

HealthFlex Plan Sponsor Webconferences

May 8 and May 14, 2014



Agenda

- Health Care Reform (HCR) Update
- HCR—Plan Implications
- Catamaran Update
- Businessolver/WageWorks Transitions
- Extend Health/OneExchange Update
- Wellness Update

Health Care Reform Update

- Affordable Care Act (ACA) rollout
 - Enrollment numbers
 - Medicaid expansion: 7.1 million
 - Qualified health plans (Exchange plans): 8.1 million
- Employer Shared Responsibility
- ACA Fees
- "Excepted Benefits" rule
- Unified out-of-pocket maximum (Rx and medical)

Shared Responsibility—UMC

- Employers (100+ FTEEs) → January 2015
- Employers (50-99 FTEEs) → January 2016
 - No reduction in workforce
 - No cutback in health benefits (if offered)
- Employer Coverage Reporting (Jan./Feb. 2016)
 - Employers (50+ FTEEs) → required reporting (or certification)

Treating appointed clergy as employees of local church for employer shared responsibility purposes appears "reasonable and good faith"

ACA Fees 2013-2014

- PCORI* Fee → \$2/covered life for 2013 plan (calendar) year
 - Active participants/dependents—HealthFlex pays
 - Medicare Companion participants/spouses—HealthFlex pays
 - OneExchange participants/spouses—Plan Sponsor pays
- Due July 31, 2014
- IRS Form 720 with payment
- Transitional Reinsurance Fee → \$63/covered life
 - Active participants/dependents—HealthFlex pays
 - Medicare Companion and OneExchange participants/dependents—Not applicable

^{*} PCORI: Patient-Centered Outcomes Research Institute

HCR—Plan Implications

- 2015 maximum OOP* = \$6,600/\$13,200
- Medical/Rx "out-of-pocket" (OOP) aggregation
 - Targeting January 2016
 - Separate medical and Rx OOP maximums remain in place for 2015
 - CDHP and Silver OOP maximums—lower in 2015
 - > \$4,100/\$8,200 in 2015 (\$5,000/\$10,000 in 2014)

^{*} OOP: Out-of-pocket—individual/family

HCR—Plan Implications

- HealthFlex opt-out policy
 - Requirements to avoid penalty
 - Waiver form completion
 - Risk pool considerations
- Clergy couples and spousal coverage
 - Rate implications

Catamaran Update

Catamaran Transition Areas of Focus

- Process efficiencies, improved turnaround for mail order/home delivery
- Designated customer service team
 - Combined focus—mail order and benefits
 - Improved service delivery
- E-prescription process improvements
- Future enhancements (Q3/Q4)

Catamaran Transition Current Process Updates

- Prior authorizations
 - Targeted outreach to those "grandfathered" for 2014 ongoing expiring prior authorizations
- 30-day limit on specialty fills
- Ongoing formulary updates

Businessolver and WageWorks Transition





Businessolver and WageWorksTransition Timeline

Effective date (for both): August 18

- After Annual Conferences
- Before Annual Election
- Allows for stabilization

BusinessolverAdministrative Considerations

- Greater enrollment process automation
 - Eliminate paper enrollment form
 - Clergy—automatically enrolled
 - Lay and retirees
 - "Eligible" automatically identified
 - > Plan sponsor approves/enrolls online

BusinessolverAdministrative Considerations

- Collection of sub-adoption agreements (April)
 - 70% of plan sponsors submitted sub-adoption agreements
 - No participants will be automatically removed from the plan, but auto-enrollment could be impacted
 - Additional outreach in July for 2015 sub-adoption agreements
- Verification of current "eligible" population (July)
 - Primary focus on "exceptions"—current enrolled showing as "ineligible," current not enrolled showing as "eligible"
 - No impact on current enrollments
 - Enrolled—remain enrolled
 - Not enrolled—treat as "waive without penalty"

Businessolver Key Milestones

February—June

- Design
- Development
- Testing

July-August

- Plan sponsor training: targeting mid/late July
- Go-Live: targeting mid/late August
- Participant communications
 - Targeted participants: new hire/enrollment change kits
 - Entire population:
 - Immediate via WebMD;
 - > October via AE communications

WageWorks Key Milestones

February—June

- Design
- Development
- Testing

June-August

- Plan sponsor training: targeting mid/late July
- Two-week blackout period: targeting early/mid-August
- Participant communications
 - 1st—mid/late June
 - 2nd—mid/late July

OneExchange Update



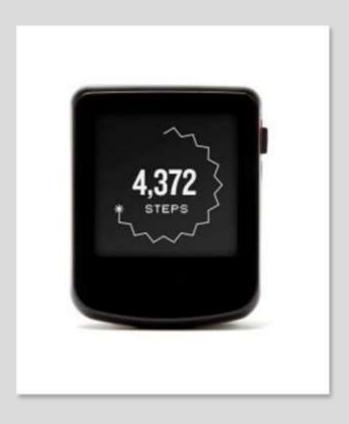
from Towers Watson

OneExchange Ongoing Service Improvements

- Plan sponsor trainings well-attended
- Health Hub training May 15
- Formal process for funding exceptions (plan sponsor decision)
- Updated communications provided
- Process for issues resolution and escalation

