

### Benefit Trends

A consulting firm, Watson Wyatt Worldwide, has identified some interesting healthcare benefit trends:

- Increased focus on high-deductible health plans coupled with reimbursement arrangements such as health savings accounts.
- Increased use of the web with offerings such as tools to select plans, quality of care report cards, and provider directories.
- More employers are moving beyond mandatory generic prescription drug plans.
- Greater integration between healthcare and absence management programs.
- More on-site clinics in the workplace.

### Did you know...

- The average dollar amount in benefits received by employees increased from \$18,358 in 2004 to \$20,158 in 2005. Benefit costs, as a percentage of payroll costs, have increased on average close to 1 percent each year since 2000.
- Benefits now average 40% of the payroll
- Group health coverage is 10.5% of the payroll

### What makes up these employee benefits?

- Paid vacation
- Health insurance
- Paid holidays
- Retirement
- Life insurance
- Sick leave
- Long-term disability
- Short-term disability

There have been some methods employed to fight the rising costs, these include utilization of mail order pharmacy services, pre-admission certification, behavioral health service manager programs, and group purchasing arrangements.

### Sun Life Financial Acquires Employee Benefits Business of Genworth Financial

The acquisition of Genworth Financial benefits business has grown the Sun Life Financial Employee Benefits Group to be one of the top 10 leaders in employee benefits, offering group life, disability, stop-loss and dental benefits.

Although the name has changed, the group pledges to continue their reputation of excellent customer service.

### Preventative Tests - How Often?

Medical screening tests are gifts that keep on giving—you'll enjoy better health and you may add years to your life. Use the following guidelines of preventative measures and make an appointment with your doctor today!

• **Blood Pressure** - Have checked at every physical beginning at age 18.

• **Flu Shot** - Every year starting at age 50.

• **Osteoporosis (Bone Density Test)** - Every year starting at age 65.

• **Cholesterol** - Every 5 years.....35 years & older.

• **Mammogram** - Every 1-2 years...40 years & older.

• **Cervical** - Every 1 year; may have a pap smear every 2 to 3 years after 3 consecutive normal results or HPV DNA test plus a smear every 3 years if results of both tests are negative.

• **Colorectal** - Beginning at age 50, yearly stool blood test or flexible sigmoidoscopy every 5 years.

• **Prostate** - Annually starting at age 50, both the prostate specific antigen (PSA) blood test & digital rectal examination (DRE).

• Talk with your physician to discuss the method of screening that is right for you. Check your certificate of coverage for benefit detail.



### Medical Mutual - COSE News

Medical Mutual announced that the lifetime maximum amounts on *most* COSE plans will increase from \$2.5 million to \$5 million effective July 1, 2007.

In addition, COSE and Ohio Health Pool groups have extended the following enhancements, also effective July 1, 2007:

- Well child care maximum benefit has increased from \$500 to \$1000 per benefit period
- Medical Mutual now covers all immunizations at 100 percent, in-network
- Routine bone-density testing has been added as a preventative benefit
- Second surgical opinions will now pay like office visits, due to the elimination of a valid CPT code by the AMA

A letter will be sent to all affected members, outlining these benefit updates.

### Humana Acquires CompBenefits Corporation

Humana has acquired CompBenefits Corporation, a full service provider of dental and vision benefit plans to 4.8 million members worldwide. The company served 14,000 employer groups in 22 states.

The addition of CompBenefits now provides Humana a comprehensive integrated product offering that employers are seeking.

### Medical Mutual HSA Offers Enhanced Benefits

Medical Mutual is expanding its current HSA offering for SuperMed One and Business-of-One channels. Wellness HSAs offer the same health benefits, tax incentives and investment opportunities as standard HSA plans, but also cover all routine preventative services at 100 percent -- with no deductible.

Visit our recently revised website at [www.ohiobig.com](http://www.ohiobig.com)

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### Health Savings Accounts (HSAs)

- The Treasury Department and IRS recently issued new guidelines on the maximum and catch-up contribution levels for Health Savings Accounts (HSAs) and the minimum deductible and maximum out-of-pocket amounts for high-deductible health plans (HDHPs).

Feature	2007	2008
Individual minimum deductible	\$ 1,100	\$ 1,100
Individual maximum out of pocket	\$ 5,500	\$ 5,600
Individual maximum contribution	\$ 2,850	\$ 2,900
Family minimum deductible	\$ 2,200	\$ 2,200
Family maximum out of pocket	\$11,000	\$ 11,200
Family maximum contribution	\$ 5,650	\$ 5,800
Catch-up contribution (age 55 & over)	\$ 800	\$ 900

### What's New with Health Savings Accounts?

- Here's a recap of new rules regarding HSAs:
  - A one time transfer from an Individual Retirement Account (IRA) to an HSA is now permitted.
  - A one time rollover from a Flexible Spending Account (FSA) and / or Health Reimbursement Arrangement (HRA) to an HSA is permitted.
  - The Health FSA grace period no longer impacts HSA eligibility, based on certain conditions.
  - The maximum annual contribution limitations are no longer based on the lesser of High Deductible Health Plans (HDHP) deductible or IRS limit.
  - Contributions are no longer required to be pro-rated when an individual enrolls in an HDHP midyear under certain conditions.
  - Cost of living adjustments will be based on the consumer price index and published June 1 of the prior year the adjustments are effective.
  - When employers contribute to an employees HSA, they may make greater contributions outside of Section 125 cafeteria plan for non-highly compensated employees without violating the HSA comparability rule.

### CUSTOMER SPOTLIGHT

- In 2001, TEST, Inc. was formed to offer specialized maintenance and engineering services for electrical power distribution systems. Extensive experience with major electrical OEM's makes TEST uniquely qualified to help customers minimize electrical power outages, maintain existing power systems, upgrade and/or replace older power equipment, and manage electrical power systems for maximum productivity. TEST can handle all power system needs from low voltage (480V and below) to 138kV primary substations. TEST also provides new power equipment acceptance testing services for plant expansions and new facilities. If electrical power equipment is involved, TEST can help. Please contact Joe Tate at 440-888-4580.

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