

## A smart way for small businesses to self-insure

Our Geisinger Funding Alternative<sup>1</sup> (GFA) level-funded plan options are available to groups with 5 to 199 enrolled subscribers. These products are ideal for businesses that have a generally healthy pool of employees and expect a low number of high-cost claims.

### Is our GFA product right for you? Self-funded plan options offer:

- Stability and peace of mind knowing your group never has to pay more than the premium<sup>2</sup>
- A five-tier pre-funded premium structure
 

Maximum pre-funded premium
Employee only
Employee and spouse
Employee and child
Employee and children
Employee and family
- ACH auto-withdrawal on the first of each month
- Potential for experience credit returned at the end of the contract if actual claims paid are less than the claims funding<sup>3</sup>
- Terminal liability reserve (TLR) returned when you renew<sup>4</sup>
- Access to Geisinger Health Plan (GHP) network options as well as our health and wellness programs, including healthy rewards
- Familiar plan designs that align with our fully insured business

1 The GFA product services are provided by Geisinger Indemnity Insurance Company

2 Can vary by enrollment fluctuations

3 Upon renewal in a Geisinger product

4 Recalculated for the next renewal year

## Product designs

Product designs include HMO and PPO options, both with no referrals and the ability to choose your network. Plans also include health reimbursement accounts, health savings accounts and the benefits below:



### Pharmacy options

- Plan A: \$0/\$20/\$40/\$60
- Plan B: \$0/\$25/\$50/\$70



### Included benefits

- Mental health and substance abuse
- Impacted wisdom teeth
- Manipulative treatment services
- Eye refraction
- Healthy Rewards program
- Domestic partner with dependents



### Wellness programs

- On-site health education
- On-site screenings
- Health coaching
- Health fairs
- Wellness assessment
- Online tools

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## How GFA works

- For groups with 5-99 enrolled subscribers, there is a specific deductible of \$30,000 per member for groups and an aggregate attachment point.
- For groups with 100-199 enrolled subscribers, there is a specific deductible of \$50,000 per member for groups and an aggregate attachment point.
- The maximum expected claims are funded and if exceeded, will immediately be reimbursed by GIIC.

## Pre-set monthly payments: What's included?

### Stop-loss premium

- Specific & Aggregate
- 12/12 contract basis for year one
- Paid contract for year two

### Administrative cost

Depending on your experience credit option, some costs may be deferred up front and collected at the end of the contract year as a shared experience credit.

### Claims funding

- Five tier aggregate factors
- 110% risk corridor

### Broker commission

- \$30 per employee per month (PEPM) standard
- Additional commission PEPM must be requested in writing

### Terminal liability reserve

- Will be returned upon settlement if group renews
- Charged each month as part of the level funded premium
- Will be used to run out claims incurred prior to termination but received for payment after termination up to 48 months
- No additional cost to client when termination occurs at the end of the contract period



### The thing about experience credit is...

It makes a difference! Experience credit occurs when actual claims are less than 110% of expected claims. With GFA plans, the experience credit remaining at the end of a group's contract period is shared 50/50 and credited to the employer funding the account upon renewal.<sup>1</sup>

With our reporting suite, groups can monitor their claims experience and experience credit level on a monthly basis. **Based on 5-99 January 2021 renewals 54% received an average experience credit statement of \$5,396!**

<sup>1</sup>Dependent on the group's selection of our 50% experience credit option

## Learn about our network options

### All-Access

#### What is it?

This network includes all participating network providers cross the entire service area.

#### What are the benefits?

Members enjoy access to our entire provider network.

### Premier<sup>2</sup>

#### What is it?

The Premier network is made up a selective list of top-performing providers.

#### What are the benefits?

This network generally has a lower cost.

### Choices<sup>2</sup>

#### What is it?

The Choices network splits all participating providers into two tiers, offering more choices on receiving care.

#### What are the benefits?

Tier 1 providers deliver care at the lowest cost to them.

<sup>2</sup>GFA Premier and Choices plans are only available in the following counties: Adams, Carbon, Centre, Columbia, Lackawanna, Lebanon, Lehigh, Luzerne, Mifflin, Monroe, Montour, Northumberland, Northampton, Schuylkill, Snyder, Union, Wayne, and York. To ensure a majority of employees and dependents have access to the highest performing providers, 70 percent of the enrolling employees must reside within the available 18 counties or within 20 minutes/30 miles of a Premier or Choices network provider. Premier and Choices plans cannot be offered alongside one another.

To learn more about self-funding options for your business, call [800-554-4907](tel:800-554-4907).

Geisinger Health Plan may refer collectively to health care coverage sponsors Geisinger Health Plan, Geisinger Quality Options, Inc., and Geisinger Indemnity Insurance Company, unless otherwise noted. Geisinger Health Plan is part of Geisinger, an integrated health care delivery and coverage organization.

Geisinger Health Plan, Geisinger Quality Options, Inc., and Geisinger Indemnity Insurance Company comply with applicable federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability, sex, gender identity, or sexual orientation. ATENCION: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 800-447-4000 (TTY: 711). 注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 800-447-4000 (TTY: 711)