



VISION CARE PROGRAM

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VISION CARE PROGRAM

The Big Picture

An Overview of the Vision Care Program

Effective Jan. 1, 2021

VISION BENEFITS FOCUS ON PREVENTIVE CARE AND MAINTAINING GOOD EYESIGHT

Good vision is essential to many aspects of day-to-day life and necessary for certain types of work. To encourage lifelong eye health and maintain good eyesight, vision care benefits cover many of your regular needs for preventive and diagnostic eye exams, eyeglass lenses or contact lenses for vision correction, and eyeglass frames.

While you pay the full cost of coverage, BNSF has negotiated attractive group rates for services

through an extensive network of eye care providers. You also have the flexibility of using out-of-network providers at a lesser benefit level. The program also offers discounts on services such as laser vision correction.

The two vision care options cover the same comprehensive services. They differ in some of the copays required and the frequency that a benefit is paid for eyeglass frames.

VISION CARE OPTIONS IN BRIEF

Services are covered once per calendar year, except as noted.

	EyeMed Access Plan H-12		EyeMed Access Plan H-24	
	In-Network: You Pay	Out-of-Network: You Pay	In-Network: You Pay	Out-of-Network: You Pay
Exams	\$0	Cost over \$40	\$10	Cost over \$40
Eyeglass Lenses				
• Single, bifocal or trifocal	\$10	Cost over \$25, \$40 or \$65 respectively	\$20	Cost over \$25, \$40 or \$65 respectively
• Standard progressive	\$50	Cost over \$40	\$85	Cost over \$40
Eyeglass Frames	Cost over \$150, with 20% discount, ¹ every calendar year	Cost over \$75, every calendar year	Cost over \$150, with 20% discount, ¹ every other calendar year	Cost over \$75, every other calendar year
Contact Lenses You may choose contact lenses instead of eyeglass lenses. The program does not pay for both.	Cost over \$150 for elective lenses, with 15% discount	Cost over \$120 for elective lenses	Cost over \$150 for elective lenses, with 15% discount	Cost over \$120 for elective lenses
	\$0 for medically necessary lenses	Cost over \$200 for medically necessary lenses	\$0 for medically necessary lenses	Cost over \$200 for medically necessary lenses

¹ For in-network purchases, the discount applies to any cost that exceeds the covered amount.

HOW VISION CARE PROGRAM COVERAGE WORKS IN BRIEF

Financial Assistance

Vision care benefits at BNSF help you reduce your expenses for regular vision care needs, such as eye exams, eyeglasses and contact lenses. BNSF uses its significant buying power to offer you a program of high-quality services and products at discounted fees and prices through EyeMed Vision Care. This holds down expenses for many important vision care services for you and your family.

Cost

You pay the entire cost of your Vision Care coverage with pre-tax dollars through regular automatic payroll deductions. Your cost depends on the Vision Care Program option you select and which family members you choose to cover.

Copayments and Benefit Allowances

Exams and Lenses

Once every calendar year, both Vision Care Program options cover the cost of an in-network examination at either no cost or after a small copayment from you. Also, each year, the options cover standard plastic eyeglass lenses with only a fixed copayment from you.

Frames

The program pays up to an allowance amount for frames, and you pay any additional cost. In addition, for in-network purchases, you receive a 20 percent discount off any portion of the cost that exceeds the covered amount.

The two Vision Care options differ in how often eyeglass frames are covered:

- ▶ EyeMed Access Plan H-12 – *Every* calendar year.
- ▶ EyeMed Access Plan H-24 – *Every other* calendar year.

Contact Lenses

Both Vision Care Program options provide benefits for purchase of contact lenses in place of eyeglass lenses.

Defined terms: For the meaning of terms in [blue](#), click to see the Defined Terms section.

Links: Click on [blue italic](#) items to link directly the section or chapter indicated.



