

OptiFlex plan funding

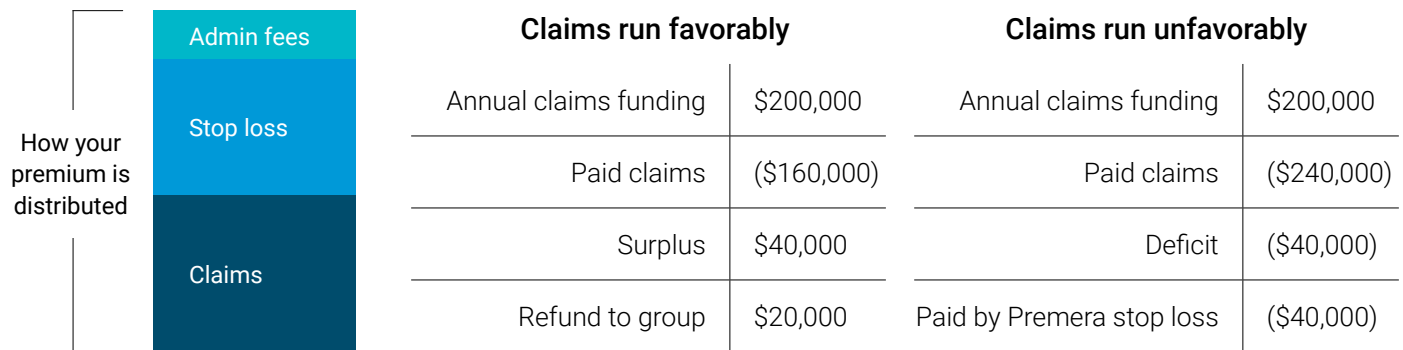
For groups with 51+ employees

Providing the predictability and flexibility you need

OptiFlex™ funding gives you the best of fully insured and self-funded funding types without being overly expensive or complicated.

How OptiFlex works

Monthly premiums are based on the anticipated healthcare costs of your employees. When claims are lower than expected, you benefit by receiving a percentage of the surplus. If claims are higher than expected, our simple stop-loss protection kicks in, alleviating the risk to your company.



Surplus and deficit scenarios

Whichever way your business decides to go, Premera has you covered.

Scenario	Deficit	Claims surplus
You renew your OptiFlex funding plan with Premera	Covered by stop loss	Eligible for a 50% refund of surplus
You convert your plan from OptiFlex funding to fully insured funding with Premera	Covered by stop loss	Eligible for a 50% refund of surplus ¹
You convert your plan from OptiFlex funding to a self-funded plan with Premera	Covered by stop loss	Eligible for a 50% refund of surplus ¹
You terminate your OptiFlex funding plan and leave Premera.	Covered by stop loss	Eligible for a 50% refund of surplus ¹

¹ After 15 month run-out period

Reasons to choose OptiFlex:

- 1 You want the flexibility that comes with self-funding, but don't want the risk.
- 2 You want visibility of plan utilization and performance.
- 3 You want to be eligible for a surplus if your plan runs better than expected.

Fully insured	VS	OptiFlex	VS	Self-funded
Fixed monthly cost		Fixed monthly cost		Unpredictable monthly cost
Low risk, higher cost		Balance of risk and reward		Total control of plan, higher risk
Must comply with all state mandates or regulations for insurance plans		Not subject to most state mandates		Not subject to state mandates
No surplus opportunity		Opportunity to get a surplus at renewal		Health plan performance dependent on group's budget
Rates based on a blend of claims and anticipated risk		Rates based on a blend of claims and anticipated risk		Cost based on actual claims
Limited plan customization*		Increased plan customization		Full plan customization

*Group must have 100+ subscribers to implement any customization.

Getting the most from OptiFlex:

Predictability for your business

- Monthly rates that cover claims and administrative costs
- Stop-loss coverage protecting you from high, unexpected claims
- Transparent claims data for utilization analysis and healthcare consumption

Flexibility for your employees

- Access to our highly trusted and valued network of providers
- Access to Kinwell primary care clinics specifically designed for Premera members
- Additional benefits that save you and your employees money, include preventive care, virtual care, and access to one of the largest provider networks in the region
- National network access with BlueCard® so they can get care wherever they are

OptiFlex groups are responsible for legally required reporting, taxes, and fees such as:

- 1095-C distribution
- PCORI fee payments
- Program assessments that apply to self-funded plans

Additional ways to save

Integrating dental and vision benefits with your medical plan or offering life and disability insurance can save you more.

To learn more about OptiFlex, contact your producer or Premera sales representative.