

Benefits & Rates Comparison

Sample Group

Proposed Effective Date: 2/1/2007



Choice Plus QA-F (PPO)

Ded.: \$2,000
\$4,000

Office 20%
Visit: 50%

Hospital 20%
Copay: 50%

Emerg.: 20%
20%

Copay \$4,000
Limit: \$8,000

Lifetime \$5,000,000
Max: \$5,000,000

Rx: Lvl 1: \$10 Lvl 2: \$30 Lvl 3: \$50 after \$250*
Lvl 1: \$10 Lvl 2: \$30 Lvl 3: \$50 after \$250*

HMO 20 Value * (HMO)

Ded.: None

Office \$20
Visit:

Hospital 20%
Copay:

Emerg.: \$100*

Copay \$2,500
Limit:

Lifetime Unlimited
Max:

Rx: \$15G (\$30BF \$50NF+\$150)

\$20 Copayment * (HMO)

Ded.: None

Office \$20
Visit:

Hospital \$300/day
Copay:

Emerg.: \$100*

Copay \$3,000
Limit:

Lifetime Unlimited
Max:

Rx: \$10G \$30BF

RAF: 0.90

RAF: 0.90	EE	DEP	TOTAL
Applen	\$179.49	\$210.34	\$389.83
Barney	\$459.03	\$0.00	\$459.03
Brown	\$179.49	\$0.00	\$179.49
Bird	\$136.41	\$0.00	\$136.41
Blum	\$136.41	\$0.00	\$136.41
Ciance	\$136.41	\$137.33	\$273.74
Corbett	\$136.41	\$0.00	\$136.41
Corwin	\$243.79	\$0.00	\$243.79
Culp	\$243.79	\$83.71	\$327.50
Dichecco	\$136.41	\$311.04	\$447.45
Dixon	\$136.41	\$233.10	\$369.51
Ehbracht	\$136.41	\$0.00	\$136.41
Garrison	\$179.49	\$265.13	\$444.62
Gervino	\$179.49	\$0.00	\$179.49
Graham	\$136.41	\$0.00	\$136.41
Hammer	\$111.36	\$0.00	\$111.36
Jones	\$136.41	\$311.04	\$447.45
Jurich	\$298.63	\$0.00	\$298.63
Marks	\$179.49	\$0.00	\$179.49
Neurath	\$136.41	\$0.00	\$136.41
Polger	\$243.79	\$307.66	\$551.45
Riehn	\$136.41	\$0.00	\$136.41
Rose	\$136.41	\$0.00	\$136.41
Shoemaker	\$179.49	\$265.13	\$444.62
Shukoff	\$136.41	\$0.00	\$136.41
Supnik	\$298.63	\$368.38	\$667.01
Thomas	\$179.49	\$210.34	\$389.83
Vincent	\$136.41	\$0.00	\$136.41
Wyrick	\$136.41	\$0.00	\$136.41
	\$5,201.60	\$2,703.20	\$7,904.80

* Annual Savings: \$22,574.40
* Percent lower/higher: -19.22 %

RAF: 1.10

RAF: 1.10	EE	DEP	TOTAL
Applen (2)			
Barney	\$656.55	\$0.00	\$656.55
Brown	\$227.24	\$0.00	\$227.24
Bird	\$193.46	\$0.00	\$193.46
Blum	\$193.46	\$0.00	\$193.46
Ciance	\$193.46	\$238.13	\$431.59
Corbett	\$193.46	\$0.00	\$193.46
Corwin	\$308.04	\$0.00	\$308.04
Culp	\$342.10	\$183.87	\$525.97
Dichecco	\$192.89	\$498.04	\$690.93
Dixon	\$192.89	\$251.15	\$444.04
Ehbracht	\$193.46	\$0.00	\$193.46
Garrison	\$227.24	\$493.36	\$720.60
Gervino	\$227.24	\$0.00	\$227.24
Graham	\$193.46	\$0.00	\$193.46
Hammer	\$172.78	\$0.00	\$172.78
Jones	\$192.89	\$498.04	\$690.93
Jurich	\$388.62	\$0.00	\$388.62
Marks	\$227.24	\$0.00	\$227.24
Neurath	\$193.46	\$0.00	\$193.46
Polger	\$308.04	\$517.84	\$825.88
Riehn	\$193.46	\$0.00	\$193.46
Rose	\$193.46	\$0.00	\$193.46
Shoemaker	\$272.92	\$592.43	\$865.35
Shukoff	\$193.46	\$0.00	\$193.46
Supnik	\$387.43	\$518.06	\$905.49
Thomas	\$226.57	\$289.06	\$515.63
Vincent	\$193.46	\$0.00	\$193.46
Wyrick	\$193.46	\$0.00	\$193.46
	\$6,872.20	\$4,079.98	10,952.18