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- ▶ For medically necessary contact lenses purchased instead of standard plastic lenses and frames, the program pays the full cost of one set of contacts per calendar year if purchased from an in-network provider.
- ▶ Elective contact lenses (those that are not medically necessary) also are covered, up to the calendar year allowance. You pay any additional cost. In addition, for in-network purchases, you receive a 15 percent discount off any portion of the cost that exceeds the covered amount for conventional contact lenses.

Annual and Lifetime Maximum

The Vision Care Program does not have annual or lifetime limits on the overall benefits available to you. However, the program limits benefits for most types of service to a specific frequency or allowance amount as listed in the [Schedule of Benefits](#).

Vision Care Providers

You may use any licensed vision care provider. However, your cost will almost always be less if you use EyeMed in-network providers. The program provides greater benefits for in-network expenses. For a list of in-network providers, you may go to EyeMed’s online provider directory at [eyemed.com](#) > Find an eye doctor.

You may also access the Provider Lookup tool on the BNSF Benefits Center website at digital.alight.com/BNSF.

Vision Care Claims

EyeMed Vision Care in-network providers automatically file your claims for you, saving you time and effort.

If you use an out-of-network provider, you may have to pay the entire cost up front and file your own claims.

Filing Claims and Claim Appeals

The Vision Care Program includes rules for filing claims, such as time limits and the information required. It also includes a process for you to appeal claims decisions. Details are in the [Claims Procedures](#) chapter of this SPD.

Using the Cash Accounts

If you participate in BNSF's Medical Program, you receive an annual cash contribution to your Health Savings Account (HSA). Or, the contribution is made to a Health Reimbursement Account (HRA) if you are enrolled in a government-sponsored health care plan for military personnel such as TRICARE, have received benefits under the Veterans Administration (VA) in the last three months (except for certain service-connected disabilities), are enrolled in Medicare or Medicaid, or are receiving payments under the BNSF Long Term Disability Insurance Program.

You may use your HSA or HRA to pay your out-of-pocket vision care expenses, including your copays and expenses over the allowance. In addition, if you are enrolled in a tax-advantaged Health Care Flexible Spending Account (HCFSA), you may use any available balance to reimburse yourself tax-free for qualifying out-of-pocket vision care expenses.

EXPENSES COVERED UNDER THE VISION CARE PROGRAM IN BRIEF

The Vision Care Program offers coverage of many vision care services, including those listed later in this chapter. The [Schedule of Benefits](#) shown later in this chapter provides additional details.

Please note that certain limitations and exclusions apply to Vision Care Program coverage of these expenses. For specific information, refer to the following sections of

this chapter titled [Important Rules and Administrative Information](#) and [Expenses Not Covered](#).

Covered Services

- ▶ Eye examinations
- ▶ Standard plastic eyeglass lenses
- ▶ Eyeglass frames
- ▶ Contact lenses

IMPORTANT RULES AND ADMINISTRATIVE INFORMATION IN BRIEF

Pre-authorization of Contact Lens Expense

To be sure you receive the maximum benefits under the Vision Care Program, you and your provider should call the [Claims Administrator](#) in advance to authorize benefits for contact lenses. The Claims Administrator will determine if medical necessity requirements are met. Benefits are greater for contacts that qualify under the program as medically necessary, compared to elective contacts.

Ask for pre-authorization of expenses for contact lenses before making your purchase. The [Claims Administrator](#) will determine whether the contacts qualify as medically necessary or are elective.

Leaves of Absence

If you take certain leaves of absence, such as a military leave or a leave under the Family and Medical Leave Act (FMLA), you may be able to continue program coverage for a period of time by paying the required cost. You can find details in [Continuation of Coverage During Leaves](#) in the chapter of this SPD titled [When Coverage Ends](#).

When Coverage Ends

Coverage usually ends for a dependent when he or she is no longer eligible and for you when your salaried employment with BNSF ends. If you or a covered dependent loses coverage under these circumstances or because of any other event eligible under [COBRA](#), you may choose to continue coverage by paying the full cost. Please see the [When Coverage Ends](#) chapter of this SPD for more information.

