



2009 Benefits Transition

CBA/Banker Benefits and BenefitPartners

May 13 and 14

4B Insurance Services, Inc. dba BenefitPartners
CA License 0C88575

Overview

- **CBA Trust dissolving effective 12/31/08**
 - No more health plans through the CBA
- **Ceridian administration ending effective 12/31/08**
- **Each bank will be responsible for procuring benefits**
- **BenefitPartners is the endorsed benefits broker for the CBA and can assist banks in this process**
 - Full service benefits broker that specializes in consulting, communication and administration
 - Negotiating with carriers in the CBA Trust to provide similar plans at discounted market rates
- **We will discuss transition plan today**
- **If you are currently working with another broker, they can assist you as well**

Important Note

1. You will not lose coverage as a result of this transition
2. You will move from the CBA Master Trust contract to an individual contract for your bank that is direct with the carriers
3. BenefitPartners has negotiated preferred pricing for the majority of the carriers you currently have

Health Net

Kaiser

Delta Dental

Unum

VSP

Ceridian Administration

CBA Master
Trust Contract –
Banker Benefits

BenefitPartners Brokerage

Banks

Health Net

Kaiser

Delta Dental

Unum

VSP

Banks

- Direct contract with each carrier
- BenefitPartners, endorsed broker for CBA
- Banks that want online enrollment can use an alternative to Ceridian



Medical Insurance

Health Net & Kaiser
Transition Plan

Health Net

- **Contract**
 - You will have a new contract based on your individual bank
- **Rates**
 - Plan rates will change and continue to be based on the demographics and location of each bank
 - Exclusive preferred pricing for banks with Health Net between August and December
 - Exclusive arrangement ends December 31, 2008
- **Plans**
 - Health Net will offer standard plans that will be similar in design to what you currently offer
 - Health Net will automatically “map” participants to new plans – providing employees with a passive enrollment

HSA Compatible Plans

- **Health Net will continue to offer HSA compatible plans**
 - You can offer the HSA compatible plan alongside a traditional PPO plan
- **Eligibility**
 - Remember, your employees are eligible to participate in an HSA if they are currently enrolled in an HSA compatible plan and do not have coverage elsewhere (i.e. through a spouse or Medicare)
- **Financial institution**
 - Continue with the current HSA provider you are using
- **Bank contributions**
 - Continue with your current HSA funding
- **Not offering an HSA compatible plan *after* the transition**
 - Employees need to know that they may use the funds in their HSA, but may not contribute if they are no longer enrolled in an HSA compatible plan

Kaiser Permanente

Large Group (51+ Employees)

- **Contract**
 - You will have a new contract based on your individual bank
- **Rates**
 - Plan rates will change and be based on the demographics and location of each bank
- **Plans**
 - Kaiser will offer standard plans that will be similar in design to what you currently offer
 - Kaiser will automatically “map” participants to new plans – providing employees with a passive enrollment

Kaiser Permanente

Small Group (2-50 Employees)

- **Contract**
 - Current contract may be continued as is
- **Rates**
 - Plan rates guaranteed through the end of the year and are subject to annual increases
- **Plans**
 - Selection of standard plan designs

Medical Carrier Transition Considerations

- Banks evaluating different medical insurance carriers, should consider the following:
 - Network providers
 - Prescription drugs
 - Pre-approval authorizations
 - Transition of care
- CBA has created communication materials that will assist your employees in understanding these critical areas during a transition to a new medical insurance carrier

Dental Insurance

Delta Dental
Transition Plan



Delta Dental

- **Contract**
 - You will have a new contract based on your individual bank
- **Rates**
 - Plan rates are in development
- **Plans**
 - Delta Dental will offer standard plans that will be similar in design to what you currently offer
 - Delta Dental will automatically “map” participants to new plans – providing employees with a passive enrollment



Vision Insurance

VSP Transition Plan

- **Contract**
 - You will have a new contract based on your individual bank
- **Rates**
 - Plan rates will change and be based on individual banks
 - Rates are currently available
- **Plans**
 - Same plans are available



