

Bridging the healthcare coverage gap

Ed Griesse
Senior Vice President of
Insurance Services
TriNet

Jeff Smedsrud
Founder/CEO
PivotHealth.com

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Agenda

The Coverage Gap

What are the Coverage Options?

How do the Coverage Options Compare?

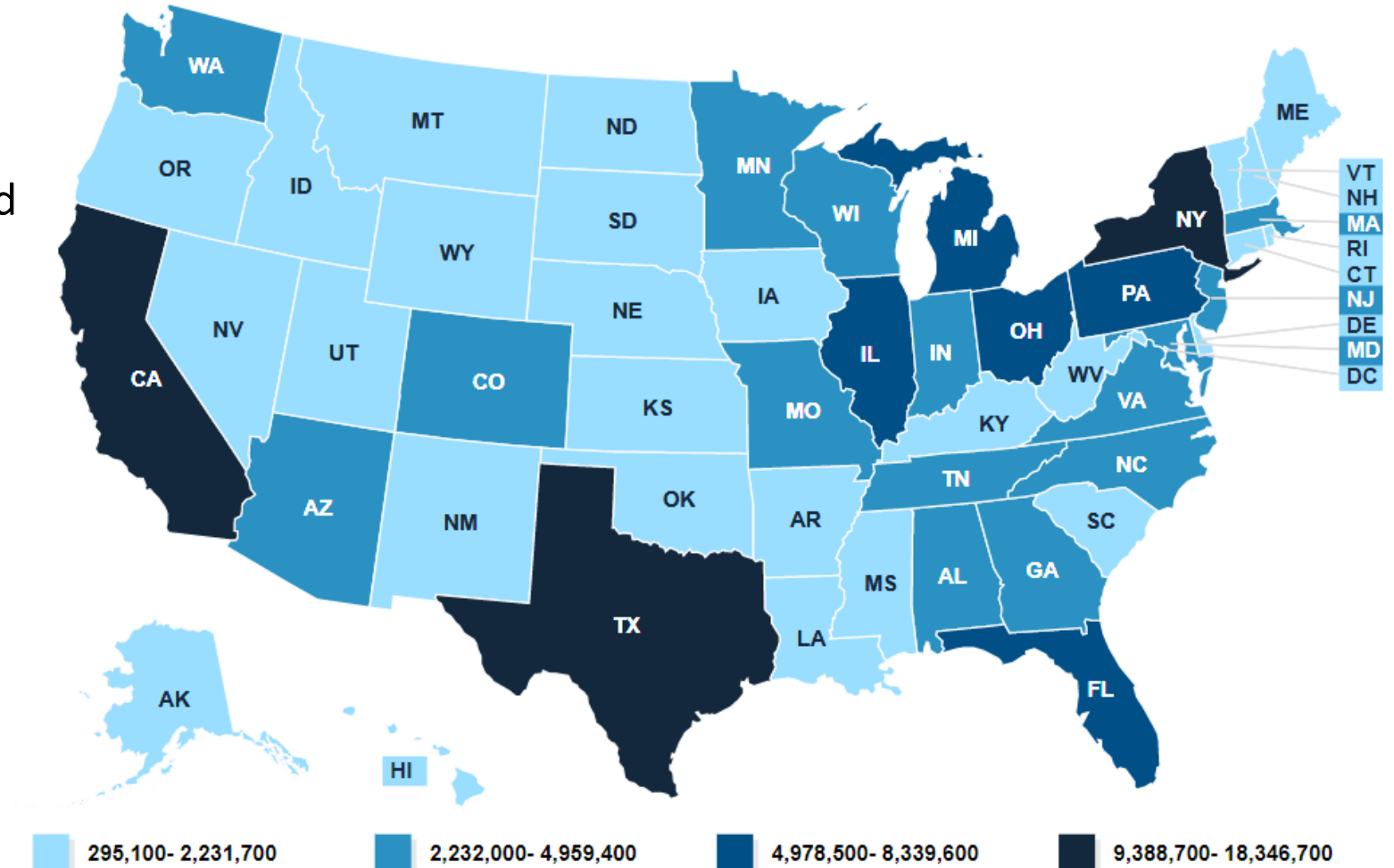
What Considerations Impact Election Decisions?