General and Administrative Information

This SPD contains detailed information, including your privacy rights, which may assist you in using the program. Refer to the [General Information About Your Rights to Benefits](#) and [Administrative Information](#) chapters of this SPD for details.

Your ERISA Rights

A federal law, ERISA, gives you important rights under the program. Those rights are described in the [Your Rights Under ERISA](#) chapter of this SPD.

Coverage Details

Vision Care Program

SCHEDULE OF BENEFITS

Services are covered once per calendar year, except as noted.

BENEFITS	EyeMed Access Plan H-12		EyeMed Access Plan H-24	
	In-Network Program Pays:	Out-of-Network Program Pays:	In-Network Program Pays:	Out-of-Network Program Pays:
Examination (with dilation as necessary)	100%	Allowance of up to \$40	100% after \$10 copay	Allowance of up to \$40
Contact Lens Fitting and Follow-up	100% after \$55 copay	N/A	100% after \$55 copay	N/A
Standard Plastic Lenses				
• Single Vision	100% after \$10 copay	Allowance of up to \$25	100% after \$20 copay	Allowance of up to \$25
• Bifocal	100% after \$10 copay	Allowance of up to \$40	100% after \$20 copay	Allowance of up to \$40
• Trifocal	100% after \$10 copay	Allowance of up to \$65	100% after \$20 copay	Allowance of up to \$65
• Standard Progressive	100% after \$50 copay	Allowance of up to \$40	100% after \$85 copay	Allowance of up to \$40
Lens Options²				
• UV Coating	100% after \$15 copay	N/A	100% after \$15 copay	N/A
• Tint (Solid and Gradient)	100% after \$15 copay	N/A	100% after \$15 copay	N/A
• Standard Scratch-Resistance	100% after \$15 copay	N/A	100% after \$15 copay	N/A
• Standard Polycarbonate	100%	Allowance of up to \$20	100% after \$40 copay	N/A
• Standard Anti-Reflective Coating	100% after \$45 copay	N/A	100% after \$45 copay	N/A
• Other Add-ons and Services	20% off retail price	N/A	20% off retail price	N/A

² Copays apply for each lens option requested. For example, you would pay \$30 for lenses with UV coating and tint (\$15 + \$15).

BENEFITS	EyeMed Access Plan H-12		EyeMed Access Plan H-24	
	In-Network Program Pays:	Out-of-Network Program Pays:	In-Network Program Pays:	Out-of-Network Program Pays:
Frames Any frame available at provider location	Allowance of up to \$150, with 20% discount off any balance, every calendar year	Allowance of up to \$75, every calendar year	Allowance of up to \$150, with 20% discount off any balance, every other calendar year	Allowance of up to \$75, every other calendar year
Contact Lenses <ul style="list-style-type: none"> • Medically Necessary 	100% (no maximum)	Allowance of up to \$200	100% (no maximum)	Allowance of up to \$200
<ul style="list-style-type: none"> • Elective, Conventional 	Allowance of up to \$150, with 15% discount off any balance	Allowance of up to \$120	Allowance of up to \$150, with 15% discount off any balance	Allowance of up to \$120
<ul style="list-style-type: none"> • Elective, Disposable 	Allowance of up to \$150	Allowance of up to \$120	Allowance of up to \$150	Allowance of up to \$120
Laser Vision Correction Price Discount Lasik or PRK from U.S. Laser Network	Greater of 15% off retail price or 5% off promotional price	N/A	Greater of 15% off retail price or 5% off promotional price	N/A
Frequency <ul style="list-style-type: none"> • Examination 	Once every calendar year		Once every calendar year	
<ul style="list-style-type: none"> • Frames 	Once every calendar year		Once every other calendar year	
<ul style="list-style-type: none"> • Plastic Lenses 	Once every calendar year		Once every calendar year	
<ul style="list-style-type: none"> • Contact Lenses 	Once every calendar year		Once every calendar year	