* Annual Savings: (\$13,994.16)
* Percent lower/higher: 11.92 %

RAF: 0.90

RAF: 0.90	EE	DEP	TOTAL
Applen (2)			
Barney	\$559.00	\$0.00	\$559.00
Brown	\$243.00	\$0.00	\$243.00
Bird	\$189.00	\$0.00	\$189.00
Blum	\$189.00	\$0.00	\$189.00
Ciance	\$189.00	\$293.00	\$482.00
Corbett	\$189.00	\$0.00	\$189.00
Corwin	\$316.00	\$0.00	\$316.00
Culp	\$316.00	\$206.00	\$522.00
Dichecco	\$189.00	\$543.00	\$732.00
Dixon	\$189.00	\$323.00	\$512.00
Ehbracht	\$189.00	\$0.00	\$189.00
Garrison	\$243.00	\$495.00	\$738.00
Gervino	\$243.00	\$0.00	\$243.00
Graham	\$189.00	\$0.00	\$189.00
Hammer	\$171.00	\$0.00	\$171.00
Jones	\$189.00	\$543.00	\$732.00
Jurich	\$400.00	\$0.00	\$400.00
Marks	\$243.00	\$0.00	\$243.00
Neurath	\$189.00	\$0.00	\$189.00
Polger	\$316.00	\$524.00	\$840.00
Riehn	\$189.00	\$0.00	\$189.00
Rose	\$189.00	\$0.00	\$189.00
Shoemaker	\$243.00	\$495.00	\$738.00
Shukoff	\$189.00	\$0.00	\$189.00
Supnik	\$400.00	\$565.00	\$965.00
Thomas	\$243.00	\$316.00	\$559.00
Vincent	\$189.00	\$0.00	\$189.00
Wyrick	\$189.00	\$0.00	\$189.00
	\$6,771.00	\$4,303.00	11,074.00

* Annual Savings: (\$15,456.00)
* Percent lower/higher: 13.16 %

Benefits & Rates Comparison

Sample Group

Proposed Effective Date: 2/1/2007



Kaiser Permanente - Choice 25 * (HMO)

Ded.: None

Office \$25
Visit:

Hospital \$500/day*
Copay:

Emerg.: \$100

Copay \$2,500
Limit:

Lifetime Unlimited
Max:

Rx: \$15G \$25BF

Classic HMO (HMO)

Ded.: None

Office \$20
Visit:

Hospital \$250/admit
Copay:

Emerg.: \$100*

Copay \$1,750
Limit:

Lifetime Unlimited
Max:

Rx: \$10G (\$25BF + \$150 Ded.)
50% Limited*

HMO \$20/\$40 (HMO)

Ded.: None

Office \$20/\$40
Visit:

Hospital \$750/admit
Copay:

Emerg.: \$100

Copay \$2,000
Limit:

Lifetime Unlimited
Max:

Rx: \$15GF \$35BF \$50NF

RAF: 1.00	EE	DEP	TOTAL
Applen (2)			
Barney	\$628.24	\$0.00	\$628.24
Brown	\$247.06	\$0.00	\$247.06
Bird	\$211.76	\$0.00	\$211.76
Blum	\$191.76	\$0.00	\$191.76
Ciance	\$191.76	\$297.65	\$489.41
Corbett	\$191.76	\$0.00	\$191.76
Corwin	\$355.29	\$0.00	\$355.29
Culp	\$338.82	\$220.00	\$558.82
Dichecco	\$191.76	\$552.95	\$744.71
Dixon	\$191.76	\$328.24	\$520.00
Ehbracht	\$191.76	\$0.00	\$191.76
Garrison	\$272.94	\$556.47	\$829.41
Gervino	\$247.06	\$0.00	\$247.06
Graham	\$191.76	\$0.00	\$191.76
Hammer	\$172.94	\$0.00	\$172.94
Jones	\$191.76	\$552.95	\$744.71
Jurich	\$449.41	\$0.00	\$449.41
Marks	\$247.06	\$0.00	\$247.06
Neurath	\$211.76	\$0.00	\$211.76
Polger	\$355.29	\$589.42	\$944.71
Riehn	\$211.76	\$0.00	\$211.76
Rose	\$211.76	\$0.00	\$211.76
Shoemaker	\$247.06	\$502.35	\$749.41
Shukoff	\$191.76	\$0.00	\$191.76
Supnik	\$405.88	\$575.30	\$981.18
Thomas	\$247.06	\$321.18	\$568.24
Vincent	\$191.76	\$0.00	\$191.76
Wyrick	\$191.76	\$0.00	\$191.76
\$7,170.51	\$4,496.51	\$11,667.02	

