield plan (or its affiliates). Examples include BlueCard PPO providers, preferred medical doctors (PMD physicians), and participating pharmacies. A provider will be considered an in-network provider only if the local Blue Cross and/or Blue Shield plan designates the provider as a BlueCard PPO provider for the service or supply being furnished. This means that if you receive a service or supply from a provider that has a contractual relationship with a Blue Cross and/or Blue Shield plan but is not designated by the local Blue Cross and/or Blue Shield plan as a BlueCard PPO provider, BCBS will pay at the out-of-network level of benefits.

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

Investigational: Any treatment, procedure, facility, equipment, drugs, drug usage, or supplies that either BCBS has not recognized as having scientifically established medical value, or that does not meet generally accepted standards of medical practice. When possible, BCBS will develop written criteria (called medical criteria) concerning services or supplies that BCBS considers to be investigational. BCBS bases these criteria on peer-reviewed literature, recognized standards of medical practice, and technology assessments. BCBS puts these medical criteria in policies that BCBS makes available to the medical community and their members. BCBS does this so that you and your providers will know in advance, when possible, what BCBS will pay for. If a service or supply is considered investigational according to one of BCBS's published medical criteria policies, BCBS will not pay for it. If the investigational nature of a service or supply is not addressed by one of BCBS's published medical criteria policies, BCBS 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 BCBS makes determinations about the investigational nature of a service or supply BCBS is 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.

Local Government Health Insurance Board (LGHIB): The state agency charged with the administration of the Local Government Health Insurance Plan. This agency is also referred to as LGHIB.

Local Government Health Insurance Plan (LGHIP): A self-insured health benefit plan administered by the Local Government Health Insurance Board.

Local Government Unit: Pursuant to Section 11-91A-2 Code of Alabama, any county, any municipality, any municipal foundation, any fire or water district, authority, or cooperative, any regional planning and development commission established pursuant to Sections 11-85-50 through 11-85-73, Code of Alabama 1975; the Association of County Commissions of Alabama, the Alabama League of Municipalities, the Alabama Retired State Employees' Association, the Alabama State Employees Credit Union, Easter Seals Alabama, Alabama State University, the Alabama Rural Water Association, Rainbow Omega, Incorporated, The Arc of Alabama, Incorporated, and any of the affiliated local chapters of The Arc of Alabama, Incorporated, United Ways of Alabama and its member United Ways, the Alabama Network of Children's Advocacy Centers and its member Children's Advocacy Centers, the Care Assurance System for the Aging and Homebound and its affiliated local centers, any railroad authority organized pursuant to Chapter 13, Title 37, Code of Alabama 1975; or any solid waste disposal authority organized pursuant to Chapter 89A, Title 11.

Medical Claims Administrator: The company chosen by the LGHIB, through competitive bid, to process medical benefit claims filed by members. The Medical Claims Administrator is BCBS.

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: BCBS uses these terms to help determine whether a particular service or supply will be covered. When possible, BCBS will develop written criteria (called medical criteria) that BCBS will use to determine medical necessity. BCBS bases these criteria on peer-reviewed literature, recognized standards of medical practice, and technology assessments. BCBS puts these medical criteria in policies that BCBS makes available to the medical community and BCBS members. BCBS does this so that you and your providers will know in advance, when possible, what BCBS will pay for. If a service or supply is not medically necessary according to one of BCBS's published medical criteria policies, BCBS will not pay for it. If a service or supply is not addressed by one of BCBS's published medical criteria policies, BCBS will consider it to be medically necessary only if BCBS determines 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 BCBS makes medical necessity determinations, BCBS is 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.

Medicare: The Health Insurance for the Aged Program under Title XVIII of the Social Security Act (P.L. 89-97) as amended.

Medicare Advantage: A Medicare approved PPO plan administered by UnitedHealthcare.

Member: An active/retired local government unit employee or eligible dependent who has coverage under the LGHIP and whose application for coverage under the contract is made and accepted by the LGHIB. A member is also a former dependent and/or employee eligible for and covered under COBRA. Elected officials of the local government unit are eligible for coverage while they are in office.

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.

Mental Health Preferred Provider Organization: Those providers who have contracted with the LGHIB to provide certain mental health and substance abuse services.

Non-Participating Chiropractor: A Doctor of Chiropractic (DC) who is not a Participating Chiropractor.

Non-Participating Hospital: Any hospital (other than a participating hospital) that has been approved by the Alabama Hospital Association or the American Hospital Association as a "general" hospital or meets the requirements of the American Hospital Association for registration or classification as a "general medical and surgical" hospital. General hospitals do not include those classified or classifiable under standards of the American Hospital Association as special hospitals, such as those classified for psychiatric, alcoholism and other chemical dependency, rehabilitation, mental retardation, chronic disease, or any other specialty. General hospitals also do not include facilities primarily for convalescent care or rest or for the aged, school or college infirmaries, sanatoria, or nursing homes.

Non-Participating Pharmacy: Any pharmacy which is not an OptumRx Participating Pharmacy.

Non-PPO Provider: Any provider that is not a PPO Provider with any Blue Cross and/or Blue Shield Plan.

Non-Preferred Home Health Care Agency: Any home health care agency that is not a Preferred Home Health Care Agency.

