PREMERA BLUE CROSS

Highlights of your Health Care Coverage

Northwest Center Industries
Group Number: 1037147

Effective Date: 01/01/2025

Any deductibles, copays, and coinsurance percentages shown are amounts for which you're responsible.
Medical Benefits apply after the calendar-year deductible is met unless otherwise noted, or if the cost share is a copay.

MEDICAL PLAN	**TRADITIONAL PLAN - $600/$1,200 20/40% $3,000/$6,000 $25-$40 - HERITAGE (45 OP VISIT)- W/ HEARING $3000**	
	HERITAGE IN-NETWORK	**OUT-OF-NETWORK**
MEDICAL COST SHARES		
Individual Deductible PCY (Family embedded deductible 3X Individual)	$600	$1,200 PCY
Coinsurance (Member's percentage of costs after deductible based on allowable charges)	20%	40%
Individual Out of Pocket Maximum PCY, includes deductible, coinsurance, copay and pharmacy if applicable (Family embedded OOP max 3X Individual)	$3,000	$6,000
Non Specialist Office Visit Cost Share	$25 Copay, applies to the $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Specialist Office Visit Cost Share	$40 Copay, applies to the $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Kinwell Connect Cost Share Waiver (Included)	All services rendered and billed by any Kinwell clinic are covered in full (waive deductible, 0%)	Not Applicable
PREVENTIVE CARE OPTIONS AND HEALTH EDUCATION		
Preventive Office Visit (Unlimited, subject to standard medical guidelines)	Covered in Full	Not Covered
Immunizations (Unlimited, subject to standard medical guidelines)	Covered in Full	Not Covered
Health Education (HE) (Unlimited)	Covered In Full	Not Covered
Nicotine Dependency Programs (ND) (Unlimited)	Covered In Full	Not Covered
Diabetes Health Education (DE) (Unlimited)	Covered In Full	Not Covered
CHRONIC CONDITION MANAGEMENT PROGRAMS		

MEDICAL PLAN	TRADITIONAL PLAN - $600/$1,200 20/40% $3,000/$6,000 $25-$40 - HERITAGE (45 OP VISIT)- W/ HEARING $3000	
	HERITAGE IN-NETWORK	**OUT-OF-NETWORK**
Diabetes Management Plus	Excluded	Excluded
Diabetes Prevention Plus	Excluded	Excluded
Hypertension Plus	Excluded	Excluded
Weight Management	Excluded	Excluded
PROFESSIONAL CARE		
Professional Office Visit	Non Specialist: $25 Copay, applies to the $3,000 Out of Pocket Maximum; Specialist: $40 Copay, applies to the $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Telemedicine with Traditional Providers - General Medical	$5, applies to the OOP Max	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
VIRTUAL CARE SERVICES		
Telemedicine - General Medical (Virtual Care Only)	$5, applies to the OOP Max	Not Covered
Telemedicine - Mental Health (Virtual Care Only)	Subject to Mental Health Outpatient Professional Care In-Network Cost Share	Not Covered
Telemedicine - Chemical Dependency (Virtual Care Only)	Subject to Chemical Dependency Outpatient Office Visit	Not Covered
Telemedicine - Outpatient Rehab (Virtual Care Only) (Shared with Rehab Outpatient Care)	Subject to Rehab Outpatient Care In-Network Cost Share	Not Covered
DIAGNOSTIC SERVICES		
Preventive Imaging and Laboratory	Covered in Full	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Diagnostic Laboratory	Waive Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Basic Diagnostic Imaging	Waive Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Major Diagnostic Imaging	Waive Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Preventive Mammography	Covered in Full	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum

MEDICAL PLAN	TRADITIONAL PLAN - $600/$1,200 20/40% $3,000/$6,000 $25-$40 - HERITAGE (45 OP VISIT)- W/ HEARING $3000	
	HERITAGE IN-NETWORK	**OUT-OF-NETWORK**
Diagnostic Mammography	Covered in Full	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Supplemental Breast Exam	Covered in Full	Covered as any other service
FACILITY CARE		
Inpatient Facility	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Inpatient Professional Services	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Outpatient Surgery Facility	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Skilled Nursing Facility (60 days PCY; includes room and board, and facility billed professional and ancillary fees)	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
HOSPICE & HOME HEALTH CARE		
Hospice Inpatient Facility (10 days Inpatient; within the 6 month lifetime maximum)	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Hospice Care (Hospice Home Visits: Unlimited; Respite: 240 hours; within the 6 month lifetime maximum)	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
MATERNITY & REPRODUCTIVE CARE		
Contraceptive Management Services (Unlimited)	Covered in Full	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Sterilization - Female (Unlimited)	Covered in Full	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Sterilization - Male (Unlimited)	Covered in Full	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
PREMERA DESIGNATED CENTERS OF EXCELLENCE		
Centers of Excellence for Knee & Hip Total Joint Replacement (Including Partial & Revisions) (Included)	Covered in Full	Not Applicable
MEDICAL TRANSPORTATION BENEFITS		

MEDICAL PLAN	TRADITIONAL PLAN - $600/$1,200 20/40% $3,000/$6,000 $25-$40 - HERITAGE (45 OP VISIT)- W/ HEARING $3000	
	HERITAGE IN-NETWORK	**OUT-OF-NETWORK**
Centers of Excellence Travel and Care Coordination (Limited to IRS Guidelines)	Covered in Full	Covered in Full
Transplant Travel & Lodging ($7,500 per transplant)	$600 Deductible, 0% Coinsurance, applies to $3,000 Out of Pocket Maximum	$600 Deductible, 0% Coinsurance, applies to $3,000 Out of Pocket Maximum
EMERGENCY CARE AND TRANSPORTATION		
Emergency Care (If applicable, waive copay if admitted to inpatient facility)	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum
Emergency Room Physician	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum
Urgent Care Center	$40 Copay, applies to the $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Ambulance Transportation (Unlimited)	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum
ALTERNATIVE CARE		
Acupuncture (12 visits PCY)	$25 Copay, applies to the $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Manipulations (Spinal and other) (12 visits PCY)	$25 Copay, applies to the $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
CHEMICAL DEPENDENCY & MENTAL HEALTH		
Chemical Dependency Inpatient Facility Care (Unlimited)	$600 PCY Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Chemical Dependency Outpatient Professional Care (Unlimited)	$25 Copay Non Specialist, applies to the $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Mental Health Inpatient Facility Care (Unlimited)	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Mental Health Outpatient Professional Care (Unlimited)	$25 Copay, applies to the $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
REHABILITATION & NEURO		
Rehab Inpatient Facility (30 days PCY combined limit for inpatient services)	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum

MEDICAL PLAN	TRADITIONAL PLAN - $600/$1,200 20/40% $3,000/$6,000 $25-$40 - HERITAGE (45 OP VISIT)- W/ HEARING $3000	
	HERITAGE IN-NETWORK	**OUT-OF-NETWORK**
Rehab Outpatient Care, Including Physical, Occupational, Speech and Massage Therapy, and Chronic Pain (45 visits PCY combined limit for outpatient services)	$40 Copay, applies to the $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Rehab Outpatient Care Chronic Conditions, Including Cardiac, Pulmonary Rehab, and Cancer	$40 Copay, applies to the $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
OTHER SERVICES		
Allergy/Therapeutic Injections	Waive Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Medical Supplies, Equipment, Prosthetics (Unlimited)	$600 Deductible, then 20% Coinsurance, applies to $3,000 Out of Pocket Maximum	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Transplants (Unlimited)	Covered as any other service	Not Covered
SUPPLEMENTAL BENEFITS		
Routine Hearing Exam (1 PCY)	$25 Copay	$1,200 PCY Deductible, then 40% Coinsurance, applies to $6,000 Out of Pocket Maximum
Hearing Hardware ($3,000 per ear with hearing loss every 36 months)	Covered in Full	Covered in Full
ANNUAL PLAN MAXIMUM		
Annual Plan Maximum	Unlimited	Unlimited

Prior Authorization is required for many services to be covered. For more information please refer to your benefit booklet.