* Annual Savings: (\$22,572.24) * Percent lower/higher: 19.22 %

RAF: 0.90	EE	DEP	TOTAL
Applen	\$328.00	\$479.00	\$807.00
Barney	\$654.00	\$0.00	\$654.00
Brown	\$240.00	\$0.00	\$240.00
Bird	\$216.00	\$0.00	\$216.00
Blum	\$216.00	\$0.00	\$216.00
Ciance	\$216.00	\$228.00	\$444.00
Corbett	\$216.00	\$0.00	\$216.00
Corwin	\$297.00	\$0.00	\$297.00
Culp	\$362.00	\$172.00	\$534.00
Dichecco	\$222.00	\$452.00	\$674.00
Dixon	\$222.00	\$313.00	\$535.00
Ehbracht	\$216.00	\$0.00	\$216.00
Garrison	\$240.00	\$468.00	\$708.00
Gervino	\$240.00	\$0.00	\$240.00
Graham	\$216.00	\$0.00	\$216.00
Hammer	\$177.00	\$0.00	\$177.00
Jones	\$222.00	\$452.00	\$674.00
Jurich	\$376.00	\$0.00	\$376.00
Marks	\$240.00	\$0.00	\$240.00
Neurath	\$216.00	\$0.00	\$216.00
Polger	\$297.00	\$502.00	\$799.00
Riehn	\$216.00	\$0.00	\$216.00
Rose	\$216.00	\$0.00	\$216.00
Shoemaker	\$296.00	\$598.00	\$894.00
Shukoff	\$216.00	\$0.00	\$216.00
Supnik	\$382.00	\$517.00	\$899.00
Thomas	\$243.00	\$347.00	\$590.00
Vincent	\$216.00	\$0.00	\$216.00
Wyrick	\$216.00	\$0.00	\$216.00
\$7,630.00	\$4,528.00	\$12,158.00	

* Annual Savings: (\$28,464.00) * Percent lower/higher: 24.24 %

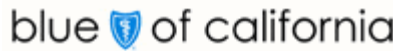
RAF: 1.10	EE	DEP	TOTAL
Applen	\$496.00	\$581.00	\$1,077.00
Barney	\$805.00	\$0.00	\$805.00
Brown	\$291.00	\$0.00	\$291.00
Bird	\$228.00	\$0.00	\$228.00
Blum	\$228.00	\$0.00	\$228.00
Ciance	\$228.00	\$330.00	\$558.00
Corbett	\$228.00	\$0.00	\$228.00
Corwin	\$373.00	\$0.00	\$373.00
Culp	\$365.00	\$267.00	\$632.00
Dichecco	\$223.00	\$607.00	\$830.00
Dixon	\$223.00	\$371.00	\$594.00
Ehbracht	\$228.00	\$0.00	\$228.00
Garrison	\$291.00	\$583.00	\$874.00
Gervino	\$291.00	\$0.00	\$291.00
Graham	\$228.00	\$0.00	\$228.00
Hammer	\$186.00	\$0.00	\$186.00
Jones	\$223.00	\$607.00	\$830.00
Jurich	\$459.00	\$0.00	\$459.00
Marks	\$291.00	\$0.00	\$291.00
Neurath	\$228.00	\$0.00	\$228.00
Polger	\$373.00	\$653.00	\$1,026.00
Riehn	\$228.00	\$0.00	\$228.00
Rose	\$228.00	\$0.00	\$228.00
Shoemaker	\$379.00	\$757.00	\$1,136.00
Shukoff	\$228.00	\$0.00	\$228.00
Supnik	\$448.00	\$597.00	\$1,045.00
Thomas	\$285.00	\$334.00	\$619.00
Vincent	\$228.00	\$0.00	\$228.00
Wyrick	\$228.00	\$0.00	\$228.00
\$8,738.00	\$5,687.00	\$14,425.00	

* Annual Savings: (\$55,668.00) * Percent lower/higher: 47.40 %

Benefits & Rates Comparison

Sample Group

Proposed Effective Date: 2/1/2007



SignatureValue HMO 20-40/500d * (HMO)

Access+ HMO Plan 20 * (HMO)

Ded.: None

Ded.: None

Office \$20/\$40
Visit:

Office \$20/\$40
Visit:

Hospital \$500/day
Copay:

Hospital \$1,000/admit
Copay:

Emerg.: \$50*

Emerg.: \$100/visit*

Copay \$3,000
Limit:

Copay \$2,500
Limit:

Lifetime Unlimited
Max:

Lifetime Unlimited
Max:

Rx: \$15G \$35BF \$50NF

Rx: \$15G (\$30BF \$45NF + \$150 Ded.)