What's Changing as a Result of COVID-19 Related Legislation?

Resources for TriNet Customers

The Healthcare Coverage Gap

- 156 million Americans (around 49 percent of the country's total population), receive employer-sponsored health insurance. *
- 67% is the average share of premiums paid by employer**



*Source: Kaiser Family Foundation

**Source: Bureau of Labor Statistics – September 2019

The Healthcare Coverage Gap

- 3.3 million workers in the US filed for unemployment in the week of 3/16 – an all-time record
 - CA daily unemployment filings up 3,000%
 - NYC daily unemployment filings up 1,000%
- Unemployment rate rises from 3.5% in February to 5.5% in March*

*Washington Post – March 26, 2020

Loss of Coverage Triggers



Loss of job



Company closure



Reduction in
hours



Furlough

What are the Options for Workers that Lose Health Coverage?

COBRA

Job Termination, Furlough or Business Closure

- Plan Coverage: employer sponsored group health plans for companies that employ at least 20 employees (sum of FT & PT)
- Eligibility: job termination (except for misconduct) and reduction of hours for employees enrolled in group health plan
- Duration: typically up to 18 months (eligible for longer if qualifying event occurs)
- Cost to worker: average yearly family premium of \$20,000*
- Most states have mini-COBRA options
- Unlike in 2008, as of the date of this presentation Congress has not approved any COBRA subsidies

ACA Marketplace Plans

- Availability: Federal (healthcare.gov) or state-based marketplaces
- Plan Coverage:
 - Meets “minimum value coverage requirements”
 - Many plans have high deductibles
 - Often have a narrow range of providers
 - Can’t deny coverage based on health status
- Eligibility: Workers with “qualifying life event” and not eligible for job-based benefits or Medicaid
 - 11 states have created a special enrollment period for the uninsured. Federal exchanges have not
- Duration: Indefinite
- Cost: Varies by state, plan and premium subsidy (based on Federal Poverty Level)

*Source: Kaiser Family Foundation

ACA Subsidies

Who is eligible?

- Have a household income from one to four times the Federal Poverty Level (FPL)
- Individual: \$12,490 (100% FPL) to \$49,960 (400% FPL)
- Family: \$25,750 (100% FPL) to \$103,000 (400% FPL)
- Not have access to affordable coverage through an employer (including a family member's employer)
- Not eligible for coverage through Medicare, Medicaid, the Children's Health Insurance Program (CHIP), or other forms of public assistance
- Have U.S. citizenship or proof of legal residency*

*Source: KFF

Short-term Medical

- Plan Coverage
 - Temporary medical insurance plan that provides coverage to protect from unexpected medical bills
 - Provides insurance stability – not permanent insurance product
 - Pre-existing conditions may not be covered
 - COVID-19 testing is included at no cost to insured.
- Eligibility: Anyone residing in states that permit (38 states; not CA, NY)
- Duration: One month to as long as 36 months depending on state
- Cost: Average monthly premium of \$107 (single) and \$258 (family)*

*Source: Consumer Reports, October 2018

Telemedicine

- What it is: Not insurance. Remote medical care facilitated by phone or application
 - Real-time virtual engagement between patient and provider
 - Remote monitoring of patient's health
- Eligibility: All
 - Included with certain insurance coverage, dependent on carrier and state (34 states require coverage)*
- Cost: often included with insurance coverage; stand-alone starts at less than \$10 per month

*Source: American Telemedicine Association

How do the Coverage Options Compare?