PCY = Per Calendar Year. Balance billing may apply if a provider is not contracted with Premera Blue Cross. Members are responsible for amounts in excess of the allowable charge.

This is not a complete explanation of covered services, exclusions, limitations, reductions, or the terms of the plan. This benefit highlight is not a contract and may change. Please see your benefit booklet or call Customer Service for full coverage information including a description of waiting periods, limitations, and exclusions.

Highlights of your Health Care Coverage

Northwest Center Industries

Group Number: 1037147

Effective Date: 01/01/2025

Any deductibles, copays, and coinsurance percentages shown are amounts for which you're responsible.
Medical Benefits apply after the calendar-year deductible is met unless otherwise noted, or if the cost share is a copay.

MEDICAL PLAN	**HEALTH SAVINGS PLAN - $2,000/$4,000 20/40% $4,000/$8,000 - HERITAGE (45 OP VISIT)- PV CORE PLUS W/ HEARING $3000**	
	HERITAGE IN-NETWORK	**OUT-OF-NETWORK**
MEDICAL COST SHARES		
Individual Deductible PCY (Family aggregate deductible 2x Individual)	$2,000/$4,000	$4,000/$8,000
Coinsurance (Member's percentage of costs after deductible based on allowable charges)	20%	40%
Individual Out of Pocket Maximum PCY, includes deductible, coinsurance, copay and pharmacy if applicable (Family embedded OOP max 2X Individual)	$4,000	$8,000 PCY
Office Visit Cost Share	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Kinwell Connect Cost Share Waiver (Included)	All services rendered and billed by any Kinwell clinic are subject to deductible, then 0%	Not Applicable
PREVENTIVE CARE OPTIONS AND HEALTH EDUCATION		
Preventive Office Visit (Unlimited, subject to standard medical guidelines)	Covered in Full	Not Covered
Immunizations (Unlimited, subject to standard medical guidelines)	Covered in Full	Not Covered
Health Education (HE) (Unlimited)	Covered in Full	Not Covered
Nicotine Dependency Programs (ND) (Unlimited)	Covered in Full	Not Covered
Diabetes Health Education (DE) (Unlimited)	Covered in Full	Not Covered
CHRONIC CONDITION MANAGEMENT PROGRAMS		
Diabetes Management Plus	Excluded	Excluded
Diabetes Prevention Plus	Excluded	Excluded
Hypertension Plus	Excluded	Excluded
Weight Management	Excluded	Excluded
PROFESSIONAL CARE		

MEDICAL PLAN	HEALTH SAVINGS PLAN - $2,000/$4,000 20/40% $4,000/$8,000 - HERITAGE (45 OP VISIT)- PV CORE PLUS W/ HEARING $3000	
	HERITAGE IN-NETWORK	**OUT-OF-NETWORK**
Professional Office Visit	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Telemedicine with Traditional Providers - General Medical	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
VIRTUAL CARE SERVICES		
Telemedicine - General Medical (Virtual Care Only)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	Not Covered
Telemedicine - Mental Health (Virtual Care Only)	Subject to Mental Health Outpatient Professional Care In-Network Cost Share	Not Covered
Telemedicine - Chemical Dependency (Virtual Care Only)	Subject to Chemical Dependency Outpatient Office Visit	Not Covered
Telemedicine - Outpatient Rehab (Virtual Care Only) (Shared with Rehab Outpatient Care)	Subject to Rehab Outpatient Care In-Network Cost Share	Not Covered
DIAGNOSTIC SERVICES		
Preventive Imaging and Laboratory	Covered in Full	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Diagnostic Laboratory	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Basic Diagnostic Imaging	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Major Diagnostic Imaging	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Preventive Mammography	Covered in Full	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Diagnostic Mammography	Covered in Full	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Supplemental Breast Exam	Covered in Full	Covered as any other service
FACILITY CARE		