RAF: 1.10 EE DEP TOTAL

RAF: 1.10	EE	DEP	TOTAL
Applen (2)			
Barney	\$981.79	\$0.00	\$981.79
Brown	\$317.38	\$0.00	\$317.38
Bird	\$266.53	\$0.00	\$266.53
Blum	\$266.53	\$0.00	\$266.53
Ciance	\$266.53	\$305.42	\$571.95
Corbett	\$266.53	\$0.00	\$266.53
Corwin	\$399.25	\$0.00	\$399.25
Culp	\$399.25	\$241.50	\$640.75
Dichecco	\$266.53	\$662.78	\$929.31
Dixon	\$266.53	\$344.85	\$611.38
Ehbracht	\$266.53	\$0.00	\$266.53
Garrison	\$317.38	\$672.26	\$989.64
Gervino	\$317.38	\$0.00	\$317.38
Graham	\$266.53	\$0.00	\$266.53
Hammer	\$234.43	\$0.00	\$234.43
Jones	\$266.53	\$662.78	\$929.31
Jurich	\$513.19	\$0.00	\$513.19
Marks	\$317.38	\$0.00	\$317.38
Neurath	\$266.53	\$0.00	\$266.53
Polger	\$399.25	\$682.46	\$1,081.71
Riehn	\$266.53	\$0.00	\$266.53
Rose	\$266.53	\$0.00	\$266.53
Shoemaker	\$317.38	\$672.26	\$989.64
Shukoff	\$266.53	\$0.00	\$266.53
Supnik	\$513.19	\$753.54	\$1,266.73
Thomas	\$317.38	\$383.20	\$700.58
Vincent	\$266.53	\$0.00	\$266.53
Wyrick	\$266.53	\$0.00	\$266.53
\$9,342.58	\$5,381.05		14,723.63

* Annual Savings: (\$59,251.56)
* Percent lower/higher: 50.46 %

RAF: 1.10 EE DEP TOTAL

RAF: 1.10	EE	DEP	TOTAL
Applen (2)			
Barney	\$941.00	\$0.00	\$941.00
Brown	\$330.00	\$0.00	\$330.00
Bird	\$275.00	\$0.00	\$275.00
Blum	\$275.00	\$0.00	\$275.00
Ciance	\$275.00	\$326.00	\$601.00
Corbett	\$275.00	\$0.00	\$275.00
Corwin	\$421.00	\$0.00	\$421.00
Culp	\$421.00	\$231.00	\$652.00
Dichecco	\$275.00	\$667.00	\$942.00
Dixon	\$275.00	\$330.00	\$605.00
Ehbracht	\$275.00	\$0.00	\$275.00
Garrison	\$330.00	\$689.00	\$1,019.00
Gervino	\$330.00	\$0.00	\$330.00
Graham	\$275.00	\$0.00	\$275.00
Hammer	\$237.00	\$0.00	\$237.00
Jones	\$275.00	\$667.00	\$942.00
Jurich	\$547.00	\$0.00	\$547.00
Marks	\$330.00	\$0.00	\$330.00
Neurath	\$275.00	\$0.00	\$275.00
Polger	\$421.00	\$748.00	\$1,169.00
Riehn	\$275.00	\$0.00	\$275.00
Rose	\$275.00	\$0.00	\$275.00
Shoemaker	\$330.00	\$689.00	\$1,019.00
Shukoff	\$275.00	\$0.00	\$275.00
Supnik	\$547.00	\$787.00	\$1,334.00
Thomas	\$330.00	\$416.00	\$746.00
Vincent	\$275.00	\$0.00	\$275.00
Wyrick	\$275.00	\$0.00	\$275.00
\$9,640.00	\$5,550.00		15,190.00

* Annual Savings: (\$64,848.00)
* Percent lower/higher: 55.22 %

Benefits & Rates Comparison

Sample Group

Proposed Effective Date: 2/1/2007

Important Rate Information

It is our goal to provide you with an accurate report based on the information provided. Although we believe the rate and benefit information to be current and correct, keep in mind that final rates and benefits are based upon actual enrollment. We assume no liability for rate or benefit level differences and ask that you not cancel your current group insurance policy until a new policy is approved and you have confirmed the rates and benefits to your satisfaction. This is a summary of plan rates and benefits. For comprehensive details refer to the Master Contract or Benefits Booklet.

Carriers participation guidelines will determine plan eligibility. Rates illustrated on this report are reflective of the carriers "Standard Risk Rates" plus or minus any risk adjustment factor applied to the final rates. Keep in mind that final rates and benefits are based on actual plan selection (including plan riders you may request), the Employee's zip code of residence, the Employer's SIC code, and the assignment of any rate adjustment factors due to the health plan's underwriting guidelines.

Do not cancel your current coverage until a new policy is approved and you have received written confirmation of the policy's rates and benefits by the insurance companies underwriting department. Rates in this report are subject to change without notice.

Important California Disclosure Advisement and Notification: As provided in the California HealthCare reform bill "AB1672", all insurance carriers are obligated to sell any small group employer any health plan offered to any other small group. You may request the actual rates that would be charged for any given small group plan design by the carrier, or by your broker representative. You may also request a Summary Brochure for each plan offered to you in this report.

Footnotes to the Plan Name/Description

* One or more employees reside outside of the plan service area and therefore the total premium quoted for this plan does not include rates for all employees.

Footnotes to the Employee Name field

(2) The proposed plan is not available for this employee because the employee lives outside of the plan service area.

