

MEDICAL BENEFITS by Anthem.

| | Choice PPO Plan | | HDHP Core Plan | | HDHP Value Plan | |
|---|---|---|--|----------------------------|--|----------------------------|
| | In the plan's network | Outside the plan's network | In the plan's network | Outside the plan's network | In the plan's network | Outside the plan's network |
| Deductible Individual | \$1,250 | \$2,500 | \$3,000 | \$6,000 | \$4,000 | \$8,000 |
| Deductible Family | \$2,500 | \$5,000 | \$6,000 | \$12,000 | \$8,000 | \$16,000 |
| HSA contributions from Bass Pro Shops | | | Bass Pro Shops contributions will be made on a matching basis. | | Bass Pro Shops contributions will be made on a matching basis. | |
| Individual | N/A | | \$500 | | \$500 | |
| Family | N/A | | \$1,000 | | \$1,000 | |
| Out-of-pocket limit | | | | | | |
| Individual | \$5,000 | Unlimited | \$6,000 | Unlimited | \$7,000 | Unlimited |
| Family | \$10,000 | Unlimited | \$12,000 | Unlimited | \$14,000 | Unlimited |
| Physician services | | | | | | |
| Primary care physician (PCP) visit | \$35 copay | 40% after deductible | 25% after deductible | 50% after deductible | 30% after deductible | 50% after deductible |
| Specialist visit | \$50 copay | 40% after deductible | 25% after deductible | 50% after deductible | 30% after deductible | 50% after deductible |
| Preventive care | Fully covered | 40% after deductible | Fully covered | 50% after deductible | Fully covered | 50% after deductible |
| Inpatient hospital care | 20% after deductible | 40% after deductible | 25% after deductible | 50% after deductible | 30% after deductible | 50% after deductible |
| Outpatient surgery | 20% after deductible | 40% after deductible | 25% after deductible | 50% after deductible | 30% after deductible | 50% after deductible |
| Urgent care center | \$75 copay | 40% after deductible | 25% after deductible | 50% after deductible | 30% after deductible | 50% after deductible |
| Emergency room (Non-emergencies are not covered.) | \$250 copay plus 20% coinsurance after deductible | \$250 copay plus 20% coinsurance after deductible | 25% after deductible | 25% after deductible | 30% after deductible | 30% after deductible |

The coinsurance percentages shown are the amounts you pay.



Questions about your medical benefits?

Call Anthem at **1-833-963-1175**, visit **anthem.com** or the **Sydney Health** app, or scan the QR code with the camera on your mobile device. You can use the website and the app to find care, see the details of your health plan, and compare costs.



PHARMACY BENEFITS by Express Scripts.

| | Choice PPO Plan | HDHP Core Plan | HDHP Value Plan |
|---|---|-----------------------|-----------------------|
| | Network benefits only | Network benefits only | Network benefits only |
| Retail prescriptions (30-day supply) | | | |
| Generic | 15%, \$15 minimum copay, \$50 maximum copay | 25% after deductible | 30% after deductible |
| Brand formulary | 30%, \$35 minimum copay, \$125 maximum copay | 25% after deductible | 30% after deductible |
| Non-formulary | 50%, \$75 minimum copay, \$250 maximum copay | 25% after deductible | 30% after deductible |
| Mail-order and select 90-day fills at Walgreens and CVS pharmacies | | | |
| Generic | 15%, \$30 minimum copay, \$100 maximum copay | 25% after deductible | 30% after deductible |
| Brand formulary | 30%, \$70 minimum copay, \$250 maximum copay | 25% after deductible | 30% after deductible |
| Non-formulary | 50%, \$150 minimum copay, \$500 maximum copay | 25% after deductible | 30% after deductible |



Save with Rx Savings Solutions.

Rx Savings Solutions helps you find ways to save money on your prescription drugs. This secure online tool is available at no extra cost to all Bass Pro health plan members and their dependents. To get started, visit myrxss.com and activate your account. The service shows you how to save money on your current prescriptions, and will alert you to new savings.



Scan the QR code using the camera on your mobile device. Make sure the QR code is inside the box on your screen, then tap the pop-up notification that appears.

WEEKLY CONTRIBUTIONS: (ALL ELIGIBLE OUTFITTERS).

| Annual salary | Choice PPO Plan | | | HDHP Core Plan | | | HDHP Value Plan | | |
|-------------------------------|-----------------|----------------|------------|----------------|----------------|------------|-----------------|----------------|------------|
| | under \$45k | \$45k to \$90k | over \$90k | under \$45k | \$45k to \$90k | over \$90k | under \$45k | \$45k to \$90k | over \$90k |
| Outfitter only | \$32.98 | \$39.63 | \$49.67 | \$19.03 | \$28.89 | \$35.35 | \$14.01 | \$16.67 | \$19.34 |
| Outfitter + spouse | \$74.77 | \$86.47 | \$113.26 | \$55.78 | \$69.11 | \$89.63 | \$37.32 | \$44.41 | \$51.52 |
| Outfitter + child(ren) | \$51.48 | \$65.66 | \$81.80 | \$40.99 | \$52.60 | \$64.16 | \$33.43 | \$39.77 | \$46.14 |
| Outfitter + family | \$91.62 | \$109.37 | \$136.84 | \$65.31 | \$85.38 | \$105.85 | \$44.71 | \$53.22 | \$61.73 |

Additional contributions may also apply:

- **Spousal coverage** — If your spouse has coverage available with their employer and you choose to add your spouse to a Bass Pro Shops medical plan, add \$20 per week. You must choose this answer on the spousal surcharge question in Workday.
- **Tobacco use** — If you or your spouse and/or dependents use tobacco or vaping products, add \$30 per week. You must answer “yes” on the tobacco use question in Workday.