

Grandfathered Status Verification Form

The Affordable Care Act imposes new requirements on all group health plans. However, plans that were in existence prior to the law's passage on March 23, 2010, receive "grandfathered status" and are subject only to certain aspects of the law. **If your intent is to remain grandfathered, please complete this form.** Otherwise, we will assume that you do not wish to maintain grandfathered status.

Please return this form to your sales representative _____
 at Fax#(____)_____ or _____ by _____

A. EMPLOYER INFORMATION

Company Name _____ Federal Tax ID # (EIN) _____
 Current Contract Renewal Date _____
 Broker Name _____ Ph# (____)_____ E-mail _____

B. GRANDFATHERED DEFINITION

Grandfathered status will be lost if significant changes are made to the plan as it existed on March 23, 2010. Changes are considered significant if they:

- > **Eliminate Benefits.** Eliminating all or substantially all benefits to diagnose or treat a particular condition, including the elimination of benefits for any necessary element to diagnose or treat a condition.
- > **Raise Coinsurance Charges.** Regardless of the amount or percentage of increase, any change to the coinsurance rate is considered significant.
- > **Significantly Raise Copay Charges.** Grandfathered plans will be able to increase copays by no more than the greater of \$5 (adjusted annually for medical inflation) or a percentage equal to medical inflation plus 15 percent. For example, if a plan raises its copay from \$30 to \$50 over the next two years, it will lose its grandfathered status.
- > **Significantly Raise Cost-Sharing Requirements.** Grandfathered plans can only increase cost-sharing requirements (such as deductibles or out-of-pocket maximums) by a percentage equal to medical inflation plus 15 percent.
- > **Significantly Lower Employer Contributions.** Grandfathered plans cannot decrease the percentage of premiums the employer pays by more than 5 percent.
- > **Add or Tighten an Annual Limit.** Plans cannot tighten any annual dollar limit. Plans that do not have an annual dollar limit cannot add a new one unless they are replacing a lifetime dollar limit with an annual dollar limit that is at least as high as the lifetime limit.
- > **Change Insurance Companies.** Prior to November 15th, 2010 if an employer purchased insurance from a different insurance company, this new insurer will not be considered a grandfathered plan. This does not apply to self-funded groups who change third-party administrators or employers that changed insurance companies after November 15th, 2010.

C. GRANDFATHERED STATUS BY PLAN

The company intends to maintain grandfathered status for the following plans:

List plan name below		List plan name below		List plan name below	
Employer Contributions as of March 23, 2010	Expected Contributions for Upcoming Plan Year	Employer Contributions as of March 23, 2010	Expected Contributions for Upcoming Plan Year	Employer Contributions as of March 23, 2010	Expected Contributions for Upcoming Plan Year
Single _____%	Single _____%	Single _____%	Single _____%	Single _____%	Single _____%
Two Party _____%	Two Party _____%	Two Party _____%	Two Party _____%	Two Party _____%	Two Party _____%
Family _____%	Family _____%	Family _____%	Family _____%	Family _____%	Family _____%
Other _____%	Other _____%	Other _____%	Other _____%	Other _____%	Other _____%

If the company intends to maintain more than three grandfathered plans, please complete a separate form.

D. SIGNATURE

I verify the information provided above is complete and accurate.

Client Signature _____ Title _____ Date _____