

RAF Guidelines/Specials

Standard RAF guidelines – these are based on group size and are automatically assigned during quoting
RAF Specials – these are based on promotions by the carriers and must be requested during quoting

Available Dates	RAF Guidelines/Specials	Required Enrollment	Programs subject to change without notice. Additional rules & exclusions may apply.
<p>Aetna – Standard RAF guidelines: (Carrier medical underwriting determines what RAF will be assigned between the minimum and maximums listed) 2 to 5: 1.10 minimum; 1.10 maximum. 6 to 50: 0.90 minimum; 1.10 maximum.</p>			
<p>Aetna – RAF Specials</p>			
8/1/13 through 12/31/13	1.10 RAF automatically	Less than 3 medically enrolling ee's	<p>To qualify for the guaranteed RAF, groups must meet the below criteria:</p> <ul style="list-style-type: none"> • AB1672 eligible. • Less than 31% COBRA/CalCOBRA enrollees. COBRA/CalCOBRA enrollees do not count toward the enrolled employee counts. • Groups must apply for the RAF promotion prior to final underwriting approval. • No individual health statements are required. <p>Other eligible groups:</p> <ul style="list-style-type: none"> • PEO – Groups with 10+ enrolling coming from a PEO (excluding groups coming from an Aetna PEO) if they meet all other guidelines. • CalChoice – Groups 10+ enrolling coming from CalChoice if they meet all other guidelines. • Large Groups – Groups coming from a large group contract if they can provide a large group renewal of less than a 20% increase and qualify per AB1672. Contact Aetna for groups that did not receive a large group renewal due to group size or groups moving from an Aetna large group contract. • Groups funding a portion of the employee's deductible, copayment/coinsurance (Ex. Benelect or ASI) are eligible for a .95 RAF if their renewal RAF is 1.0 or lower and they meet the program rules & eligibility criteria. (Please note: HSA plans are eligible for RAF promo when funding is through a federally qualified HSA). <p>Ineligible groups:</p> <ul style="list-style-type: none"> • Groups coming from Contractor's Choice, HSA California, Kaiser Permanente Choice Solution, Associations, or groups that have withdrawn from Aetna within 12 months of the requested date are ineligible. • Carve out groups (management/non-management, union/non-union) are ineligible. • Groups that were previously wrapped with another carrier and replace one or both carriers are eligible for the RAF promotion.
	Maximum .90 RAF if groups meets program rules and eligibility criteria	3+ medically enrolling ee's	
	If the group has had no prior coverage for the previous 3 months and meet all other program rules & eligibility criteria, the group would qualify for a maximum .90 RAF	10+ medically enrolling ee's	
4/1/2013 through 12/15/2013	Come Back to Aetna for clients in Rating Area 6	2 to 50	<ul style="list-style-type: none"> • Clients in Rating Area 6 that left Aetna between 9/2012 and 3/2013, can come back to Aetna with guarantee issue at their previous RAF. • There is no need to wait for their renewal they can come back today. • Groups who were terminated for non-payment of premium are not eligible for this program.

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<p>Anthem Blue Cross – Standard RAF guidelines: (Carrier medical underwriting determines what RAF will be assigned between the minimum and maximums listed) 2 to 4: 1.00 minimum; 1.10 maximum. 5 to 9: 0.95 minimum; 1.10 maximum. 10 to 50: 0.90 minimum; 1.10 maximum.</p>			
<p>Anthem Blue Cross small group – RAF Specials</p>			
3/1/13 through 12/15/13	.90 RAF	6+ medically enrolling ee's	<ul style="list-style-type: none"> • Group must be an AB1672 qualifying group • Available for effective dates March 1, 2013 through December 15, 2013 • No qualifying renewal necessary • Available to all portfolios • Groups moving from another carrier's large group contract qualify • Groups with no prior coverage qualify • COBRA/Cal-COBRA subscribers do not count toward enrolled employee count • Groups must apply for RAF program before final underwriting approval <p>PEO spin-off guidelines:</p> <p>Groups are subject to normal new business underwriting requirements, including but not limited to, business owner documentation and/or applicable tax forms, prior carrier bill, etc.</p> <p>Groups must have maintained two to 50 worksite employees for 50% of the previous calendar quarter or 50% of the previous calendar year.</p> <p>If a DE9C or payroll is unavailable at the time of submission, groups must provide both of the following:</p> <ul style="list-style-type: none"> • A copy of the PEO client invoice billed to the worksite business, which includes the name of each employee previously leased to the worksite employer. • A completed Conditions of Enrollment Form. <p>The following groups do not qualify for this program:</p> <ul style="list-style-type: none"> • New groups spinning off or disenrolling from any of the parent company's medical plan administered in the following states: CA, CO, NV, GA, IN, KY, MO, OH, WI, CT, ME, NH, NY and VA • Association groups • Groups moving from CaliforniaChoice, Contractor's Choice, HSA California or Kaiser Permanente Choice Solution. • Carve-out groups (management/non-management, salary/non-salary). • Groups with more than 30% COBRA/Cal-COBRA subscribers.
7/1/13 through 12/31/13	<u>Come Home to Blue</u> 12-month rule waiver	2 to 50	<ul style="list-style-type: none"> • For July 1, 2013 through December 31, 2013 effective dates, Anthem BC will waive the 12 month rule and guarantee issue lapsed groups that would otherwise qualify under AB1672 when they reapply for Anthem BC small group medical coverage. • There are no minimum group sizes and/or prior renewal RAF requirements. • This offer is not available to groups that have been denied reinstatement and/or to groups that are currently in collections. • Please refer to the RAF promotion guidelines for details on how Come Back to Blue groups may qualify for a guaranteed lower RAF.

