

Associated General Contractors of Alaska

Premera Blue Cross & Vision Service Plans Underwriting Guidelines

Contract Period: June 1, 2011 through May 31, 2012

Classes: Probationary period, employer contribution, etc. may vary by class of employee for any size group.

Continuation of Benefits: COBRA is available to groups averaging 20 or more employees (subject to COBRA). Groups not subject to COBRA are eligible for a 3 month leave of absence.

Dependent Coverage: Dependents are covered to age 26 regardless of student status.

Dual Choice Option: Groups of 51 or more enrolled employees may offer two medical plans to their employees as a dual choice or by class or location. There must be a minimum of 5 employees enrolled in each plan.

Group Eligibility:

- Employers with 2 or more eligible employees (employees working at least 20 hours/week)
 - AGC member firms that are active contractors or material suppliers
 - Groups must have a SIC code that fits within the AGC pool
 - General & specialty contractors are eligible to participate immediately. Associate members must be a member of AGC for 1 year prior to participating **unless** they join the plan within 60 days of becoming a member, and will have a 1 year wait to re-join the plan if they subsequently terminate. Affiliate members are not eligible to participate in the plan.
 - Groups dropping below 2 enrolled employees will continue coverage until their next renewal, at which point they would be terminated if there were not 2 or more employees enrolling into the plan.
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Quoting current PREMERA groups: proposals are provided on the group's anniversary period.

Individual Health Statements are required on all eligible membership for all new employers under 100 in enrollment.

Late Enrollees: Late enrollees may enroll at open enrollment only, unless they have a qualifying event

Minimum Contribution and Participation:

- Minimum employer contribution to employee premium is 75%; no minimum dependent contribution (50%/50% or better contribution also meets this guideline)
 - At least 75% of eligible employees must enroll, regardless of other coverage.
 - At least 25% of dependents must enroll.
 - Dental and Vision benefits are available; enrollment must match medical; they are not offered stand alone.
 - Prior to the Anniversary Date or upon request by Premera Blue Cross Blue Shield of Alaska and /or AGC the Participating Employers are required to provide documentation that satisfies the minimum participation and contribution requirements as outlined in the Master Group Contract.
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New Group Rate Incentive: Groups meeting the following criteria may qualify for a rate discount:

1. Been with current carrier for 2 or more years
 2. Preferred SIC codes: 2430, 2500, 2900, 3000, 3200, 3400, 3500, 3600, 5000, 8700
 3. Clean health questionnaires
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Open Enrollment: The month prior to renewal effective date.

Pre-Existing Waiting Period: Credit for time served under prior carrier's contract

Probationary Period: First of the month following date of hire, 30, 60, 90 or 180 days

Renewal:

- 30 day advance notice
 - Anniversary date is June 1 for all new and existing groups.
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Right to Approve Participating Employer Requested Changes: Any modification of the AGC Participating Employer Application can only be accomplished by written notification to AGC Service Center and their acceptance of the requested modification. Changes regarding a benefit selection can only be made at renewal.

Right to Decline Coverage: If any of the Underwriting Guidelines and Requirements are not met, Premera Blue Cross Blue Shield of Alaska reserves the right to decline coverage to an otherwise eligible AGC Member Employer group under the AGC health plans.

24 Hour Coverage: The cost for owners and officers excluded from Workers Compensation Coverage is included in the medical premium.