MEDICAL PLAN	HEALTH SAVINGS PLAN - $2,000/$4,000 20/40% $4,000/$8,000 - HERITAGE (45 OP VISIT)- PV CORE PLUS W/ HEARING $3000	
	HERITAGE IN-NETWORK	**OUT-OF-NETWORK**
Inpatient Facility	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Inpatient Professional Services	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Outpatient Surgery Facility	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Skilled Nursing Facility (60 days PCY; includes room and board, and facility billed professional and ancillary fees)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
HOSPICE & HOME HEALTH CARE		
Hospice Inpatient Facility (10 days Inpatient; within the 6 month lifetime maximum)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Hospice Care (Hospice Home Visits: Unlimited; Respite: 240 hours; within the 6 month lifetime maximum)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
MATERNITY & REPRODUCTIVE CARE		
Contraceptive Management Services (Unlimited)	Covered in Full	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Sterilization - Female (Unlimited)	Covered in Full	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Sterilization - Male (Unlimited)	Subject to the IRS Minimum Deductible, then 0% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
PREMERA DESIGNATED CENTERS OF EXCELLENCE		
Centers of Excellence for Knee & Hip Total Joint Replacement (Including Partial & Revisions) (Included)	$2,000/$4,000 Deductible, 0% Coinsurance, applies to $4,000 Out of Pocket Maximum	Not Applicable
MEDICAL TRANSPORTATION BENEFITS		
Centers of Excellence Travel and Care Coordination (Limited to IRS Guidelines)	$2,000/$4,000 Deductible, 0% Coinsurance, applies to $4,000 Out of Pocket Maximum	$2,000/$4,000 Deductible, 0% Coinsurance, applies to $4,000 Out of Pocket Maximum
Transplant Travel & Lodging ($7,500 per transplant)	$2,000/$4,000 Deductible, 0% Coinsurance, applies to $4,000 Out of Pocket Maximum	$2,000/$4,000 Deductible, 0% Coinsurance, applies to $4,000 Out of Pocket Maximum
EMERGENCY CARE AND TRANSPORTATION		

MEDICAL PLAN	HEALTH SAVINGS PLAN - $2,000/$4,000 20/40% $4,000/$8,000 - HERITAGE (45 OP VISIT)- PV CORE PLUS W/ HEARING $3000	
	HERITAGE IN-NETWORK	**OUT-OF-NETWORK**
Emergency Care	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum
Emergency Room Physician	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum
Urgent Care Center	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Ambulance Transportation (Unlimited)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum
ALTERNATIVE CARE		
Acupuncture (12 visits PCY)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Manipulations (Spinal and other) (12 visits PCY)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
CHEMICAL DEPENDENCY & MENTAL HEALTH		
Chemical Dependency Inpatient Facility Care (Unlimited)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Chemical Dependency Outpatient Professional Care (Unlimited)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Mental Health Inpatient Facility Care (Unlimited)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Mental Health Outpatient Professional Care (Unlimited)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
PHARMACY		
Formulary Drug List	Open A1 No Tiers	Open A1 No Tiers
Prescription Drugs - Retail (Retail: 90 Days, if applicable one copay every 30 day supply; Mail: 90 Days; Specialty: 30 Days)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	Specialty Drugs: Not Covered; All other Drugs: Same as In-network cost share

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	HERITAGE IN-NETWORK	**OUT-OF-NETWORK**
Prescription Drugs - Mail (Retail: 90 Days, if applicable one copay every 30 day supply; Mail: 90 Days; Specialty: 30 Days)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	Not Covered
REHABILITATION & NEURO		
Rehab Inpatient Facility (30 days PCY combined limit for inpatient services)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Rehab Outpatient Care, Including Physical, Occupational, Speech and Massage Therapy, and Chronic Pain (45 visits PCY combined limit for outpatient services)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Rehab Outpatient Care Chronic Conditions, Including Cardiac, Pulmonary Rehab, and Cancer	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
OTHER SERVICES		
Allergy/Therapeutic Injections	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Medical Supplies, Equipment, Prosthetics (Unlimited)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Transplants (Unlimited)	Covered as any other service	Not Covered
SUPPLEMENTAL BENEFITS		
Routine Hearing Exam (1 PCY)	$2,000/$4,000 Deductible, then 20% Coinsurance, applies to $4,000 Out of Pocket Maximum	$4,000/$8,000 Deductible, then 40% Coinsurance, applies to $8,000 PCY Out of Pocket Maximum
Hearing Hardware ($3,000 per ear with hearing loss every 36 months)	Subject to the IRS Minimum Deductible, then 0% Coinsurance, applies to $4,000 Out of Pocket Maximum	Subject to the IRS Minimum Deductible, then 0% Coinsurance, applies to $4,000 Out of Pocket Maximum
ANNUAL PLAN MAXIMUM		
Annual Plan Maximum	Unlimited	Unlimited

