



SPRING
2026

BLUE NEWS

for Employers

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**BlueCross BlueShield
of Alabama**

An Independent Licensee of the Blue Cross and Blue Shield Association

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The Importance of Supporting Men's Health

Healthy employees help create a stronger, more productive workplace. Many men face health issues that can affect their energy, focus and daily performance. Blue Cross data shows men often delay care or skip regular checkups, which can allow preventable health problems to become more serious over time.

The good news: Many of these issues can be prevented or better managed with early care and healthy daily habits.

COMMON HEALTH CONDITIONS AFFECTING MEN

Men are more likely to develop certain long-term, chronic health conditions, including:

- ▶ Diabetes
- ▶ Asthma
- ▶ Chronic Obstructive Pulmonary Disease (COPD)
- ▶ Heart Conditions
- ▶ Prostate, Colorectal and Skin Cancers

Encouraging annual wellness visits is key to keeping employees healthy. Providers can check blood pressure, weight, cholesterol, breathing and other important signs to help prevent or manage health risks. Screenings help find health problems early, often before symptoms start. Early detection makes treatment easier, improves long-term health and may reduce missed workdays.

CONTINUED INSIDE ▶



The Importance of Supporting Men's Health (cont.)



Healthy Habits That Support Men's Health

Men can reduce or better manage health risks with simple daily steps, such as:



Healthy Foods: Fruits, vegetables, whole grains and lean protein support heart health and lower chronic disease risk.



Regular Exercise: Physical activity boosts heart and lung health, improves blood sugar levels and supports mental well-being.



Stress Management: Stress affects both mental and physical health. Encouraging open conversation, offering resources and promoting work-life balance can help reduce stress-related issues.



Updated Vaccines: Staying current on flu, RSV, pneumonia and other recommended vaccines can help keep employees healthier year-round.



Medication Adherence: Following treatment plans as directed, including taking all prescribed medications, helps manage conditions and prevents serious complications.



Tobacco and Alcohol Avoidance: Smoking increases the risk of lung issues such as COPD and asthma flare-ups and raises cancer risks. Limiting or avoiding alcohol helps protect the heart, liver and overall health.



Good Sleep: Quality sleep supports heart health, the immune system, mood and focus.

HOW EMPLOYERS CAN HELP

Employers can make a meaningful impact by providing the following:

- ▶ Wellness programs that promote physical activity
- ▶ Reminders about screenings and preventive care
- ▶ Simple, easy-to-understand health education
- ▶ Access to mental health and stress management resources
- ▶ Opportunities for physical activity and healthier choices at work

When employers champion a culture of men's health, employees stay healthier, more engaged and better prepared to thrive, helping the entire organization succeed.

For any health questions or guidance, members can call 1-888-759-2764, Monday – Friday, 7 a.m. – 6 p.m. Central time. Our team is here to listen, support and help members take the next steps in their care.

Information contained in this communication is not intended to replace professional medical advice, diagnosis or treatment. Always seek the advice of a physician or other qualified healthcare provider regarding healthcare needs.

Group Insights January 2026 Release Overview

The Group Insights release on January 26, 2026, included the following key features:



New Medical Pre-Certification Report: The Pre-certs report is now available in the Self-Service section of Group Insights. This report allows group administrators to generate pre-certification data for their group by selecting a Decision Date Range. The results can be easily exported to Excel.

Statistical Trends Report Enhancements: The Statistical Trends report now lets administrators view medical contract and member counts for a chosen time frame and customize how periods are grouped and compared.

Out of Pocket Accumulator Enhancements: The Out of Pocket Accumulator report now includes a new field: Type of Contract. This additional detail will now appear in the report output.

Check out these new features within the Group Insights tool and reach out to InsightsFeedback@bcbsal.org with any questions you may have.

Women's Health and Cancer Rights Act

Don't forget to remind employees about the protections provided by the Women's Health and Cancer Rights Act of 1998.

This Act provides protection for members who are receiving benefits in connection with a medically necessary mastectomy.

Written notice of these protections should be provided to plan participants when they enroll in the plan and annually thereafter. Notification requirements may be met by simply providing benefit booklets to employees once per year. The benefit booklets provided by Blue Cross include the necessary information to satisfy the notification requirement. If you distribute benefit booklets each year, a separate annual notice may not be needed.

If you prefer a separate annual notice, a pamphlet entitled "Women's Health and Cancer Rights Act" (MKT-375) is available online after logging in to AlabamaBlue.com/Employers and then selecting Forms and Materials or by contacting Customer Service. You may also provide notice annually through a benefits or union newsletter or with open enrollment materials. These notices may be delivered electronically, provided the conditions in federal regulation 29 CFR 2520.104b-1 related to electronic delivery are met.

