

2016 Benefits Open Enrollment

- All phone lines are muted
- If you have questions throughout the presentation, please submit in the chat section of the meeting control panel
- Everyone attending will receive copies of the PowerPoint and enrollment materials



Open Enrollment: Important!

- » Open enrollment begins today, and will end on 1/31/16
- » Employees need to accept or decline coverage by phone or enrollment form by 1/31/16. If employees do not make a decision by this date, they will be automatically declined.
- » A call center will be available Monday-Thursday 7am-7pm and Friday 7am-5pm CST.
- » Key Solution plans will expire at midnight on 12/31/15.

ACA – Employee Responsibilities & Penalties

- » Individuals must have health coverage that includes *Minimum Essential Coverage* (MEC) OR pay a penalty.
- » If an individual goes without coverage, they face a penalty
 - » In 2015, it was the greater of \$325 per adult and \$162.50 per child or 2% of family income
 - » In 2016, it is the greater of \$695 per adult and \$347.50 per child or 2.5% of family income
- » The penalty will be enforced as a tax refund reduction

ACA Options

- » Although we offer health insurance plan options, employees have an additional option through government offerings
 - » Health Insurance Exchange (Marketplace)
 - A means to secure individual coverage for employees and their families
 - While the company is providing employees a medical plan option, this is an alternative solution to procure insurance in the event this option does not fit their needs
 - **Open enrollment for the Marketplace is between 11.1.15 – 1.31.16**
 - The company does not provide financial assistance for Marketplace coverage – premiums are at the employees' expense
 - www.healthcare.gov provides additional information

Important!!!

- Understand, however, that open enrollment for the company plan is happening right now! 12/14/15-1/31/16.
- If employees are declining company-provided coverage, they need to sign a waiver.
- If employees forgo enrolling during open enrollment, they will have to wait until next year's open enrollment period, unless they experience a qualifying life event such as: marriage, divorce, birth, adoption, loss of coverage elsewhere, etc.

The Staffing Exchange “TSE” Health Plan Options

- » **MEC Plus = No Hospitalization and No Deductible**
 - » Most provider and specialist visits require a copayment at the time of service.
 - » Preventative Care Services are covered at 100%.
 - » Employees have the choice of using any provider or hospital, however keep in mind they will pay significantly less if using a provider or hospital in-network!

- » **MVP = Hospitalization and \$3,000/\$6,000 Deductible**
 - » Preventative Care Services are covered at 100%.
 - » For all other services, the deductible (\$3,000 Individual/\$6,000 Family) must be met, prior to any benefits being paid.
 - » Employees have the choice of using any provider or hospital, however keep in mind they will pay significantly less if using a provider or hospital in-network!

MEC Plus

Network	Multiplan / PHCS
Deductible Individual (In-Network / Out-of-Network) Family (In-Network / Out-of-Network)	\$0 / \$500 \$0 / \$1,000
Coinsurance In-Network / Out-of-Network	100% / 40%
Out-of-Pocket Max Individual (In-Network / Out-of-Network) Family (In-Network / Out-of-Network)	\$1,850 / Unlimited \$12,700 / Unlimited <i>Includes Deductible</i>
Physician Services (In-Network/Out-of-Network) Well Adult / Well Child Physician Office Visit Specialist Diagnostic Lab & X-Ray Imaging (CT, PET Scans, MRIs)	100% / Ded then 40% \$15 copay / Ded then 40% \$25 copay / Ded then 40% \$50 copay / Ded then 40% \$400 copay/Ded then 40%
Inpatient Hospital / Surgery In-Network / Out-of-Network	Not Covered
Emergency Room (In-Network / Out-of-Network)	\$400 Copay
Prescription Drugs (In-Network / Out-of-Network) Generic / Formulary / Non-Formulary # Days Supply Generic / Formulary / Non-Formulary # Days Supply	Copays: \$15 / \$25 / \$75 30 Days \$37.50 / \$62.50 / \$187.50 90 Days
Lifetime Maximum	Unlimited