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Anthem Blue Cross small group – RAF Specials continued			
4/1/04 through No end date given	1% Medical RAF Discount	2 to 50	<ul style="list-style-type: none"> • New AB1672 qualified groups. • Minimum of \$25k NEW Life must be purchased. • 0.90 is the best possible RAF. • only valid for 12 months
3/1/07 through No end date given	1% Medical RAF Discount	2 to 50	<ul style="list-style-type: none"> • Existing anniversary renewing, AB1672 qualified groups. • Must be added on their anniversary. • Existing business requesting an increase in their life insurance volume to \$25k or more. • 0.90 is the best possible RAF • only valid for 12 months
8/1/10 through No end date given	Bundled – 6% Dental Discount with 6% Life Discount	2 to 50	<ul style="list-style-type: none"> • New AB1672 qualified groups enrolling in Anthem medical or in-force Small Group clients enrolled in existing Anthem medical. • Provides a 6% savings off of both Life and Dental premiums for groups that purchase \$25k of Life and Dental. • Savings can be given to groups that add Life and Dental on different effective dates. The discount will be given to both products on the date the second product is added. • If a group already offers life insurance and increases their life insurance to \$25,000 they <i>will</i> qualify for the 6% discount. • Discount valid until <u>either</u> product is removed. Discount is then removed from both programs. • 0.90 is best possible RAF.
1/1/00 through No end date given	Integrated Workers' Compensation Discount through Employers Compensation	2 to 50	<ul style="list-style-type: none"> • Group must have prior workers' compensation with at least 3 years experience. • The workers' compensation must be written within 6 months of the medical effective date. After 6 months it will be subject to underwriting. • There must be at least 2 medically enrolled to qualify. • Groups medically rated 1.06 – 1.10 do not qualify for any medical discount. • Groups with an RAF of 1.01 through 1.05 can possibly receive a 5-point discount. • Groups with an RAF of 1.00 or lower can possibly receive a 0.90 RAF • 0.90 is best possible RAF. • This discount is available with all three Anthem portfolios (Employee Elect-All or designated plans, Employee Choice and BeneFits).

Anthem Blue Cross 51-250			
1/1/08 through 1/1/14	1% off health+dental 1% off health+life 1% off health+vision .5% off health+STD and .5% off health+LTD	51-250	<ul style="list-style-type: none"> • Voluntary products do not qualify for this discount • The savings apply to the first year for new fully insured groups with 51-250 employees who add a Specialty product when purchasing or renewing Blue Cross medical product starting Jan. 1, 2008 through Jan. 1, 2014. • Other restrictions may apply. Your savings reflect administrative savings resulting from multi-line purchases. • Savings apply when the total life schedule is insured and at least an equivalent volume of \$25,000.

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Available Dates	RAF Guidelines/Specials	Required Enrollment	Programs subject to change without notice. Additional rules & exclusions may apply.
<p>Blue Shield of California – Standard RAF guidelines: (Carrier medical underwriting determines what RAF will be assigned between the minimum and maximums listed) 2 to 5: 1.00 minimum; 1.10 maximum. 6 to 9: 0.95 minimum; 1.10 maximum. 10 to 50: 0.90 minimum; 1.10 maximum.</p>			
<p>Blue Shield of California small group – RAF Specials</p>			
4/1/13 through 12/15/13	1.10 RAF automatically	1-4 medically enrolling ee's No health statements required. Eligible for lower RAF with health statements	<p>To qualify for the guaranteed RAF, groups must meet the below criteria:</p> <ul style="list-style-type: none"> • The RAF program is available for new business only, and is subject to termination at any time. • Program applies to Single Medical Plan, SimpleSelect and SimpleSync options (Includes SimpleSync/Kaiser wrap). • The “12 month away” rule is waived for groups that left Blue Shield voluntarily, including CalChoice groups. Waived for groups who have not had Blue Shield coverage for at least 90 days. Groups or members currently enrolled in a Blue Shield large group plan do not qualify and the “Blue on Blue” rule will continue to be enforced. • Provide original copy of current health carrier renewal letter or a copy of the current health carrier bill with the initial group enrollment (If you have a revised carrier renewal, please contact your Warner Pacific Case Advocate). Groups previously submitted and approved under standard underwriting guidelines will not be reconsidered or rerated under any RAF programs. • If Blue Shield cannot validate employee eligibility based on documents provided, then standard underwriting guidelines apply. • Program applies to GI small groups only. Groups must meet standard underwriting guidelines (i.e., contribution and participation), and submit the most recent quarter DE9C and/or other required documentation to verify owner/employee eligibility. • Sole proprietor, partner, or corporate officer statement (C15293) is required on officers/owners who are not listed on the DE9C. • Groups moving from association plans, group splits, and spin off's will be considered if the group can provide a group-specific prior carrier bill or group-specific renewal. • Groups using any employer-sponsored wrap plan or product, other than an HSA or EE-funded general purpose FSA, are not eligible. • Groups with employees enrolling in the Simple Savings 3400/6800 plan, which is the only plan permissible to pair with a wrap product, are not eligible for the RAF program. This exclusion applies whether the Simple Savings 3400/6800 plan is offered as a Single Medical Plan option or as part of the SimpleSync package. • To qualify, small groups must have a current small group carrier and five to 50 enrolling employees. • Large groups that are now eligible for small group guarantee-issue coverage, but due to timing are not AB1672 eligible, must provide a current renewal letter from a carrier other than Blue Shield showing a renewal increase less than or equal to 20%. • Groups coming off a PEO arrangement are eligible for the Blue Shield 25+ RAF program. Note: Groups coming off a PEO that offered Blue Shield are subject to the Blue Shield 12 month away rule. • Groups with fewer than five enrolling employees can apply for a lower RAF with the submission of health statements. The best available RAF for groups with 2 to 4 enrolling employees is 1.0.
	.90 RAF	5+ medically enrolling ee's No health statements or employer questionnaires are required	
	.90 RAF	10+ medically enrolling ee's Downsizing from another carrier's large group segment, renewal increase was less than or equal to 20% No health statements or employer questionnaires are required	
	.90 RAF	10+ medically enrolling ee's with no prior coverage No health statements or employer questionnaires are required	
	<p>Please see the next page for the program continuation</p>		

