



Welcome to Employee Benefits at Resource Brokerage

Insurance Benefit Definitions Made Easy

Help your clients with this easy-to-follow cheat sheet including all of the insurance benefit definitions they need to know.

Deductible: Benefits subject to a deductible means the deductible must be paid in full before insurance will pay for covered & approved services. Deductibles can range anywhere from \$0 - \$7000.

Co-insurance: Once the deductible is met, co-insurance kicks in. Co-insurance can range anywhere between 50% to 100%. This is the amount of each covered claim that insurance will pay after the deductible is met.

Copays: Most plans have a Primary Care Physician (PCP) and specialist copay. Example: A \$25 PCP copay will allow the member to only pay \$25 for a standard doctor's visit. Whether the visit is subject to a PCP copay or a specialist copay is dependent on how the provider submits the claim.

Out-of-pocket: Deductible, copay, and co-insurance all count towards the out-of-pocket. Once the out-of-pocket is met, insurance pays 100% of all covered claims. The out-of-pocket limit is the maximum amount a member will pay in any given calendar year.

In-Network: Members who see in-network providers will get negotiated rates by the carrier, and will not be balance billed for covered and approved services.

Out-of-Network: Members who see out-of-network providers cannot predict or control costs. There is no insurance adjustment so the member will be balance billed.



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Medical Group: Members enrolled in an HMO plan must select a medical group at time of enrollment. Members must seek services within their selected medical group in order to utilize their coverage. Typically, members can change their medical group at a maximum of once a month if they choose.

Primary Care Physician: Also known as PCP. There are many Primary Care Physicians within one medical group for the member to choose from. Keep in mind that just because the medical group is in-network, it does not mean that all PCPs within that medical group will be in-network. It is always best to check BCBIL Provider Finder to verify the most up-to-date information.