Benefits & Rates Comparison

Sample Group

Proposed Effective Date: 2/1/2007

Underwriting Guidelines for Aetna

Participation:	Groups with less than 4 lives - 100%; Groups with 4-50 lives - 75%
Employer Contribution:	The employer must contribute at least 50% of employee only cost.
Kaiser Split Carrier Participation:	Standard participation of 75% must be met in order for a group to qualify for coverage.
Participation with Carriers Other Than Kaiser:	Standard participation of 75% must be met in order for a group to qualify for coverage.
Cal-COBRA/COBRA Max:	All eligible employees and COBRA/CAL-COBRA enrollees applying for Medical coverage are required to complete the individual health questionnaire section of the Employee Enrollment/Change Form. Failure to do so may result in a maximum 1.10 RAF determination.
Out-Of-Area/State Max:	Out-of-State employees are eligible to enroll in the CA EPO, MC and PPO plans provided that they live in the network for the plan. Rates for Out-of-State employees enrolling in a CA plan are based on the Employer Zip code. Groups with more than 49% Out-of-State employees are not Guarantee issue and may be declined.
NCQA:	Excellent
Domestic Partners:	Yes (California only). Other states must be reviewed by Aetna.
Administrative Fees:	No
Carve-Outs:	California Branch Location, Management/Non-Management, Salary/Hourly, and Union vs. Non-Union are the general types of carve outs that could be considered by Aetna. Aetna must enroll a minimum of 10 employees who reside within Aetna's California Network Service area. All requests to Carve Out a specific class of employees for coverage are subject to Underwriting approval and could be declined, unless standard participation requirement is met. Employer must provide all employee class definitions in writing on company letter head prior to final approval. The following plans are not available to Carve Outs: MC \$250 80/60, MC \$250 90/70, PPO \$500 90/70, Indemnity, and Out of State plans.
Product Combinations:	Pick-A-Plan: Employers have the option of selecting "all plans" for their employees, or designing specific plan options. "Employees must select a participating Aetna Value Network primary care physician to enroll in the Aetna Value Network HMO plan".
1099 Contractors:	May be considered under certain conditions.
Waiting Periods:	Benefit-waiting periods must be consistently applied for all employees, including newly hired key employees. At initial Underwriting, the benefit-waiting period may be waived upon the employer's request. Employer may select a benefit-waiting period of: First day of the billing cycle following 0, 30, 60, 90, 120, 150, or 180 days.
Simplified Underwriting:	2-10 Eligible Employees: Employee Questionnaire (section G on Application). 11-50 Eligible Employees: Simplified Employee Questionnaire (section H on application).

Benefits & Rates Comparison

Sample Group

Proposed Effective Date: 2/1/2007

Underwriting Guidelines for Blue Shield

Participation:	If Blue Shield is the only plan offered, 75 percent of all eligible employees must enroll in the Blue Shield plan(s). The group must maintain the required minimum participation level to remain eligible (or 100 percent participation, if non-contributory). Groups are subject to non-renewal if participation falls below the required minimum. When Active Choice is offered as a stand-alone Blue Shield Life offering alongside another carrier's HMO plan: Minimum Blue Shield Life enrollment is five active employees or 20 percent of overall enrolled employees (whichever is greater). Waivers are required for employees that are enrolling in another carrier's plan.
Employer Contribution:	For Dual Choice or for standalone health plans (except for Access Baja® HMO plans), the employer must contribute at least 50 percent of the employee's dues. There is no minimum contribution requirement for dependents. For the two Access Baja HMO plans, the employer contribution must be at least equal to the dollar contribution level of the least expensive California health plan selection, not to exceed 100 percent of the Access Baja plan dues. Plan Select: Employers can select a defined contribution amount: A minimum of \$100 per enrolled employee or 50 percent of the total employee premium.
Kaiser Split Carrier Participation:	See Participation with Carriers Other Than Kaiser
Participation with Carriers Other Than Kaiser:	If Blue Shield is offered with another HMO carrier, a minimum participation in the combined Blue Shield plans must be equal to the greater of five actively enrolled employees or 50 percent of the total number of actively enrolled employees. If PlanSelect is being offered alongside another carrier's HMO plan, minimum participation in the combined Blue Shield plans must be equal to the greater of five actively enrolled employees or 75 percent of the total number of actively enrolled employees. Waivers are required for employees that are enrolling in another carrier's plan. When a Blue Shield Life Active Choice plan and a Blue Shield HMO plan are offered as a dual choice alongside another carrier's HMO plan: Minimum Blue Shield and/or Blue Shield Life enrollment is the greater of five active employees or 50 percent of overall enrolled employees (whichever is greater).
Cal-COBRA/COBRA Max:	For every 10 percent of COBRA and/or Cal-COBRA enrollment, the RAF will be increased by .05.
Out-Of-Area/State Max:	Enrollment of out of state employees is only allowed if the group has a minimum of 51% of their employees in the state of CA. Employees residing in Hawaii are not eligible for enrollment.
NCQA:	Excellent
Domestic Partners:	Yes - Domestic partners dependants are eligible.
Administrative Fees:	No
Carve-Outs:	A group that limits enrollment to a specified group of employees is a Carve Out Group. Carve out groups are not guarantee issue and a minimum of eight enrolling employees is required. Blue Shield must be the carve out group's only carrier.
Product Combinations:	Groups of two or more eligible employees can pair any one Access+ HMO plan with a Shield Spectrum PPO or Added Advantage POS plan for a Dual Choice package. PlanSelect is our multiple plan offering for employer groups with 5 to 50 enrolled employees. Employers with 5 to 50 enrolled employees can choose from our complete portfolio of plans available.
1099 Contractors:	Not eligible for coverage
Waiting Periods:	First of the month following date of hire, or first of the month following the waiting period selected by the employer from 1 to 6 months.
Simplified Underwriting:	QI Grps. No health questions 2