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	.90 RAF	25+ medically enrolling ee's No health statements or employer questionnaires are required	<ul style="list-style-type: none"> • The RAF reduction is a first-year reduction to the RAF for new small group medical plans only. • COBRA/Cal-COBRA enrollment cannot exceed 30% of total group enrollment. COBRA/Cal-COBRA enrollees do not count toward enrolled employee counts. • No prior coverage means the group: <ul style="list-style-type: none"> ○ Has been in business for one year or more with no prior group coverage for at least 12 months; or ○ Has been in business for less than a year, meets the Blue Shield interpretation of AB1672, and has no prior group coverage. • Groups that were previously wrapped with another carrier and replace one or both carriers are eligible for the RAF promotion. The group will need to provide both prior carrier renewals or current health carrier bill and meet all RAF promotion criteria.
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Blue Shield of California small group – RAF Specials continued			
7/1/12 through No end date given	2.5 percent	Discount is off their medical rate when they purchase dental and vision coverage with Blue Shield medical coverage (new and renewing)	<p>Specialty Benefits RAF program</p> <p>To qualify for the RAF discount, groups must meet the below criteria:</p> <ul style="list-style-type: none"> • For new and renewing AB1672 medical groups with three to 50 enrolling employees. • For new medical groups: <ul style="list-style-type: none"> ○ New groups must purchase medical, dental and vision coverage to be eligible. Groups that do not purchase all three (3) products are not eligible. ○ Groups previously submitted and approved under standard underwriting guidelines will not be reconsidered or re-rates under the RAF programs. ○ New groups must meet standard underwriting guidelines (i.e. contribution and participation), and submit the most recent quarter DE-9 and/or other required documentation to verify owner/employee eligibility. ○ Groups with a .90 RAF are ineligible • For renewing Blue Shield medical groups: <ul style="list-style-type: none"> ○ For renewing Blue Shield medical group effective dates of 7/1/12 or later. ○ Renewing medical groups must purchase both new dental and new vision coverage at the medical renewal. ○ Renewing groups must not have had any Blue Shield dental or vision products within the last 12 months. ○ Groups with a final renewal RAF between .925 and 1.075 are eligible. ○ Additions of dental and vision coverage to existing medical groups off anniversary date are ineligible. • RAF discount applies to the medical rate/premium and will remain in effect for the first benefit year. • This program is not available to groups that are ineligible for guaranteed acceptance, groups coming off a “special accommodation,” or groups considered as association plans, spin-offs, or group “splits.” • Program applies to single medical plan options, SimpleSelect and SimpleSync options. • Groups must meet standard participation requirements for each product. (e.g., voluntary vision requires a minimum of five enrolled). • Groups must have three (3) or more enrolling employees in all plans. (Employees waiving medical may enroll in the dental and vision plans to meet the minimum enrollment and participation guidelines). • Groups using any employer-sponsored wrap plan or product, other than an HSA or employee-funded general purpose FSA, are not eligible for the RAF program. • Groups with employees enrolling in the Simple Savings 3400/6800 plan, which is the only plan permissible to pair with a wrap product, are not eligible for the RAF program. This exclusion applies whether the Simple Savings 3400/6800 plan is offered as a Single Medical Plan option or as part of the SimpleSync package. • The RAF discount applies to medical dues/premiums only. • The RAF reduction is a one-year reduction to the RAF for new and renewing small group medical plans only. • COBRA/Cal-COBRA enrollment cannot exceed 30% of total group enrollment. COBRA/Cal-COBRA enrollees do not count toward enrolled employee counts. • Blue Shield may modify or discontinue this program at any time.

