

April 2014 Mid-Market 51-100 Dental and Vision Quote Assumptions

Group Eligibility:

- ◆ 51-100 eligible employees with over 50% of the total group located in California, subject to Out-of-area requirements below.
- ◆ Out-of-Area Requirements
 - A maximum of 49% of the total eligible population may be out of California's service area, subject to the following rules.
 - Those employees who are out of the California service area may be written on a PPO plan.
- ◆ Dental and Vision must be written in conjunction with Medical only.
- ◆ Carve-out groups are not eligible for coverage.

Employee Eligibility:

- ◆ Probationary period for new hires can be first of the month following Date of Hire, first of the month following 30 days, or first of the month following 1 month. *Note:* the probationary period must match Medical.
- ◆ Eligible employees can be defined as employees working at least 20 or 30 hours per week. *Note:* The hours per week must match Medical.
- ◆ With the exception of owners, all employees must be covered by workers' compensation.

Enrollment Details:

- ◆ Groups enrolling in Health Net's Medical with Dental and/or Vision products or Standalone Dental and/or Vision:
 - Employee eligibility is based on the entire group.
 - Minimum participation for the products must be met.
 - Standard paperwork requirements must be met.
- ◆ Existing Health Net Medical groups adding a Dental and/or Vision Product:
 - If the Dental and/or Vision enrollment is below that of the current Medical, paperwork will be required to verify participation on the DPPO and Employer rates on DHMO and Vision.

Rate Information:

- ◆ 12-month rate guarantee for cases sold/renewed in conjunction with medical or if sold as a Standalone product.
- ◆ Cases sold off cycle from the medical will have their first renewal in conjunction with the medical.

Submission:

- ◆ First of the month effective dates are available.
- ◆ All cases must be submitted by the 1st of the month for which coverage is to be effective.

Vision Details:

- ◆ A minimum participation of 75% of the eligible employees is required for employer paid rates. *Note:* Unlike Medical waiving for other coverage will count against participation.
- ◆ A minimum employer contribution of 50% of the employee premium is required for employer paid rates.
- ◆ Voluntary rates apply to those cases with less than 75% participation and/or 50% contribution.
- ◆ A minimum of 10 enrolled employees is required.
- ◆ Dual Choice Vision is not available.

DHMO Details:

- ◆ Employer Paid Rates:
 - A minimum participation of 50% is required. *Note:* Employees waiving coverage due to group coverage through another employer (i.e. spousal coverage) will not count against participation.
 - A minimum of 50% contribution is required.
 - Proof of immediately prior group dental coverage is required.
- ◆ Voluntary Rates:
 - No minimum participation is required.
 - No minimum contribution is required.
 - No prior group dental coverage is required.
- ◆ A minimum of 10 enrolled employees is required.
- ◆ Orthodontia is available in all DHMO plans.

DPPO Details:

- ◆ Employer Paid Rates:
 - A minimum participation of 75% is required. *Note:* Employees waiving coverage due to group coverage through another employer (i.e. spousal coverage) will not count against participation.
 - A minimum of 50% contribution is required.
 - Proof of immediately prior group dental coverage is required.
- ◆ Voluntary Rates:
 - No minimum participation is required.
 - No minimum contribution is required.
 - No prior group dental coverage is required.
- ◆ A minimum of 10 enrolled employees is required.
- ◆ Orthodontia is available.
- ◆ Implant coverage is available in Classic Plus 1 only.

Dual Choice Dental:

- ◆ Employer Paid Rates:
 - A minimum participation of 75% is required. *Note:* Employees waiving coverage due to group coverage through another employer (i.e. spousal coverage) will not count against participation.
 - A minimum of 50% contribution is required.
 - Proof of immediately prior group dental coverage is required.
- ◆ Voluntary Rates:
 - A minimum participation of 75% is required. *Note:* Employees waiving coverage due to group coverage through another employer (i.e. spousal coverage) will not count against participation.
 - No minimum contribution is required.
 - No prior group dental coverage is required.
- ◆ A minimum of 10 enrolled employees is required.
- ◆ Groups may select 1 DHMO and 1 DPPO, 2 DHMO, or 2DPPO with a minimum of 10 enrolled employees and 2 on a given plan.
- ◆ Orthodontia is available for employer paid DPPO groups of 10 or more enrolled employees OR for groups of 2-9 enrollees with proof of immediately prior indemnity orthodontic coverage.
- ◆ Orthodontia is available for voluntary DPPO groups of 10 or more enrolled employees.
- ◆ Classic Plus 1 is available only to groups enrolling 10 or more employees on that plan, whether employer paid or voluntary.