Benefits & Rates Comparison

Sample Group

Proposed Effective Date: 2/1/2007

Underwriting Guidelines for Blue Cross

Participation:	EmployeeElect Portfolio: The standard group participation requirement in the employer's Blue Cross Small Group Health Plan is a minimum of 75% of the eligible employees. Benefits Portfolio: A minimum of 60% of the eligible employees are required to enroll in the employer's Blue Cross Small Group plan.
Employer Contribution:	Employers must contribute either: Traditional Option – A minimum of 50% of the employee's monthly health premium or Fixed Dollar Option – Any fixed dollar amount \$100 or greater (in \$5 increments) per employee per month for employee's health premium or Percentage & Plan Option – A minimum of 50% toward a specific plan, chosen by the employer. It is NOT available for the Basic PPO Plan.
Kaiser Split Carrier Participation:	No longer available as of 7/1/05 effective dates.
Participation with Carriers Other Than Kaiser:	75% of eligible employees
Cal-COBRA/COBRA Max:	No maximum. 10% premium load for CAL-COBRA employees. Groups may charge a 2% administration fee for Federal COBRA.
Out-Of-Area/State Max:	49% Maximum
NCQA:	Excellent
Domestic Partners:	Affidavit or equivalent document required for opposite sex domestic partners under 62 years of age.
Administrative Fees:	No
Carve-Outs:	Class carve-outs such as management only, union vs. non-union, or salary vs. non-salary may be considered with underwriting approval (minimum eight enrolling employees).
Product Combinations:	EmployeeElect Portfolio: Employers have the option of selecting "all plans" for their employees, or designating specific plan options. (Note: Power SelectHMO Plan cannot be offered along with any other HMO plan.) Benefits Portfolio: Employers may offer a package consisting of 5 plans (Hospital Benefits, Hospital Benefits Plus, Hospital Benefits Preferred, PPO \$35 Copay GenRx and Power SelectHMO).
1099 Contractors:	No
Waiting Periods:	The employer has the option of choosing a first-of-the-month following hire date or 1-, 2-, 3-, 4-, 5- or 6-month waiting period for all future employees. The eligibility date for coverage for future employees is always the first day of the month following completion of the waiting period. THERE WILL BE NO EXCEPTIONS MADE TO WAIVE THE WAITING PERIOD FOR ANY FUTURE EMPLOYEES.
Simplified Underwriting:	Employer groups with 2–10 eligible enrolling employees must complete long-form health evidence (Section 5) of the current 2–50 Small Group Employee Application. Employer groups with 11–50 eligible enrolling employees must complete Section 5A of the short form health evidence of the current 2–50 Small Group Employee Application.