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CaliforniaChoice® – See the page of this document labeled CaliforniaChoice® Program RAF Guidelines .			
<ul style="list-style-type: none"> Groups that were previously wrapped with another carrier and replace both carriers are eligible for the .90 RAF promotion. The group will need to provide both prior carrier renewals. 			
CaliforniaChoice® – RAF Specials – See the page of this document labeled CaliforniaChoice® RAF Information			

<p>Health Net – Standard RAF guidelines: (Carrier medical underwriting determines what RAF will be assigned between the minimum and maximums listed)</p> <ul style="list-style-type: none"> Standard groups(Excludes: San Diego County SmartCare Standalone, San Diego County SmartCare Choice, SmartCare Standalone and Hn Options) 2 to 5: 1.00 minimum; 1.10 maximum. 6 to 50: 0.90 minimum; 1.10 maximum. Hn Options groups 2 to 5: 1.10 minimum; 1.10 maximum. 6 to 50: .90 minimum; 1.10 maximum. SmartCare Standalone(excludes San Diego County) 2 to 50: .90 minimum; 1.10 maximum. San Diego County SmartCare Standalone(RAF is based on the percentage of subscribers in Sharp Health plan, Sharp ACO, or any narrow network containing Sharp) 2 to 5: Less than 50% .90 minimum; 1.10 maximum, 50% or more 1.00 minimum; 1.10 maximum. 6 to 50: Less than 50% .90 minimum; 1.10 maximum, 50% or more 1.00 minimum; 1.10 maximum. San Diego County SmartCare Choice(RAF is based on the percentage of subscribers in Sharp Health plan, Sharp ACO, or any narrow network containing Sharp) 2 to 50: Less than 50% 1.00 minimum; 1.10 maximum, 50% or more 1.10 minimum; 1.10 maximum. 6 to 50: Less than 50% .90 minimum; 1.10 maximum, 50% or more 1.00 minimum; 1.10 maximum.
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Health Net – RAF Specials			
Limited-Time Offer RAF Program			
4/1/12 through 12/15/13	0.90 RAF Guarantee	6 + active enrolled subscribers	<ul style="list-style-type: none"> To qualify for the RAF Guarantee Program, sales must be for new AB1672 groups with: <ul style="list-style-type: none"> A minimum of 6 qualifying new subscribers Group effective dates of April 1, 2012 through December 15, 2013 CalCOBRA and COBRA enrollees are excluded Qualifying new subscribers are those subscribers effective with the group on the date the group becomes effective. Individual health statements are not required. The RAF guarantee is for the full 12-month contract period. Choice Administrator programs, existing Health Net groups, association groups, Carve-out groups, Hn Options groups and non-guaranteed issue groups are not eligible. Groups in San Diego purchasing Smartcare product(s) are not eligible for this RAF program. New groups with 2-5 active enrollees are NOT eligible. All other standard paperwork and underwriting rules apply. Groups not eligible for this RAF program, refer to the Standard RAF Guidelines above. <ul style="list-style-type: none"> Groups that were previously wrapped with another carrier and replace one or both carriers are eligible for the RAF promotion.

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Health Net – RAF Specials continued			
San Diego County SmartCare RAF Program (SmartCare Standalone and SmartCare Choice)			
4/1/12 through 12/15/13	Percentage of subscribers in Sharp Health plan, Sharp ACO, or any narrow network containing Sharp	Group size (based on number of active subscribers enrolled)	<ul style="list-style-type: none"> To qualify for the RAF Guarantee Program, sales must be for new AB1672 groups with: <ul style="list-style-type: none"> A minimum of 6 qualifying new subscribers Group effective dates of April 1, 2012 through December 15, 2013 CalCOBRA and COBRA enrollees are excluded Qualifying new subscribers are those subscribers effective with the group on the date the group becomes effective. Individual health statements are not required. The RAF guarantee is for the full 12-month contract period. Choice Administrator programs, existing Health Net groups, association groups, Carve-out groups and non-guaranteed issue groups are not eligible. New groups with 2-5 active enrollees are NOT eligible. All other standard paperwork and underwriting rules apply. Groups not eligible for this RAF program, refer to the Standard RAF Guidelines above. <p>Determination of Sharp subscribers</p> <ul style="list-style-type: none"> Groups will be required to submit a copy of a renewal or other evidence that shows what plan people are enrolled in. Kaiser, PPO insurance plans and all full network products are non-Sharp related. Health Net Small Business Group Underwriting will validate the table against the enrollment and renewal/evidence. <ul style="list-style-type: none"> Groups that were previously wrapped with another carrier and replace one or both carriers are eligible for the RAF promotion.
	Less than 50% - .90 RAF Guarantee	6 + active enrolled subscribers	
	50% or more - 1.00 RAF Guarantee		

Health Net – SIC Load/Discount – If a group does not apply or does not qualify for the above RAF promotion they may be subject to/and or qualify for these Loads/Discounts. Groups of 1-5 are not eligible for industry discounts.

Industry Description	SIC Code	Load	Industry Description	SIC Code	Discount
Restaurants	5800-5899	0.07	Furniture	2500-2599	-0.10
Hotels / Motels	7000-7099	0.07	Stone, Clay, Glass	3200-3299	-0.10
Hair Salons	7230-7249	0.07	Steel, Metal Work	3300-3399	-0.10
Entertainment	7800-7899	0.07	Industry Machine (Computer Related)	3500-3599	-0.10
Health Services	8000-8099	0.15	Electronic	3600-3699	-0.10
Legal	8100-8199	0.15	Measurement Instruments	3800-3899	-0.10
Schools	8200-8299	0.10	Wholesale Durable Goods	5000-5099	-0.10
Municipal	9100-9199	0.15	Banks	6000-6099	-0.10
			Real Estate	6500-6599	-0.10
			High Tech	7371-7379	-0.10
			Amusements & Recreation	7900-7999	-0.10
			Engineering & other Professional Groups	8700-8799	-0.10