Exceptions

- ▶ Contact lenses may be purchased instead of eyeglass lenses. *To receive the benefit for medically necessary contact lenses, you and your provider must receive approval from the [Claims Administrator](#) in advance.*

HOW VISION CARE PROGRAM COVERAGE WORKS

Your Contributions for Coverage

EyeMed determines the premium for each Vision Care Program option. Your contributions are shown on the [BNSF Benefits Center website](#) during annual enrollment or during your enrollment period as a newly eligible participant. Your per-pay-period cost depends on the option you select and which of the following coverage levels you choose:

- ▶ You only,
- ▶ You + spouse,
- ▶ You + child(ren), or
- ▶ You + family.

You make your contributions through regular automatic payroll deductions from pre-tax pay, which reduces the amount of your income that is subject to taxes.

Program Options

The Vision Care Program offers you two options for coverage:

- ▶ EyeMed Access Plan H-12, and
- ▶ EyeMed Access Plan H-24.

The EyeMed Access Plan H-12 option covers eyeglass frames *every* calendar year and includes lower copays for some services. The EyeMed Access Plan H-24 option covers eyeglass frames *every other* calendar year and requires a lower contribution from you.

See the description of program options in the [Schedule of Benefits](#).

Copayments

Examinations and Standard Plastic Lenses

If you use an EyeMed Vision Care in-network provider, you are eligible to receive eye examinations and standard plastic eyeglass lenses every calendar year.

In-network exams are provided at no cost to you under the EyeMed Access Plan H-12 option and for a fixed copayment under the EyeMed Access Plan H-24 option.

Examinations include a review of the patient's vision history, dilation, a glaucoma pressure check (tonometry), ophthalmoscopic examinations and certain other services.

Copayment amounts are shown in the [Schedule of Benefits](#).

Allowances and Discounts

Eyeglass Frames

You receive an allowance toward the cost of eyeglass frames:

- ▶ Once *every* calendar year under the EyeMed Access Plan H-12 option, or
- ▶ Once *every other* calendar year under the EyeMed Access Plan H-24 option.

Allowances are greater when you use EyeMed Vision Care in-network providers as shown in the [Schedule of Benefits](#).

Contact Lenses

You may select contact lenses instead of standard plastic eyeglass lenses every calendar year through either program option. The program covers 100 percent of the cost for medically necessary contact lenses purchased from an in-network provider. The allowance for elective contact lenses is lower.

If you use an out-of-network provider, you will receive an allowance toward the cost of services.

Allowance amounts are shown in the [Schedule of Benefits](#).

Discounts on Other Expenses

- ▶ There is a 20 percent discount off the cost of items not covered by the program at in-network providers. The discount may not be combined with any other discounts or promotional offers and does not apply to in-network providers' professional services or contact lenses.
- ▶ After the purchase of the first pair of eyeglass frames in a benefit period (every calendar year under the H-12 option and every other calendar year under H-24), each covered participant receives:
 - 40 percent discount off the purchase of an additional pair of eyeglasses, and
 - 15 percent discount off the purchase of an additional pair of conventional contact lenses.
- ▶ Price discounts as noted under [Laser Vision Correction](#) below are also offered.

Annual and Lifetime Maximums

The Vision Care Program does not have annual or lifetime limits on the overall benefits provided. However, the program limits benefits for most types of service to a specific frequency or allowance amount as listed in the [Schedule of Benefits](#).

EyeMed Provider Network

EyeMed Vision Care, the Vision Care Program's [Claims Administrator](#), has contracted with a broad range of vision care service providers and brought them together into the EyeMed Vision Care network. These providers have agreed to provide you quality vision care services at discounted contract rates, which saves you money.

While you are free to use any licensed vision care provider, you almost always will pay less if you use in-network providers. In addition to discounted in-network fees and prices, benefits for services by in-network providers are greater. Benefits are less, and fees and prices may be higher for out-of-network providers.

To locate in-network providers, go to EyeMed's online provider directory at eyemed.com > Find an eye doctor. You may also access the Provider Lookup tool on the BNSF Benefits Center website at digital.alight.com/BNSF.