Benefits & Rates Comparison

Sample Group

Proposed Effective Date: 2/1/2007

Underwriting Guidelines for Health Net

Participation:	A minimum of 75 percent participation is required. If the employer contributes 100% of the employee premium, then 100% of the employees must enroll.
Employer Contribution:	HnOptions: A minimum of 5 enrolled eligible employees with over 50% of the total group located in California A minimum of 50% employer contribution to employee rate is required.
Kaiser Split Carrier Participation:	See Participation with Carriers Other Than Kaiser
Participation with Carriers Other Than Kaiser:	Groups of 6-50 enrolling-Alongside Another Carrier. A Health Net HMO or Elect Open Access plan may be written alongside any other carrier as long as Health Net's participation is 50%. Note: Any Health Net plan offered with Silver Network is excluded from this offering. A Health Net PPO product may be written alongside any other carrier as long as Health Net's participation is 75%. A Health Net HMO or Elect Open Access may be written on a dual choice basis with a PPO plan as long as Health Net's participation is 75%. Note: Any Health Net plan offered with Silver Network is excluded from this offering.
Cal-COBRA/COBRA Max:	HnOptions: Health Net is not required to be sole carrier, as long as the minimum enrollment requirements have been met. 20% or more Cobra enrollment, group will be max rated regardless of size or industry.
Out-Of-Area/State Max:	Out-of-area requirements – A maximum of 49 percent of the group's enrolled and/or 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 but are in the out-of-state PPO area may be written on a PPO plan. Those employees who are not in the California service area or out-of-state PPO service area may be written on a Flex Net.
NCQA:	Excellent
Domestic Partners:	Yes - Domestic partners dependants are eligible.
Administrative Fees:	No
Carve-Outs:	Health Net must be the sole carrier offered to the carve-out population. Individual Health Statements are required. Non-Guarantee Issue (unless coverage is offered to 100 percent of the eligible employees in 1672 groups).
Product Combinations:	HnOptions: Not allowed under this program. No two products from the same family may be written on a dual choice basis. Health Net's HMO, Elect Open Access and Select POS products may not be written alongside each other. A Health Net Salud and/or Flex product may be added to a single or dual choice offering. Enhanced Choice includes all plans except Silver Network Silver Choice includes Silver HMO, PPO, Salud, Flex plans. HnOptions: Groups of 5-9: Enrollees may choose any of the following plans: HMO Options 35, PPO Options 500, 1750, 3000, and 4000, Salud HMO, PPO, and EPO, Salud Mexico, Flex Net Groups of 10-50 active enrolled subscribers: Enrollees may choose any of the following plans: HMO Options 25 and 35, EOA Options 25 and 35, PPO Options 250, 500, 1500, 1750, 3000, and 4000, Salud HMO, PPO, and EPO, Salud Mexico, Flex Net
1099 Contractors:	If the group can demonstrate a 1099 has been affiliated with an employer long enough to be tied to the company through a federal tax return, he or she may be considered eligible.
Waiting Periods:	Probationary period for new hires must be no less than the first of the month following the date of hire and no longer than the first of the month following six months.
Simplified Underwriting:	2 - 5 Employees: No health statements 6 - 9 Employees: Individual health statements 10 - 50 Employees: Simplified questionnaire on employer application Carve-outs: Health questionnaires always required. HnOptions: Individual Health Statements are required for: Groups of 5 enrolling who are eligible for an industry discount. Groups of 6-9 enrolling. The individual indicated on the Group Level Health Statement. Non Guaranteed Issue groups of any size. Group Level Health Statements are required: For groups of 10 or more enrolled subscribers.

Benefits & Rates Comparison

Sample Group

Proposed Effective Date: 2/1/2007

Underwriting Guidelines for PacifiCare Health Systems

Participation:	2-15 Eligible Employees – minimum participation requirement is 75%* 16-50 Eligible Employees – minimum participation requirement is 60%* PacifiCare and UnitedHealthcare Joint Marketing; UnitedHealthcare Dual Choice; PacifiCare Choice Series – 10-50 Eligible Employees – at least 75% of the Eligible Employees must enroll* When the employer contributes 100% toward the employee premium, 100% of Eligible Employees must enroll. * excluding acceptable/credible waivers: other group coverage, spousal coverage, Medicare or CHAMPUS
Employer Contribution:	The employer must contribute at least 50% toward the average employee only premium.
Kaiser Split Carrier Participation:	See Participation with Carriers Other Than Kaiser
Participation with Carriers Other Than Kaiser:	Only a staff model may be offered alongside UnitedHealthcare and/or PacifiCare. Only available for groups with 10-50 active, full-time employees
	Stand-Alone plan (1 UnitedHealthcare plan or 1 PacifiCare plan) 10-15 Eligible Employees – at least 75% of the Eligible Employees must enroll* 16-50 Eligible Employees – at least 60% of the Eligible Employees must enroll*
	PacifiCare and UnitedHealthcare Joint Marketing; UnitedHealthcare Dual Choice; PacifiCare Choice Series 10-50 Eligible Employees – at least 75% of the Eligible Employees must enroll*
Cal-COBRA/COBRA Max:	* excluding acceptable/credible waivers: other group coverage, spousal coverage, Medicare or CHAMPUS Groups with individuals participating in COBRA will be risk adjusted according to COBRA content (in addition to any medical conditions), if the number of COBRA participants exceeds 8% of the enrolling population.
Out-Of-Area/State Max:	PacifiCare products; Stand-Alone; POS; HMO or Choice – no more than 25% outside a PacifiCare state.
NCQA:	Excellent
Domestic Partners:	Yes - Domestic partners dependants are eligible.
Administrative Fees:	None
Carve-Outs:	Available for groups with 2 – 50 eligible employees. All included classes must meet participation guidelines for the class. Examples of eligible class descriptions are: • Salary/Hourly • Union/Non-Union • Management/Non-Management Groups excluding classes are subject to underwriting approval, and may be declined if they do not meet PacifiCare & UnitedHealthcare underwriting criteria.
Product Combinations:	PacifiCare Choice Series: Groups enrolling 5–50 active employees may select up to four HMO, HMO Advantage and/or PPO plans. HMO plans may not be offered alongside HMO Advantage plans. PacifiCare and UnitedHealthcare Joint Marketing: Groups enrolling 5–50 active employees may select up to a total of 4 PacifiCare HMO and UnitedHealthcare PPO plan combinations, but no more than 2 may be UnitedHealthcare plans. HMO plans may not be offered alongside HMO Advantage plans.
1099 Contractors:	May be considered under certain conditions.
Waiting Periods:	Maximum 6 months
Simplified Underwriting:	N/A