If the group consists of 20% or more COBRA, there will be a 0.30 load to the RAF (i.e., the group will be rated at a 1.10 RAF)

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HSA California® – See the last page of this document labeled HSA California® RAF Guidelines.			
<ul style="list-style-type: none"> Groups that were previously wrapped with another carrier and replace both carriers are eligible for the .90 RAF promotion. The group will need to provide both prior carrier renewals. 			
HSA California® – RAF Specials – None Offered			

Humana Specialty Benefits –			
Ongoing program. No end date given	2-99 eligible employees: 2% for each product, up to a maximum 8% 100-999 eligible employees: 1% for each product, up to a maximum 4%	Add Humana vision, life, disability, stop loss, or workplace voluntary to a dental plan	<ul style="list-style-type: none"> Employer-sponsored or voluntary products for this program include: dental, vision, life, disability, stop loss, and workplace voluntary benefits – disability, life, accident, cancer, critical illness, and supplemental health. The packages savings program is subject to underwriting approval, minimum participation requirements, and product-specific case sizes. Only one premium discount is available per group. Up to two workplace voluntary benefits can receive a discount. To receive applied savings, all eligible benefits must remain in force. Products may be added off the renewal time period, however any additional premium discount will be applied upon next renewal period. Discounts will be withdrawn when coverage terminates. Discounts may be adjusted based on the number of benefits in force. Short-term or long-term disability, or a combination of these two, count as one product for the purpose of this program. Life insurance plans qualifying for incentives must completely replace existing life plans or must be added to customers with no prior life program. Customers cannot add an additional life policy to their existing life benefit and qualify for this program. Customers who have existing basic and supplemental life with another carrier must place both the basic and supplemental life with Humana to qualify for bundling savings. AD&D coverage doesn't qualify for a separate line of coverage. To qualify for bundling savings on life coverage, all employees offered the lead product must also be offered basic life coverage. The premium discounts listed apply to fully insured business and cannot be combined with other discount offers. Dental premium discount offer not applicable in Iowa, DHMO, or HumanaOne products.

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<p>Kaiser Permanente – Standard RAF guidelines: 2 to 5: 1.10 minimum; 1.10 maximum. 6 to 15: 1.00 minimum; 1.00 maximum. 16-50: 0.90 minimum; 0.90 maximum.</p> <p>Guidelines for groups coming from CalChoice, HSA California, KP Choice Solution or an Association:</p> <ul style="list-style-type: none"> Groups with less than 6 subscribers receive a 1.10 RAF. Groups with 6+ subscribers, Kaiser will honor the current Exchange/Association RAF. New business RAF's apply to groups with a lapse of more than one year. Groups moving from Kaiser Permanente to Kaiser Permanente Choice Solution or vice-versa may only do so at anniversary. <p>Groups spinning off or breaking away from the California Dump Truck Owner's Association will receive a 1.10 RAF, regardless of group size.</p>			
<p>Kaiser Permanente – RAF Specials – None</p>			
<p>Kaiser Permanente Choice Solution – See the last page of this document labeled Kaiser Permanente Choice Solution RAF Guidelines.</p>			
<p>Kaiser Permanente Choice Solution – RAF Specials – None Offered</p>			

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Principal Life Insurance Company – Multiple Product Discount Specials			
Current through No end date given	5% discount off of each product line	Write 3 or more qualifying coverages to groups with 3-499 enrolled lives	<p><u>When your clients purchase three or more of these qualifying coverages:</u> Group term life, Voluntary term life, Dental, voluntary dental, administrative services only (ASO) dental, Short-term disability (STD), voluntary STD, Long-term disability (LTD), voluntary LTD, vision, voluntary vision, Individual disability income on three plus employees (when employer-sponsored or employer-paid), 401 (k), 403(b) plans.</p> <p><u>They receive a 5% discount on these coverages:</u> Group term life, Dental, voluntary dental, Short-term disability with at least a 50% employer contribution, Long-term disability with at least a 50% employer contribution.</p> <p>The discount may not apply to all policy series and will remain on the discountable coverages as long as the required number of qualifying coverages are in force with Principal Life. If a case drops below the required number of qualifying coverages, rates on the remaining coverages will change as necessary.</p> <p><u>These coverages do not count toward a multiple product sale:</u> Wellness, Accidental death & dismemberment, Advice-to-pay and ASO disability services, New York DBL and New Jersey TDB plans, Other individual products</p>

SeeChange Health – Standard RAF guidelines: (Carrier medical underwriting determines what RAF will be assigned between the minimum and maximums listed)

2 to 5: 1.00 minimum; 1.10 maximum; **6 to 50:** 0.90 minimum; 1.10 maximum.