\$10,000 Term
Life/AD&D
benefit included
with this plan

MVP

Network	CIGNA Choice Fund PPO
Deductible Individual (In-Network / Out-of-Network) Family (In-Network / Out-of-Network)	\$3,000 / Not Covered \$6,000 / Not Covered
Coinsurance In-Network / Out-of-Network	60% / Not Covered
Out-of-Pocket Max Individual (In-Network / Out-of-Network) Family (In-Network / Out-of-Network)	\$6,350 / Not Covered \$12,700 / Not Covered <i>Includes Deductible</i>
Physician Services Well Adult / Well Child Physician Office Visit Specialist Diagnostic Lab & X-Ray Imaging (CT, PET Scans, MRIs)	In-Network Only 100% Deductible then 60% Deductible then 60% Deductible then 60% Deductible then 60%
Inpatient Hospital / Surgery In-Network / Out-of-Network	Deductible then 60% / Not Covered
Emergency Room (In-Network / Out-of-Network)	Deductible then 60% / Not Covered
Prescription Drugs (In-Network / Out-of-Network) Generic / Formulary / Non-Formulary # Days Supply Generic / Formulary / Non-Formulary # Days Supply	Copays: Ded then \$10 / \$35 / \$70 30 Days Ded then \$20 / \$70 / \$150 90 Days
Lifetime Maximum	Unlimited

\$10,000 Term
Life/AD&D
benefit included
with this plan

Weekly Rates - Medical

Weekly Contributions:	MEC Plus You Pay:	MVP You Pay:
Employee Only	\$20.00	\$20.00
Employee & Spouse	\$53.57	\$71.63
Employee & Child(ren)	\$52.97	\$70.70
Family	\$120.08	\$173.95

Medical Eligibility

- » Eligibility Requirements
 - » 90 day waiting period
 - » 30 hour weekly average
- » Eligibility Reports
 - » Going forward, I will provide a monthly report showing all employees who are eligible for coverage

Introducing Voluntary Benefits

- » This year we are pleased to offer voluntary benefits in addition to medical benefits.
- » Before employees are eligible to enroll in voluntary benefits, they need to provide an enrollment form either electing or waiving medical benefits.

Voluntary Dental: Security Life

- \$750 Benefit Period Maximum
- \$50 Deductible
- Preventative Care - 100% covered
- Basic Care – 20% coinsurance
- Major Care – 50% coinsurance
- Pre-tax deductions

Weekly Contributions:	PPO Plan B You Pay:
Employee Only	\$5.45
Employee & 1 Dependent	\$10.13
Family	\$16.45

Voluntary Vision: Security Life

- Covers routine eye exams, lenses, frames, and contact lenses.
- Coverage is also available to spouses and dependents.
- Pre-tax deductions.

Weekly Contributions:	You Pay
Employee Only	\$1.58
Employee & 1 Dependent	\$2.66
Family	\$3.81

Voluntary Short Term Disability: Allstate

- » Benefit begins after 7 days of illness or injury
- » Benefit pays up to 60% of pre-disability earnings to a maximum of \$650 per week
- » Benefit duration up to 6 months
- » Employees are responsible for 100% of the insurance premium of **\$4.20 per week**

Voluntary Critical Illness: Allstate

- Covers illnesses such as heart attacks, stroke, cancer, etc.
- Rates are determined upon employees age, anywhere from \$1.80 to \$14 per week.
- Coverage is also available to spouses and dependents.

Weekly Contributions: (Issue Age)	EE, EE/CH You Pay:	EE/SP, Family You Pay:
18-29	\$1.80 / \$1.23	\$2.84 / \$1.99
30-39	\$3.33 / \$2.15	\$5.13 / \$3.37
40-49	\$6.86 / \$3.89	\$10.43 / \$5.98
50-59	\$11.48 / \$6.81	\$17.36 / \$10.37
60-63	\$18.82 / \$11.00	\$28.38 / \$16.64
64+	\$24.61 / \$14.24	\$37.06 / \$21.51

Voluntary Accident: Allstate

- Covers accidental loss of life, dismemberment, or paralysis.
- Benefits pay up to \$40,000 .
- Additional coverage is available for spouses and dependents.

Weekly Contributions:	Voluntary Accident You Pay:
Employee Only	\$2.69
Employee & Spouse	\$3.94
Employee & Child(ren)	\$5.43
Family	\$6.78

Introducing: Enrollment Forms & Benefit Summary

- » Enrollment form and benefits summary should be included in new hire application packets.
- » Each eligible employee shown on monthly eligibility report must complete an enrollment form.
- » Continue to submit all forms to ACA@mvpstaffing.com.

Overview

- » Employees must submit a completed enrollment form containing 3 pages.
- » The presentation, enrollment form, and benefits summary will be provided in English and Spanish versions.
- » Employees can elect voluntary benefits even if waiving medical coverage.
- » Employees must elect or waive medical coverage before electing voluntary benefits.
- » Eligibility reporting will be distributed on a monthly basis.

Contact Information

- » Please contact Lauren Ball at 847-663-4328, or Lball@mvpstaffing.com, if you have any questions or need additional information.