Benefits & Rates Comparison

Sample Group

Proposed Effective Date: 2/1/2007

Underwriting Guidelines for California Choice

Participation:	Have a minimum of 70% of all eligible employees enroll
Employer Contribution:	50% of lowest cost plan for each employee.
Kaiser Split Carrier Participation:	Minimum of 5 employees and 70% of eligible employees must enroll. Total group size including Kaiser must not exceed 50 eligible employees. Kaiser billing statement required. Kaiser coverage cannot be through another TPA or PacAdvantage.
Participation with Carriers Other Than Kaiser:	Not Available
Cal-COBRA/COBRA Max:	Not Available
Out-Of-Area/State Max:	A minimum of 51% of eligible employees must be located in California.
NCQA:	Blue Shield, Cigna, Health Net and Universal Care are Accredited.
Domestic Partners:	Yes - Domestic partners dependants are eligible.
Administrative Fees:	Yes, 1-8 Employees: \$20, 9-20 Employees: \$25, 21+ Employees: \$30
Carve-Outs:	Not Allowed (union employees are considered ineligible and not counted towards participation)
Product Combinations:	2-4 Employees All HMO & PPO 1000, 2400& HSA 2400, 5+ All HMO & PPO Plans
1099 Contractors:	No
Waiting Periods:	1, 2, 3, 6, or 12 months
Simplified Underwriting:	Not applicable

Underwriting Guidelines for Kaiser Permanente

Participation:	Minimum of 1 enrolled when at least 70% of the eligible employees are covered by any employer sponsored program
Employer Contribution:	50% (single employee only)
Kaiser Split Carrier Participation:	Minimum of 1 enrolled when at least 70% of the eligible employees are covered by any employer sponsored program.
Participation with Carriers Other Than Kaiser:	Not Available
Cal-COBRA/COBRA Max:	20 employees
Out-Of-Area/State Max:	NC and SC and emergency services out of state/in state.
NCQA:	Excellent
Domestic Partners:	Yes - (6 months)
Administrative Fees:	No
Carve-Outs:	Yes - managers, hourly vs.. salary, union vs.. non-union
Product Combinations:	Added Choice/Traditional Plan
1099 Contractors:	No
Waiting Periods:	Same as initial in new group application.
Simplified Underwriting:	Accept all pre-existing conditions.

Benefits & Rates Comparison

Sample Group

Proposed Effective Date: 2/1/2007

Underwriting Guidelines for UnitedHealthcare

Participation:	2-15 Eligible Employees minimum participation requirement is 75%* 16-50 Eligible Employees – minimum participation requirement is 60%* PacifiCare and UnitedHealthcare Joint Marketing; UnitedHealthcare Dual Choice; PacifiCare Choice Series – 10-50 Eligible Employees – at least 75% of the Eligible Employees must enroll* When the employer contributes 100% toward the employee premium, 100% of Eligible Employees must enroll. * excluding acceptable/credible waivers: other group coverage, spousal coverage, Medicare or CHAMPUS
Employer Contribution:	The employer must contribute at least 50% toward the average employee only premium.
Kaiser Split Carrier Participation:	See Participation with Carriers Other Than Kaiser
Participation with Carriers Other Than Kaiser:	Only a staff model may be offered alongside UnitedHealthcare and/or PacifiCare. Only available for groups with 10-50 active, full-time employees Stand-Alone plan (1 UnitedHealthcare plan or 1 PacifiCare plan) 10-15 Eligible Employees – at least 75% of the Eligible Employees must enroll* 16-50 Eligible Employees – at least 60% of the Eligible Employees must enroll* PacifiCare and UnitedHealthcare Joint Marketing; UnitedHealthcare Dual Choice; PacifiCare Choice Series 10-50 Eligible Employees – at least 75% of the Eligible Employees must enroll* * excluding acceptable/credible waivers: other group coverage, spousal coverage, Medicare or CHAMPUS
Cal-COBRA/COBRA Max:	Groups with individuals participating in COBRA will be risk adjusted according to COBRA content (in addition to any medical conditions), if the number of COBRA participants exceeds 8% of the enrolling population.
Out-Of-Area/State Max:	No more than 25% of the group can be located in Vermont or Washington
NCQA:	Excellent
Domestic Partners:	Yes - Domestic partners dependants are eligible.
Administrative Fees:	None
Carve-Outs:	Available for groups with 2 – 50 eligible employees. All included classes must meet participation guidelines for the class. Examples of eligible class descriptions are: <ul style="list-style-type: none">• Salary/Hourly• Union/Non-Union• Management/Non-Management Groups excluding classes are subject to underwriting approval, and may be declined if they do not meet PacifiCare & UnitedHealthcare underwriting criteria.
Product Combinations:	Employers have the option of selecting any two medical plans except QA-D, QA-E, and QL-A
1099 Contractors:	May be considered under certain conditions.
Waiting Periods:	Maximum 6 months
Simplified Underwriting:	N/A