SeeChange Health – RAF Specials

8/1/13 through 12/1/13	1.0 RAF Guarantee	6-14 enrolling employees	<ul style="list-style-type: none"> Groups must be AB1672 qualified. Prior carrier renewal RAF must be 1.0 or lower. If a group accepts another carriers early renewal, the early renewal RAF will not qualify them for the RAF special. Group must provide a copy of their original renewal. The RAF increase on the last renewal must be 5% or lower. Effective date must be within 3 months of prior carrier renewal. Prior carrier renewal document must be included with group submission. It should indicate renewal RAF and change from previous renewal RAF, and must have a minimum of 6 employees (excluding COBRA/Cal-COBRA) listed on the renewal that are enrolling with Seechange Health. Revisions are not allowed. Carve out groups (union/non-union, management/non management, etc.) and virgin groups are not eligible. Groups coming off a PEO arrangement are not eligible. Groups moving from CaliforniaChoice, Contractor's Choice, HSA California, Kaiser Permanente Choice solution are not eligible. Eligible groups do not need to complete individual health questionnaires to receive the Guaranteed RAF. Groups seeking a lower RAF must submit health questions. RAF is guaranteed for initial 12 months. All other standard paperwork and underwriting rules do apply. Eligibility for the RAF Guarantee will be determined by SeeChange Health and the decision is final. Groups that were previously wrapped with another carrier and replace one or both carriers are eligible for the RAF promotion. The group will need to provide both prior carrier renewals and meet all RAF promotion criteria.
	0.95 RAF Guarantee	15-24 enrolling employees If current renewal RAF is between .91 and 1.0	
	0.90 RAF Guarantee	15-24 enrolling employees If current renewal RAF is .90	
	0.95 RAF Guarantee	25-50 enrolling employees If current renewal RAF is between .96 and 1.0	
	0.90 RAF Guarantee	25-50 enrolling employees If current renewal RAF is .95 or lower	

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<p>Sharp Health Plan – Standard RAF guidelines: (Carrier medical underwriting determines what RAF will be assigned between the minimum and maximums listed) 2 to 5: 1.10 minimum; 1.10 maximum; 6 to 50: 0.90 minimum; 1.10 maximum.</p>			
<p>Sharp Health Plan – RAF Specials</p>			
10/1/13 through 12/13/13	.90 RAF Guarantee	6+ medically enrolling employees	<ul style="list-style-type: none"> No health questionnaires or employer questionnaires required if all program criteria is met. All groups applying for the RAF discount must be AB1672 eligible; standard underwriting guidelines apply to non-guaranteed issue groups, to include submission of health questionnaires. COBRA and Cal-COBRA enrollees do not count toward the enrolled employee counts. Previously uninsured groups are eligible. Existing groups (1/1/13-7/1/13) that accept the Early Renewal option are eligible. Groups who are enrolled with CalChoice, Associations, carve out groups, or who have withdrawn/terminated from Sharp Health Plan are ineligible for this RAF reduction offer. Groups must meet all standard underwriting guidelines. The RAF promotion is a first-year reduction only for new small group business. 0.90 is best possible RAF. <ul style="list-style-type: none"> Groups that were previously wrapped with another carrier and replace both carriers, may be reviewed on a case by case basis to determine RAF promotion eligibility.

RAF Guidelines/Specials

Standard RAF guidelines – these are based on group size and are automatically **assigned** during quoting
 RAF Specials – these are based on promotions by the carriers and must be **requested** during quoting

Available Dates	RAF Guidelines/Specials	Required Enrollment	Programs subject to change without notice. Additional rules & exclusions may apply.
<p>UnitedHealthcare – Standard RAF guidelines: (Carrier medical underwriting determines what RAF will be assigned between the minimum and maximums listed) Less than 5: 1.10 minimum; 1.10 maximum; 5-50: 0.90 minimum; 1.10 maximum.</p>			
<p>UnitedHealthcare – RAF Specials</p>			
7/1/13 through 12/31/13	<p><u>Multi-Choice RAF</u> .90 RAF</p>	4-50 medically enrolling employees	<ul style="list-style-type: none"> Groups must meet Small Business eligibility requirements (AB1672). Cal-COBRA/COBRA enrollees do not count toward group size. Groups with 4 or more enrolling employees, excluding COBRA participants, will be eligible for a .90 RAF. Groups with 4 or more enrolling employees, excluding COBRA participants, coming from a large group contract that are now AB1672-eligible can qualify for the RAF Guarantee Program. If they can provide a large group renewal of less than a 13 percent increase within 3 months of their requested effective date, they will receive an automatic .90 RAF. Groups with 4 or more enrolling employees, excluding COBRA participants, currently with a professional employer association (PEO), who terminate the relationship (provided UHC was not the carrier under the PEO), will receive an automatic .90 RAF. No health questionnaires or employer questionnaires are required if all program criteria is met.
	<p><u>PremierSource RAF</u> .90 RAF</p>	6-50 medically enrolling employees	<ul style="list-style-type: none"> Groups must meet Small Business eligibility requirements (AB1672). Cal-COBRA/COBRA enrollees do not count toward group size. Groups with 6 or more enrolling employees, coming from a large group contract that are now AB1672-eligible can qualify for the RAF Guarantee Program. If they can provide a large group renewal of less than a 13 percent increase within 3 months of their requested effective date, they will receive an automatic .90 RAF. Groups with 6 or more enrolling employees in the PremierSource with 75 percent of the eligible employees enrolling in UnitedHealthcare and the staff model with 5 eligible California employees as UnitedHealthcare enrollees will receive and automatic .90 RAF. There must be enrollment in the staff model. Groups with 6 or more enrolling for coverage (excluding COBRA participants) with PremierSource and cancelling CalChoice, HSA California, or KP Choice; 75 percent of eligible employees enrolling in UnitedHealthcare and the staff model; minimum 50 percent enrollment of the eligible employees in UnitedHealthcare plans; and 5 eligible California employees as UnitedHealthcare HMO enrollees will receive an automatic .90 RAF. There must be enrollment in the staff model. No health questionnaires or employer questionnaires are required if all program criteria is met.
<p><u>RAF Guarantee Program Ineligible Groups</u></p> <ul style="list-style-type: none"> Groups with more than 30 percent COBRA/Cal-COBRA enrollees are not eligible for the RAF Guarantee Program. Carve-out groups (management/non-management, salary/non-salary, union/non-union) are not eligible for the RAF Guarantee Program. Groups previously submitted and approved under standard underwriting guidelines will not be reconsidered or re-rated under the RAF Guarantee Program. CalChoice (does not apply to PremierSource), KP Choice Solution (does not apply to PremierSource), HSA California (does not apply to PremierSource), Contractor's Choice, existing UnitedHealthcare groups (including acquisitions), Non-guaranteed Issue groups, Association group cases. 			
<p><u>RAF Guarantee Program Application Submission Rules</u></p> <ul style="list-style-type: none"> All other paperwork and underwriting guidelines apply (i.e., participation, employer contribution, wage and tax information, prior carrier bill, etc). Group must apply for the RAF Guarantee Program prior to underwriting approval. 			