Pre-authorization for Contact Lenses

You or your vision care provider should ask the [Claims Administrator](#) for a pre-authorization review of your purchase of contact lenses prior to purchasing them. The review will determine if the contact lenses are medically necessary or elective, and the corresponding benefits payable by the Program. Benefits are greater for contacts that qualify under the Program as medically necessary.

Ask for pre-authorization of any purchases of contact lenses.

Definition of Medically Necessary

For contact lenses to qualify as medically necessary under the program, your provider must receive pre-authorization from the [Claims Administrator](#), and at least one of the following conditions must apply:

- ▶ Your prescription requires greater than + or – 12.00D in spherical equivalent;
- ▶ You have a keratoconus or similar corneal malady not correctable to 20 / 40 in either or both eyes using standard spectacle lenses;
- ▶ You have anisometropia of 5.00D or more;
- ▶ Bandage-type lenses are medically indicated; or
- ▶ Your vision can be corrected two lines of improvement on the visual acuity chart when compared to best corrected standard spectacle lenses.

Laser Vision Correction

The program does not cover laser vision correction. However, you may use providers who have agreed to offer laser vision correction at discounted pricing. Laser vision surgery is an elective procedure that includes potential risks. The Vision Care Program does not guarantee the outcome of any refractive surgical procedure or a total elimination of the need for glasses or contacts. The program provides only access to a discounted price if you decide you want laser vision correction.

Price Discounts

Price discounts on Lasik or PRK laser vision correction are available through in-network providers in the U.S. Laser Network. For more information, see the U.S. Laser Network website at eyemedlasik.com or call 877-552-7376 (877-5LASER6) toll-free.

GENERAL EXCLUSIONS

Expenses that Are Not Covered

The following vision care services, supplies or expenses are not covered:

- ▶ Orthoptics or vision training and any supplemental testing.
- ▶ Plano (non-prescription) lenses.
- ▶ Two pairs of eyeglasses instead of bifocals or trifocals.
- ▶ Medical or surgical treatment of the eyes.
- ▶ An eye examination or corrective eyewear required as a condition of employment, including safety eyewear.
- ▶ Any injury or illness covered under a Workers' Compensation or similar law, or which is work-related.
- ▶ Non-prescription sunglasses.
- ▶ Sub-normal vision aids.
- ▶ Experimental or non-conventional treatments or devices.
- ▶ Services or materials provided by any other group benefit plan providing vision care.
- ▶ Eyeglass lens styles, materials or treatments not included in the [Schedule of Benefits](#).
- ▶ Laser vision correction (except for discounts noted in the Schedule of Benefits).

WHO TO CALL ABOUT YOUR BENEFITS



For questions about the enrollment process or eligibility for Vision Care Program benefits, call the BNSF Benefits Center at 833-277-8051. Benefits Center representatives are available Monday through Friday, 7 a.m. to 7 p.m. Central time.

For questions about Vision Care Program covered expenses or claims, call EyeMed Vision Care at 866-723-0513.

DEFINED TERMS

About These Terms

The following definitions of certain words and phrases will help you understand the benefits to which the definitions apply.

Some definitions apply in a special way to specific benefits. So, if a term that is defined in another chapter of this SPD also appears as a defined term listed here, the definition in the other chapter will apply to that specific chapter rather than the definition below.



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Claims and Account Administrators – See the [Administrative Information](#) chapter of this SPD for identification of Claims and Account Administrators.

COBRA – Consolidated Omnibus Budget Reconciliation Act of 1985, as amended. For more information on your COBRA rights, see the chapter of this SPD titled [Continuing Health Care Coverage Under COBRA](#).

Conventional – Contact lenses designed to be worn for a considerable period of time before being replaced.

Copayment – The fixed dollar amount you pay each time you receive a service or supply.

Medically necessary – See [related section](#) of this SPD.

Pre-authorization – See [related section](#) of this SPD.