Prior Authorization is required for many services to be covered. For more information please refer to your benefit booklet.

PCY = Per Calendar Year. Balance billing may apply if a provider is not contracted with Premera Blue Cross. Members are responsible for amounts in excess of the allowable charge.

This is not a complete explanation of covered services, exclusions, limitations, reductions, or the terms of the plan. This benefit highlight is not a contract and may change. Please see your benefit booklet or call Customer Service for full coverage information including a description of waiting periods, limitations, and exclusions.

Highlights of your Health Care Coverage

Northwest Center Industries

Group Number: 1037147

Effective Date: 01/01/2025

Below is a brief overview of your Pharmacy Benefits. For more information on your benefits, please refer to your benefit booklets. To find out what tiers apply to a specific medication, refer to our Preferred Drug List in your Pharmacy Packet or at www.premera.com

PHARMACY PLAN	**RETAIL $15/$50/$80 MAIL ORDER $30/$100/$160***
PRESCRIPTION DRUGS	
Formulary Drug List	Preferred B3 Tier 1 = generic Tier 2 = preferred brand Tier 3 = non-preferred brands
Annual Benefit Maximum	Unlimited
Individual Deductible PCY	$0
Family Deductible PCY	No Family Deductible
Out of Network (Non-participating retail pharmacies)	Cost Share, then 40% (to allowable)
Out of Pocket Maximum	Applies to the medical out of pocket maximum
Retail Cost Shares	$15/$50/$80
Mail Cost Shares	$30/$100/$160
Day Supply	Retail: 90 Day Supply with 1 Copay per 30; Mail: 90 Day Supply; Specialty: 30 Day Supply

*This plan is self-funded by Northwest Center Industries, which means that this group is financially responsible for the payment of plan benefits. The group has contracted with Premera Blue Cross, an independent Licensee of the Blue Cross Blue Shield Association, to perform administrative duties, including the processing of claims, under the plan. Premera Blue Cross does not insure the benefits of this plan.
Prior Authorization is required for many services to be covered. For more information please refer to your benefit booklet.

PCY = Per Calendar Year. Balance billing may apply if a provider is not contracted with Premera Blue Cross. Members are responsible for amounts in excess of the allowable charge.

This is not a complete explanation of covered services, exclusions, limitations, reductions, or the terms of the plan. This benefit highlight is not a contract and may change. Please see your benefit booklet or call Customer Service for full coverage information including a description of waiting periods, limitations, and exclusions.

FUNDING - CDH PLAN	HSA FUNDING ACCOUNT*
FUNDING ACCOUNT SETUP	
Setup/Renewal	Account Renewal (Renewing with vendor)
PACKAGED FUNDING OPTIONS	
Funding Options	A La Carte
HEALTH SAVINGS ACCOUNTS (HSA)	
HSA Option	UMB Bank
CONTRIBUTION	
Contribution File Format	Online Employer Dashboard
HEALTHCARE CLAIMS SUBMISSION	
Debit Card or Streamlined Claims	HSA Payment Card with Streamlined claims (Recommended)
Streamlined Claims: Payment Method	Click-to-Pay Only
Streamlined Claims: Payee	Payment made to the Employee or Provider

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Discrimination is Against the Law