RAF Guidelines/Specials

Standard RAF guidelines – these are based on group size and are automatically **assigned** during quoting
 RAF Specials – these are based on promotions by the carriers and must be **requested** during quoting

Available Dates	RAF Guidelines/Specials	Required Enrollment	Programs subject to change without notice. Additional rules & exclusions may apply.
UnitedHealthcare – RAF Specials continued			
5/1/08 through no end date given	Packaged Savings® Bundled UnitedHealthcare medical and specialty benefits for administrative credit	When the group purchases medical and:	Receive the following potential savings
		Dental	\$3.00
		Vision	\$2.00
		Life ¹	\$1.00
		Short-term disability	\$1.00
		Life ¹ & short-term disability ²	\$2.00
		Life ¹ & long-term disability ²	\$2.00
		Dental & vision	\$5.00
		Dental & life ¹	\$4.00
		Vision & life ¹	\$3.00
		Dental, vision & life ¹	\$6.00
Dental, vision, life ¹ and short-term disability	\$7.00		
		Footnotes: ¹ Any combination of life products counts as one product for the purpose of the program. ² Any combination of disability products counts as one product for the purposes of the program.	<ul style="list-style-type: none"> • The program is available to all new or existing medical and specialty business with 2-99 total eligible employees or existing medical policies adding new specialty lines of coverage. • The applied savings is available for as long as eligible medical and specialty benefits remain in-force and meet eligibility requirements. Credits will be withdrawn when any medical or specialty coverages terminate. Program is subject to change at any time. • Per-employee per-month (PEPM) savings is given as a monthly credit based on the number of enrolled UnitedHealthcare medical subscribers. • Voluntary specialty benefit plans do not qualify for the Packaged Savings program. • Employer-paid plans require an employer contribution level of 50% or greater. Participation in qualifying dental and vision plans must meet and maintain 75% or greater of eligible medical employees for Packaged Savings to be active. • Life insurance plans qualifying for this program must completely replace existing life plans or be added to customers with no prior coverage; adding an additional life policy to an existing life benefit does not qualify for the Packaged Savings. • Customers who have existing basic and supplemental life with another carrier must place both the basic and supplemental life with UnitedHealthcare to qualify. • Any combination of life products counts as one product for the purpose of the program. Any combination of disability products as one product for the purposes of the program. Long-term disability does not qualify alone; it must be packaged with life or short-term disability. • Customers with fully insured medical benefits must also purchase fully insured specialty benefits to qualify. • Customers who add UnitedHealthcare medical products to existing dental, vision, life and/or disability lines of coverage qualify. • Specialty benefits can be added off-cycle from the existing medical or specialty benefit effective date and will become eligible for Packaged Savings as long as medical coverage remains in force and products meet eligibility requirement. • UnitedHealthcare retains sole and complete discretion to revise or terminate the Packaged Savings program at any time. • The policies referred to have exclusions, limitations, reductions of benefits and terms under which the policy may be continued in force or discontinued. • The following business is currently excluded from the Packaged Savings program: business underwritten or administered by Oxford Health Plans, Sierra Health Services Inc. and LIVE! Platform dental and life (unless sold with LIVE! Platform medical coverage). • The Specialty Benefit Solutions (SBS) product is not eligible.

CaliforniaChoice® RAF Information

CaliforniaChoice Standard RAF

Total CaliforniaChoice Employee Medical Enrollment Count	Final RAF Applied During Underwriting
2-4	1.10
5-14	1.00
15-50	.90 or 1.00

In order to qualify for a .90 RAF the group must submit a copy of their current renewal RAF Statement from their current carrier showing a renewal RAF of 1.05 or less. The statement must be within 3 effective dates of their CaliforniaChoice coverage requested effective date determined by underwriting. Kaiser Permanente wrap groups are among those that qualify.

CaliforniaChoice Special RAF

Special for your groups of 10-14 medically enrolled employees!

10-14 Groups

Your groups with 10-14 medically enrolled employees qualify for a .90 RAF if they're coming from a non-participating CaliforniaChoice carrier partner and already qualify for a renewal RAF of 1.05 or better!