Option Comparison

	COBRA	ACA Marketplace	Short-term Medical	Tele-Med	Medicaid
Cost	Expensive	Varies (income based)	Affordable	Inexpensive	Inexpensive
Subsidies	None (unless employer subsidy)	Yes; income-based	None	Covered by most health plans	Yes; heavy subsidy
Eligibility	Qualifying event	Qualifying event	Everyone	Everyone	Limited, Based on FPL
Scope	Same coverage as existing plan	Meets minimum value requirements	No pre-existing conditions	Virtual	Comprehensive but limited providers

What Considerations Impact Election Decisions?

Considerations When Electing Coverage

- Deductible
- Providers participating in the insurance carrier network
- Anticipated length of coverage loss
- Eligibility for premium subsidies
- Cost
- Pre-existing conditions
- Anticipated medical events (e.g., pregnancy)
- COVID-19 coverage

What's the Impact of Recent Legislation?

Impact of Legislation

- ACA plan open enrollment; anyone uninsured can apply (11 states, including CA, NY)
 - NY: Essential Care Plan
- All plans cover COVID testing and initial visit at zero cost
- Expansion of telemedicine options; HSA can cover costs
- Waiving early-withdrawal penalties from retirement accounts for COVID-19 related healthcare
- No subsidy for COBRA. Possible inclusion in future COVID related legislation

Resources for TriNet Customers

TriNet Resources

- COBRA Administration
 - Prepare and send notices (within 14 days of loss of coverage)
 - Employee has 60 days to make election
 - Employee has 45 days from election to make payment
- Telemedicine
 - Stand-alone virtual care discount program
 - Base option \$9.95 per month. Allows access to talk to a doctor virtually for a \$0 copay, plus discounts on items such as prescriptions, dental and vision services.
 - Enhanced option \$15.95 per month also includes access to mental health services for a \$0 copay, and additional discounts.
 - info.newbenefits.com/trinet or call 877.240.3850

TriNet Resources

- Short-term Medical
 - Pivot Health, available in 38 states
 - For states that do not allow short-term medical (including CA and NY), Pivot Health will recommend your state's ACA Marketplace or other plans such as Essential Care in NY.
 - trinet.pivothealth.com or call 763.645.0171


Webcast Replay

Coronavirus Update: TriNet continues to monitor the situation and provide everyday preventative measures. [Read More](#)

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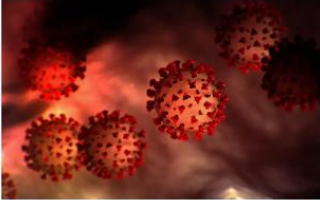
COVID-19: Business Resiliency & Preparedness Center

Our thoughts go out to those impacted by the COVID-19 virus. TriNet continues to closely monitor the evolving situation and is following the Centers for Disease Control and Prevention (CDC) recommendations on prevention and spread of the virus. The welfare of our colleagues and customers is vitally important to us, and their health and safety are paramount. The Company will continue to monitor the situation and provide updates as necessary.



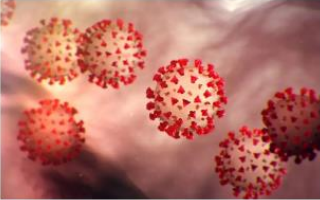
Guidance For Small to Medium Sized Businesses on Covid-19
Samantha Wellington
SVP/COO/Secretary
TriNet
John Polson
Partner
Fisher & Phillips LLP
March 17, 2020

WEBCAST REPLAY
How Small and Medium Size Businesses Can Prepare for the Impact of COVID-19
TriNet, along with Fisher & Phillips LLP, a leading labor and employment law firm, answer some of the most frequently



Families First Coronavirus Response Act: What It Means for Your Small and Medium Size Business

SMB MATTERS | HR ESSENTIALS | BENEFITS | WELLNESS | HR NEWS



How Small and Medium Size Businesses Can Prepare for the Impact of Covid-19 - Part 1

SMB MATTERS | BENEFITS | HR ESSENTIALS | WELLNESS | HR NEWS
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Webcast replay
will be available at:
trinet.com/covid-19

Thank you.