LTD, Basic Life and AD&D and Voluntary Life and AD&D

Unum Transition Plan

Unum LTD

- **Contract**
 - You will have a new contract based on your individual bank
- **Rates**
 - Rates will remain the same and are guaranteed until 1/01/2011
- **Plans**
 - Same plans are available*
 - Work life balance EAP included with LTD plan

Unum Basic Life and AD&D

- **Contract**
 - You will have a new contract based on your individual bank
- **Rates**
 - Life rates will remain the same and are guaranteed until 1/01/2011
 - AD&D rates will increase from \$.0136 to \$.015
- **In force amounts**
 - Unum will grandfather all in force basic life and AD&D amounts
- **Plans***
 - Banks with 50+ lives
 - Maintain current limits and guaranteed issue amounts
 - Banks with 25-49 lives
 - Overall max is \$750k and guaranteed issue is \$150k
 - Banks with 10-25 lives
 - Overall max is \$500k and the guaranteed issue is \$100k

*Banks under 10 lives will have different rates and plans

Unum Voluntary Life and AD&D

- **Contract**
 - You will have a new contract based on your individual bank
- **Rates**
 - Life rates will remain the same and are guaranteed until 1/01/2011
 - AD&D rates will be \$0.25 per employee and \$0.45 for family coverage
- **In force voluntary life amounts**
 - Unum will grandfather all In force voluntary life amounts
- **In force voluntary AD&D amounts**
 - Voluntary AD&D amounts will only be available to banks who offer voluntary life
 - Voluntary AD&D amounts must equal the voluntary life schedule
 - All other voluntary AD&D coverage will terminate 01/01/09

Unum Voluntary Life and AD&D

- **Plans***
 - Banks with 50+ lives
 - Maintain current limits and guaranteed issue amounts
 - Banks with 25-49 lives
 - Overall max is \$750k and guaranteed issue is \$150k
 - Banks with 10-25 lives
 - Overall max is \$500k and the guaranteed issue is \$100k

Employee Assistance Plan

Transition Plan

Unum Employee Assistance Program

- **Contract**

- If you elect Unum LTD, you will have a new contract based on your individual bank

- **Rates**

- The Unum Work-life balance EAP is included with the LTD plan
- No additional cost

- **Plans**

- EAP with 3 face-to-face visits
- No custom reports
- Banks can purchase plans with 5 or 7 visits

Carrier Transition Summary

	Transition Plan in Place	Rates	Plans	Contract
Health Net	✓	Changing - Bank rated	Standard plans similar to CBA plans	New
Kaiser Lg Group	✓	Changing - Bank rated	Standard plans similar to CBA plans	New
Kaiser Sm Group	✓	Not changing Subject to renewal	Same selection of standard plans	Same
Delta Dental	✓	Changing	Standard plans similar to CBA plans	New
VSP	✓	Changing - Bank rated	Same plans	New
Unum	✓	Not changing	Similar plans* New Vol AD&D	New
EAP	✓	Included with LTD	Unum plan	New

*Banks under 10 lives will have different rates and plans

Plan Administration

Ceridian Transition Plan

Plan Administration

- Ceridian will no longer be the CBA benefits administrator as of 1/1/09
- Effective 01/01/09 you will notify the carrier when there are benefit “transactions”
 - New hires
 - Terminations
 - Qualified event changes
- **You will communicate directly with the carriers**
 - Faxing paper enrollment forms
 - Online carrier enrollment system
 - Third party administration system, BeneTrac
 - Fees apply
 - 12 week lead time
- **You will pay your bills directly to the carriers**

Next Steps

1. BenefitPartners will contact you over the next three weeks to discuss your specific transition plan
2. Banks should consider
 - Effective date of the transition and open enrollment
 - Additional carriers to include in the market survey

HR Contacts for Questions

BenefitPartners Contact	Title	Phone	Email
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QUESTIONS?