

SimpleSELECT

A smart, streamlined and affordable health plan.

Providing basic employee coverage shouldn't be complicated or expensive.

That's why HealthFirst created SimpleSelect.

What is SimpleSelect?

SimpleSelect is a self-funded, minimum essential coverage (MEC) health benefit plan. This plan minimizes potential Affordable Care Act (ACA)-related penalties for employers at a cost that's lower than other insurance options.

Why SimpleSelect is the Solution?

Healthcare benefits play an important part in employee satisfaction, retention and recruitment. For companies searching for MEC coverage, SimpleSelect provides just that – a simple and efficient plan to provide benefits for employees, while eliminating the risk of penalties.

1. Employers avoid the \$2,570 per-employee penalty.

If an employer does not offer eligible employees a minimum essential coverage plan, this penalty will be incurred based on the shared responsibility portion of the ACA.

2. It minimizes the potential of a \$3,860 per-employee penalty.

Employers that offer MEC plans only could be subject to this penalty, if the self-coverage charged is not affordable for all employees. However, this penalty applies only to the number of employees who purchase coverage on the Marketplace AND received a premium tax credit.

3. Provides the ability to add other optional services.

With low costs for the MEC plan, employers have the option of adding other benefits, such as dental or vision to have a more complete plan, while still keeping costs low.

How SimpleSelect Works

The SimpleSelect quote request begins the process.

Simple to get started.

- Provide a group census listing employee age and gender.
- A quote can typically be generated within two business days.
- The plan can be active in as little as 30 days.



Simple to administer.

- Enrollment is simple and easy using the HealthFirst online portal.
- Employers pay one monthly administration fee.
- An account manager will assist with setting up a bank account to fund monthly claims costs and answer questions. Monthly claims costs will vary depending on usage.



Simple to use.

- Employees simply show their customized ID card.
- No complicated forms to submit or records to keep.
- Preventive services are at no cost to employees, and there is a low copay for other services such as generic prescriptions.



Employers select one of three plan levels:

PLAN 1

- Covers preventive care at 100 percent.
- Includes all services required by the ACA.
- Offers optional telemedicine service.

PLAN 2

- Covers preventive care, plus additional services.
- Includes up to four annual physician visits.
- Contains a generic drug plan.
- 24/7 telemedicine service.

PLAN 3

- Comprised of all the benefits of Plans 1 and 2.
- Provides limited coverage for services such as emergency room care and outpatient surgery.

SimpleSelect's Network Solution:

PHCS: A broad network that offers access, regionally or nationwide, to hospitals, ancillary care facilities and healthcare professionals. Employees can choose the care that's right for themselves and their families.



SimpleSelect, A Smart Solution

SimpleSelect is right for businesses, if:

- The company did not offer universal benefits prior to healthcare reform.
- Budgeting for a traditional benefit plan is difficult.
- The goal is to provide affordable benefits for employees, while minimizing potential penalties.

Your business may be a good candidate, if you meet one or more of these criteria:

- Large employer with at least 50 full-time or benefit-eligible employees (minimum of 15 employees enrolled in the plan).
- High percentage of lower-wage, PRN and/or variable-hour employees.
- High number of employees newly eligible for benefits.
- Employers in the retail, service, home health/nursing home, food service or hospitality sector.

Self-funded, but simple

Because of the limited nature of claims, self-funding with SimpleSelect is just that simple.

No reinsurance necessary

- The overall risk for an employer is low.
- No benefits for extensive hospitalization or surgeries.

No end-of-year surprises

- Rates are calculated using a matrix developed by an actuarial team, which takes gender, age and anticipated usage into account.
- Based on historical data, most plans actually spend less for benefits than projected.
- In 2018, the loss-ratio average for HealthFirst SimpleSelect plans was 56 percent.



SimpleSelect can be part of a multi-level benefits strategy offered **in conjunction** with one or more traditional health benefit plans. Ask about our self-funded solutions for groups of all sizes.

Three ways to request a quote:

1. Submit a form at hfbenefits.com/simple-select.
2. Call **903-509-5703** or **800-477-2287**.
3. Email simpleselect@hfbenefits.com.

Plan Overview

Benefit Summary	SimpleSelect		
	PLAN 1	PLAN 2	PLAN 3
Preventive Care - ACA-Mandated			
Preventive Services for Adults	✓	✓	✓
Preventive Services for Women	✓	✓	✓
Preventive Services for Children	✓	✓	✓
Physician's Office Visit Copay			
\$25 copay, 4 visits per year	N/A	✓	✓
Diagnostic Lab & X-ray			
Included with office visit, 4 per year	N/A	✓	✓
CAT Scan & MRI			
\$400 annual benefit	N/A	N/A	✓
Emergency Room			
\$250 annual benefit	N/A	N/A	✓
Outpatient Surgery			
\$600 annual benefit	N/A	N/A	✓
Hospital Confinement			
\$1,000 annual benefit	N/A	N/A	✓
Substance Abuse Confinement			
Coverage	N/A	N/A	N/A
Mental Illness Disorder Confinement			
Coverage	N/A	N/A	N/A
Telephone Access (Telemedicine)			
Teladoc - unlimited access	Optional	✓	✓
Prescriptions			
Contraception, generics only	✓	✓	✓
\$2 copay, limited generics only	N/A	✓	✓

PLEASE NOTE:

- SimpleSelect is not comprehensive medical coverage. It is important that plan sponsors understand this and communicate it clearly to potential plan participants.
- Although SimpleSelect qualifies as "minimum essential coverage", as defined by the Affordable Care Act, it does not qualify as "minimum essential benefits." Benefits are very limited.



To learn more, email us at simpleselect@hfbenefits.com or call **903-509-5703** or **800-477-2287**