Total CaliforniaChoice Employee Medical Enrollment Count	Final RAF Applied During Underwriting
10-14	.90

Rules & Eligibility for the RAF special:

- CHOICEAdministrators® programs, existing Aetna, Anthem Blue Cross, Health Net, Kaiser Permanente, Sharp Health Plan, and Western Health Advantage groups, association groups, carve-out groups, slice groups, wrap groups, and non-guaranteed issue groups are NOT eligible.
- For new groups with 10-14 employees coming from non-CaliforniaChoice carrier partners.
- To qualify for this SPECIAL .90 RAF offer, a group must come from a non-CaliforniaChoice carrier with:
 - A minimum of ten (10) qualifying new subscribers (qualifying new subscribers are those subscribers effective with the group on the date the group becomes effective.)
 - COBRA and Cal-COBRA enrollees excluded.
 - Groups receiving 10 point RAF increase (even though below 1.05) are still not eligible.
- Groups must submit a statement within three effective dates of their requested CaliforniaChoice coverage effective date as proof of the current RAF (from their non-CaliforniaChoice carrier) to demonstrate eligibility
- Groups with 20% or more COBRA/Cal-COBRA enrollment are not eligible.
- All other standard paperwork and underwriting rules apply.
- The RAF guarantee is for the full 12-month contract period.
- Groups enrolled with CaliforniaChoice Lumenos® HSA plans cannot exceed 50%.

See your CaliforniaChoice quote for RAF guidelines.



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CaliforniaChoice®
Your Health. Your Choice.®

CaliforniaChoice[®] Program

RAF Guidelines

The following information defines what Risk Adjusted Factor (RAF) is applied to the rates quoted:

- Groups with 2-4 employees are always quoted 1.10.
- Groups with 5-50 employees are quoted with the 1.00 RAF before the final RAF is applied in underwriting.

Note: Life Only employees and COBRA members are not included in the overall employee count. The

following table defines how the final RAF is applied during Underwriting:

Total Medically Enrolled Employees	Final RAF applied during underwriting
2-4	1.10
5-14	1.00
15-50	.90 ^① or 1.00

Note: Life Only employees and COBRA members are not included in the overall employee count.

① In order to qualify for a .90 RAF the group must submit a copy of their current renewal RAF Statement from their current carrier showing a renewal RAF of 1.05 or less. The statement must be within 3 effective dates of their CaliforniaChoice requested effective date determined by underwriting. Kaiser Permanente wrap groups are among those that qualify.

RAF GUIDELINES

The following information defines what Risk Adjusted Factor (RAF) is applied to the rates quoted:

- Groups with 2-4 employees are always quoted 1.10.
- Groups with 5-50 employees are quoted with the 1.00 RAF before the final RAF is applied in underwriting.

Note: Life Only employees and COBRA members are not included in the overall employee count.

The following table defines how the final RAF is applied during **Underwriting**:

Total Medically Enrolled Employees	Final RAF applied during underwriting
2-4	1.10
5-14	1.00
15-50	0.90 ^① or 1.00

Note: Life Only employees and COBRA members are not included in the overall employee count.

^① In order to qualify for a 0.90 RAF the group must submit a copy of their current renewal RAF Statement from their current carrier showing a renewal RAF of 1.00 or less. The statement must be within 3 effective dates of their HSA California requested effective date determined by underwriting.

RAF GUIDELINES

KAISER PERMANENTE CHOICE SOLUTION A CHOICE Administrators® Program

The following information defines what Risk Adjustment Factor (RAF) is applied to the rates quoted:

- Groups with 2 – 5 employees are always quoted 1.10.
- Groups with 6 – 50 employees are quoted with the 1.00 RAF before the final RAF is applied in underwriting.

Note: Life only employees and COBRA members are not included in the overall employee count.

The following table defines how the RAF is applied during underwriting **for groups who do not currently have existing coverage with Kaiser Permanente or CaliforniaChoice®** within 12 months of the effective date:

Total number of employees enrolled in Kaiser Permanente Choice Solution	Final RAF applied during underwriting
2 - 5	1.10
6 - 15	1.00
16 - 50	0.90

Note: Life only employees and COBRA members are not included in the overall employee count.

For Groups who currently have existing coverage with Kaiser Permanente, CaliforniaChoice or any association or trust plan that offers Kaiser Permanente within 12 months of the effective date:

- The RAF applied will be the same as the most recent RAF assigned by Kaiser Permanente or CaliforniaChoice.

The following table defines how the RAF is applied during underwriting for **groups who currently have existing coverage with Kaiser Permanente or CaliforniaChoice** within 12 months of the effective date and which experience a growth in Kaiser Permanente membership on the effective date (eg due to displacing a second carrier):

# of employees currently enrolled in Kaiser Permanente	# of employees ADDED through Kaiser Permanente Choice Solution	TOTAL number of employees enrolled in Kaiser Permanente Choice Solution	RAF applied during Underwriting
1 - 15	Less than 5	NA	1.10
	5 or more	6+	*RAF Reduction by 0.05
16+	Increase of 30% or more	21+	*RAF Reduction by 0.05

Note: Life only employees and COBRA members are not included in the overall employee count. For a reduction in RAF to apply to groups with base subscribers of 16+, the prior RAF must have been 1.05 or less.

* Final RAF cannot be lower than 0.90

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