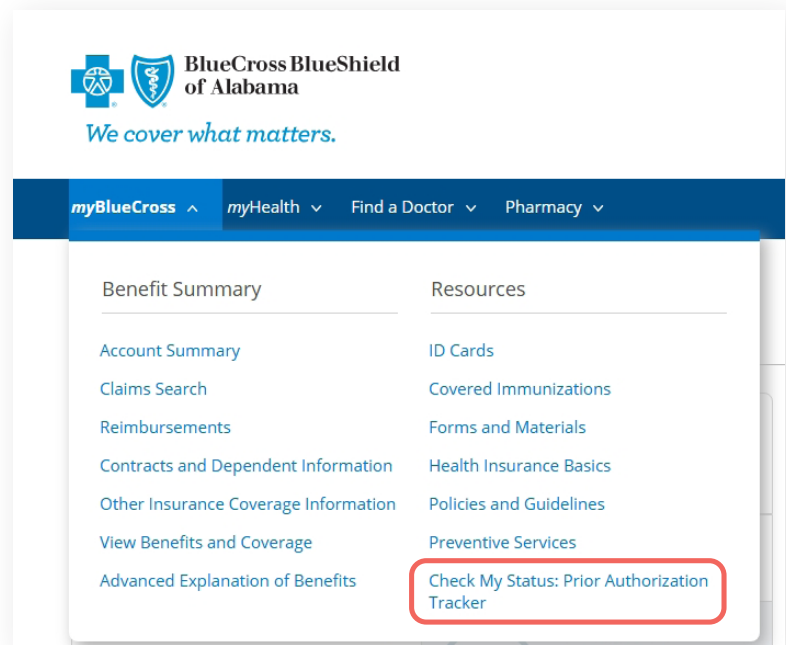


Did you know? According to the Aflac 2025 Wellness Matters Survey, **3 in 5 Americans admit avoiding important cancer screenings.** A strong focus on wellness, prevention and screening can significantly improve patient outcomes and associated clinical costs.

Check My Status Prior Authorization Tracker is Live

Check My Status is now available to all members. The tracker will enhance the prior authorization process for members by providing the following:

- ▶ Transparency into our prior authorization process
- ▶ Updates on prior authorization statuses online and within our mobile app, minimizing the need for members to call Customer Service or providers' offices
- ▶ Convenient access to decision letters to view or print



Supporting Your Employees' Behavioral Health

Mental and emotional well-being plays a critical role in overall health, job performance and quality of life. Blue Cross and Blue Shield of Alabama works with Lucet Behavioral Health to support our managed behavioral health solution. May is Mental Health Awareness Month and the perfect time to highlight the accessible, meaningful behavioral health services members can rely on all year long.

- ▶ Lucet's **24/7/365 crisis support line** provides standardized clinical assessment, evidence-based safety planning and real-time escalated connection to care.
- ▶ **NavConnect** provides a holistic assessment of the member's needs and quickly matches members with in network outpatient behavioral providers and facilitates booking of appointments. Both in person and virtual appointments are available. If the member needs a higher level of care or immediate intervention, they are contacted by a clinician in real time to assist with these needs.
- ▶ Lucet helps members get pre-certifications for behavioral health and substance use disorder treatment while trying to guide the member toward their in network benefits. The standard **Utilization Management** program covers acute inpatient, detox, residential, partial hospitalization, intensive outpatient and applied behavioral analysis services.
- ▶ Lucet's **Care Management** program coordinates services efficiently and cost-effectively, often working with our medical Care Management team to support members' needs.
- ▶ The **Autism Resource Program** connects members with trained care managers specializing in autism care and treatment and offers a range of resources.



With shared member and provider customer service support, our successful integration ensures cases are appropriately staffed, care for complex member conditions is coordinated, and members are guided to the right care at the right time.

We also offer virtual care and digital mental health resources as buy-ups to our core behavioral health model. Contact your account representative for more details.

Lucet is an independent company managing behavioral health benefits and employee assistance programs on behalf of Blue Cross and Blue Shield of Alabama.

New Healthcare Reform Preventive Mandates

PREVENTIVE REQUIREMENT	PUBLISHED DATE	BLUE CROSS EFFECTIVE DATE	CHANGE TO CURRENT BENEFIT?
Routine Immunizations - RSV monoclonal antibody (infants)	New recommendation effective August 4, 2025.	August 4, 2025	YES: Addition of new monoclonal antibody, Clesrovimab, into existing routine immunization schedule.
Routine Immunizations - COVID-19 vaccine	New recommendation effective August 27, 2025.	August 27, 2025	YES: Addition of new vaccine, mNEXSPIKE, into existing routine immunization schedule.
Multiple Services	Existing recommendation with updated ICD-10 (procedure and diagnosis) & HCPCS coding.	October 1, 2025	NO: Applicable procedural and diagnosis coding updates (new/revised/deleted codes) to existing benefit services comprehensively reviewed and operationalized.
Breast Cancer Screening	Existing recommendation with updated information published January 2025.	January 1, 2026	YES: Addition of covered imaging and evaluation services to complete screening process or to address findings on initial screening mammography.
Multiple Services	Existing recommendation with updated CPT & HCPCS coding.	January 1, 2026	NO: Applicable procedural coding updates (new/revised/deleted codes) to existing benefit services comprehensively reviewed and operationalized.

HAVE QUESTIONS OR COMMENTS ABOUT BLUE NEWS?

Please send your feedback to your account management team.