Premera Blue Cross (Premera) complies with applicable Federal and Washington state civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, sex, gender identity, or sexual orientation. Premera does not exclude people or treat them differently because of race, color, national origin, age, disability, sex, gender identity, or sexual orientation. Premera provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters and written information in other formats (large print, audio, accessible electronic formats, other formats). Premera provides free language services to people whose primary language is not English, such as qualified interpreters and information written in other languages. If you need these services, contact the Civil Rights Coordinator. If you believe that Premera has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, sex, gender identity, or sexual orientation, you can file a grievance with: Civil Rights Coordinator — Complaints and Appeals, PO Box 91102, Seattle, WA 98111, Toll free: 855-332-4535, Fax: 425-918-5592, TTY: 711, Email AppealsDepartmentInquiries@Premera.com. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, the Civil Rights 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 Ave 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. You can also file a civil rights complaint with the Washington State Office of the Insurance Commissioner, electronically through the Office of the Insurance Commissioner Complaint Portal available at https://www.insurance.wa.gov/file-complaint-or-check-your-complaint-status, or by phone at 800-562-6900, 360-586-0241 (TDD). Complaint forms are available at https://fortress.wa.gov/oic/onlineservices/cc/pub/complaintinformation.aspx.

Language Assistance

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 800-722-1471 (TTY: 711).

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 800-722-1471（TTY：711）。

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 800-722-1471 (TTY: 711).

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 800-722-1471 (TTY: 711) 번으로 전화해 주십시오.

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 800-722-1471 (телетайп: 711).

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 800-722-1471 (TTY: 711).

УВАГА! Якщо ви розмовляєте українською мовою, ви можете звернутися до безкоштовної служби мовної підтримки.
Телефонуйте за номером 800-722-1471 (телетайп: 711).

ប្រយ័ត្ន៖ បើសិនជាអ្នកនិយាយ ភាសាខ្មែរ, សេវាជំនួយផ្នែកភាសា ដោយមិនគិតឈ្នួល គឺអាចមានសំរាប់បំរើអ្នក។ ចូរ ទូរស័ព្ទ 800-722-1471 (TTY: 711)។

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。800-722-1471（TTY:711）まで、お電話にてご連絡ください。

ማስታወሻ: የሚናገሩት ቋንቋ ኣማርኛ ከሆነ የትርጉም እርዳታ ድርጅቶች፡ በነጻ ሊያግዝዎት ተዘጋጀተዋል፡ ወደ ሚከተለው ቁጥር ይደውሉ 800-722-1471 (መስማት ለተሳናቸው: 711).

XIYYEEFFANNAA: Afaan dubbattu Oroomiffa, tajaajila gargaarsa afaanii, kanfaltiidhaan ala, ni argama. Bilbilaa 800-722-1471 (TTY: 711).

ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 800-722-1471 (رقم هاتف الصم والبكم: 711).

ਧਿਆਨ ਦਿਉ: ਜੇ ਤੁਸੀਂ ਪੰਜਾਬੀ ਬੋਲਦੇ ਹੋ, ਤਾਂ ਭਾਸ਼ਾ ਵਿੱਚ ਸਹਾਇਤਾ ਸੇਵਾ ਤੁਹਾਡੇ ਲਈ ਮੁਫਤ ਉਪਲਬਧ ਹੈ। 800-722-1471 (TTY: 711) 'ਤੇ ਕਾਲ ਕਰੋ।

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 800-722-1471 (TTY: 711).

ໂປດຊາບ: ຖ້າວ່າ ທ່ານເວົ້າພາສາ ລາວ, ການບໍລິການຊ່ວຍເຫຼືອດ້ານພາສາ, ໂດຍບໍ່ເສັງຄ່າ, ແມ່ນມີພ້ອມໃຫ້ທ່ານ. ໂທຣ 800-722-1471 (TTY: 711).

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 800-722-1471 (TTY: 711).

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 800-722-1471 (ATS : 711).

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 800-722-1471 (TTY: 711).

ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 800-722-1471 (TTY: 711).

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 800-722-1471 (TTY: 711).

توجه: اگر به زبان فارسی گفتگو می کنید، تسهیلات زبانی بصورت رایگان برای شما فراهم می باشد. با 800-722-1471 (TTY: 711) تماس بگیرید.

037378 (07-01-2021)