Non-Preferred Hospice: Any hospice that is not a Preferred Hospice.

Open Enrollment: The annual open enrollment period is held each November 1 thru November 30 for a January 1 effective date.

OptumRx: The company chosen by the LGHIB, through competitive bid, to process pharmacy benefit claims filed by members.

Out-of-Area Mental Health Benefits: Benefits for mental health services, including services for chemical dependency, if the subscriber lives permanently outside of Alabama and the subscriber or his dependents or both receive treatment outside Alabama.

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

Participating Ambulatory Surgical Facility: Any facility with which BCBS has a contract for furnishing health care services.

Participating Chiropractor: A Doctor of Chiropractic that has a contract with the Claims Administrator for the furnishing of chiropractic services.

Participating Hospital: Any hospital with which BCBS has a contract for furnishing health care services.

Participating Pharmacy: Any pharmacy with which OptumRx has a contract for providing pharmacy services.

Participating Renal Dialysis Facility: Any free-standing hemodialysis facility with which BCBS has a contract for furnishing health care services.

Pharmacy Benefit Manager: The company chosen by the LGHIB, through competitive bid, to process pharmacy benefit claims filed by members. The Pharmacy Benefits Manager is OptumRx.

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 Administrator: The Local Government Health Insurance Board.

Plan Sponsor: The state of Alabama.

PPO: Preferred Provider Organization.

PPO Allowance: The amount that any Blue Cross and/or Blue Shield Plan has agreed to pay its PPO Provider for plan benefits.

PPO Fee Schedule: The schedule of medical and surgical procedures and the fee amounts for those procedures under the Preferred Medical Provider program and other Preferred Provider programs as applicable.

Preadmission Certification and Post-Admission Review: The procedures used to determine whether a member requires treatment as a hospital inpatient prior to a member's admission, or by the next business day after the admission in the case of emergency admissions, based upon medically recognized criteria. The program is administered by BCBS.

Precertification (Preauthorization): The procedures used to determine the medical necessity of the treatment prior to the service.

Preferred Care: A program whereby providers have agreements with BCBS to furnish certain medically necessary services and supplies according to an agreed upon fee schedule for medical and surgical procedures.

Preferred Provider: Any provider of health care services or supplies when licensed and acting within the scope of that license at the time and place you are treated and receive services (such as a Preferred Physician, Preferred Medical Laboratory, Preferred Outpatient Facility, Preferred Physician Assistant or Preferred Nurse Practitioner Provider) who has an agreement with BCBS to furnish services or supplies to members entitled to benefits under the Preferred Care program.

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, 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.

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 BCBS 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 a live-in facility for mental health or substance abuse disorders.

Retired Employee: See explanation in the “Eligibility” section.

Semi-Private Room Accommodations: A hospital room containing 2, 3 or 4 beds.

Skilled Nursing Facility: Any Medicare participating skilled nursing facility which provides non-acute care for patients needing skilled nursing services 24 hours a day. This facility must be staffed and equipped to perform skilled nursing care and other related health services. A skilled nursing facility does not provide custodial or part-time care.

Special Care Unit: A specially equipped unit, set aside as a distinct patient care area, staffed and equipped to treat seriously ill patients requiring extraordinary care on a concentrated and continuous basis. Some examples are intensive care, coronary care, or burn care units.

Subscriber: The individual whose application for coverage is made and accepted.

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 BCBS or any Blue Cross and/or Blue Shield plan (or its affiliates) determine and that provides outpatient substance abuse services.

Teladoc: Consultation, evaluation, and management services provided to patients via telecommunication systems with or without personal face-to-face interaction between the patient and healthcare provider.

Total Disability: The complete inability of an active employee to perform any and every duty pertaining to his occupation or employment, or the complete inability of a retired employee or a dependent to perform the normal activities of a person of like age and sex.

Urgent-Care Center: A primary care provider that provides professional services by a licensed provider in a clinic setting, not requiring an appointment, and offering services outside traditional office hours.

Utilization Review Administrator: The company chosen by the LGHIB to administer your utilization review program such as preadmission certification and individual case management. The utilization review administrator is BCBS.

We, Us, Our: BCBS, OptumRx, the LGHIB or the LGHIP as shown by the context.

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

**Local Government Health Insurance Program
Benefit Plan Administered By:**

Local Government Health Insurance Board
PO Box 304900
Montgomery, Alabama 36130-4900

Phone: 1-334-263-8326

Toll-Free: 1-866-836-9137

Website: LGHIP.org

**Medical Claims Administrator
& Utilization Management**

Blue Cross and Blue Shield of Alabama
450 Riverchase Parkway East
Birmingham, Alabama 35298

Customer Service: 1-800-321-4391

Rapid Response: 1-800-248-5123

Fraud Hot Line: 1-800-824-4391

Baby Yourself® Maternity Program: 1-800-222-4379

Case Management: 1-800-551-2294

Medical/Surgical Precertification: 1-800-248-2342

Website: AlabamaBlue.com

Prescription Drug Administrator

OptumRx
PO Box 650334
Dallas, TX 75265-0334

Customer Service: 1-844-785-1603

Website: OptumRx.com

Group Number 30000
MKT231-1912