Wellness Updates

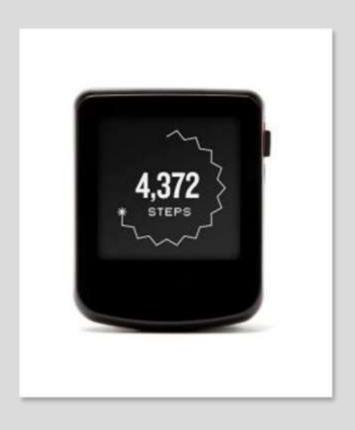
Virgin Pulse MAX Activity Tracker



New tracker—"MAX"

- More information on the go
- Wireless upload to some mobile devices
- Water-resistant
- "Bump" challenge
- Available May 1

Virgin Pulse MAX Rollout



- May 1: available for discounted purchase online
- May 1-12: MAX purchases eligible for reimbursement
- June 2-15: MAX Activity Challenge
- June 19: reimbursement of MAX purchase price if challenge is met

Blueprint for Wellness— Event Information

- Screening period: April 1-July 31
- Event shipments
 - Screening supplies arrive at location 3-4 days prior
 - New: clerical kits to lead examiner
- Optional refresher for on-site coordinators: webinar May 20
- Staffing estimates based on 3-year history

Wellness Incentives: 2014



Step 1—Blueprint for Wellness (BFW)

\$100 for completion April 1-July 31



Step 2-HQ

Avoid \$250-\$500 higher deductible in 2015



Step 3—Take Action

Virgin Pulse HealthMiles: \$25 per quarterly target, \$50 bonus, Charitable "stretch" goal



\$150 HealthCash for earning 150 Wellness Points (WebMD)

Coaching, Employee Assistance Program (EAP) or Work/Life,
 My Health Assistant, success stories

2014 Incentives

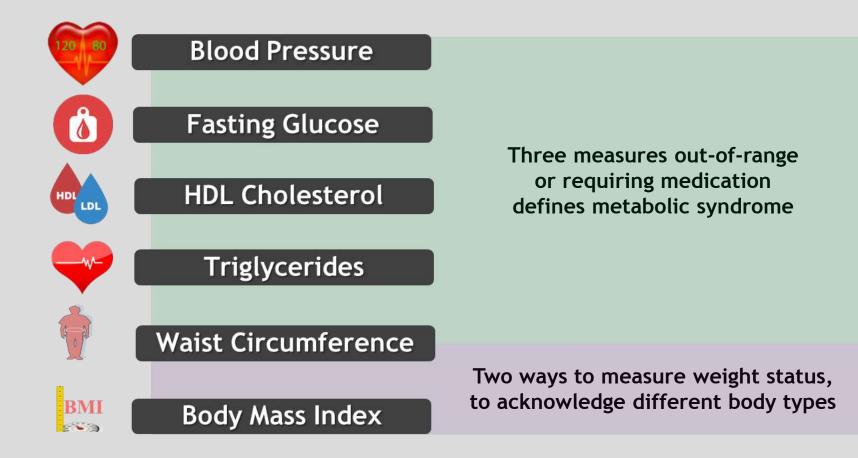


Opportunity to earn Wellness Points by achieving healthy results in 2014 or improvement from 2013 BFW results

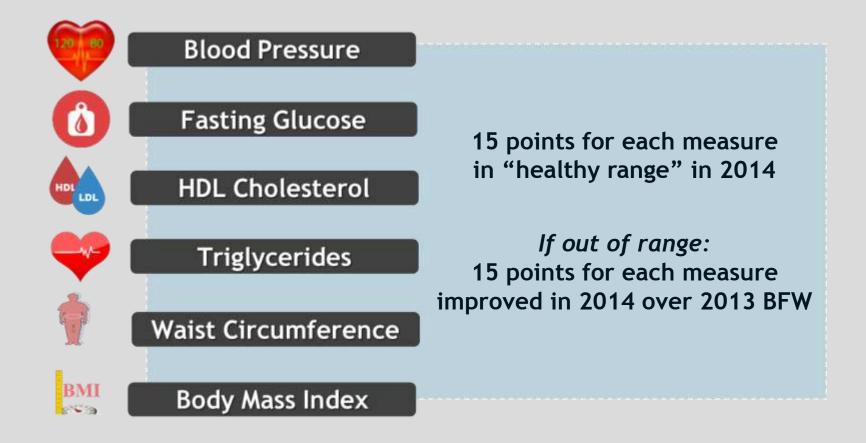


No \$50 incentive for partial Wellness Points achievement (100-149 points)

Rewardable Results



Rewardable Results





Center for Health