

COSE Benefit Plan

A self-funded health benefit option for
small business employers



MEDICAL MUTUAL®

COSE
BENEFIT PLAN

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Looking out for **Your Business**

For many small businesses, the current health insurance landscape provides limited choice and flexibility when it comes to offering you and your employees healthcare coverage. The COSE Benefit Plan was created based on the belief that being a small business doesn't mean you can't provide the benefits of a larger company, such as competitive rates and a broad variety of plan options.

What is the COSE Benefit Plan?

To provide you with a more competitive set of solutions for your company and your employees, COSE has partnered with Medical Mutual to offer the COSE Benefit Plan, also known as the COSE multiple employer welfare arrangement (MEWA). This is a self-funded benefit option for businesses with 50 or fewer employees or self-proprietors. The COSE Benefit Plan helps small business employers and their employees manage the increasing cost of healthcare benefits.

Advantages of the COSE Benefit Plan

- The COSE Benefit Plan offers various plan options, including traditional copay plans and high deductible health plans with varying deductibles and coinsurance.
- By using factors such as medical history, gender, age and location to set your rates, the COSE Benefit Plan may be less expensive for your group than similar plans offered under the Affordable Care Act (ACA).
- The COSE Benefit Plan is not subject to some of the ACA-mandated benefits and taxes and fees, so these savings are passed along to you.
- The COSE Benefit Plan maintains stop-loss coverage to provide plan sponsors with additional protection from large financial losses.

COSE selected Medical Mutual to administer benefits for participating employers, which means all benefit options are tied to the same Customer Care team, local assistance and network of doctors and hospitals members have accessed for years.

Benefits

Prescription Drug Benefits

Prescription drug benefits are included with every benefit plan. Medical Mutual partners with Express Scripts to offer your employees access to more than 70,000 pharmacies. We make sure your employees receive the care and attention they deserve while managing pharmacy costs by:

- Encouraging the use of formulary drugs (a formulary is a list of preferred brand-name and generic medications for which members pay a lower out-of-pocket charge)
- Making sure high-cost specialty drugs are managed consistently, regardless of whether they are administered as part of medical services or through a prescription

Specialty Products

In addition to the self-funded benefits of the COSE Benefit Plan, you'll also have the option of adding the following fully insured employee benefits, endorsed by COSE and administered by Medical Mutual. Additional premiums will apply.

Dental

The Medical Mutual family of companies offers multiple options for your company's dental coverage. All of our dental plans come with our large national network, giving your employees access to participating dentists and specialists no matter where they live, work or travel. Since employees save money by staying in network, this is a significant benefit—and you'll be satisfied knowing you're able to keep your employees smiling at little or no cost to you.

Vision

With coverage from VSP®, a national leader in vision and eye care benefits, you can offer your employees comprehensive, hassle-free vision benefits. Employees will have coverage that includes benefits for eye exams, eyeglass lenses, frames and contact lenses through an expansive network of participating VSP provider locations.

Life

Your employees and their loved ones can be protected from financial hardship in the event of a death. With group term life insurance plans, you can offer coverage based on salary or a flat benefit amount. These benefits are offered through MedMutual Life Insurance Company®, a subsidiary of Medical Mutual.

COSE Benefit Plan groups who elect life coverage have access to a telephonic employee assistance program (EAP) at no additional cost. This program provides 24/7 confidential and personal support for employees and their families for everyday challenges. This can include assistance with legal problems, life transitions, substance abuse and more.

Accident, Critical Illness and Hospital Indemnity

Our MedMutual Extend™ product offers an affordable option for accident, critical illness and hospital indemnity coverage that can complement a health insurance plan and provide your employees with even more value and protection. There are six plan options to choose from for groups of 2-50, and no underwriting is required to enroll. These plans all pay a lump-sum cash benefit which employees can use any way they wish, such as paying rent, buying groceries or to help make up for lost wages when out of work.

Spending Accounts

Health Savings Accounts

A health savings account (HSA) allows your employees to save for healthcare costs in a tax-advantaged account. When used in conjunction with a Medical Mutual qualified high deductible health plan:

- Contributions are made tax free
- The HSA balance earns interest tax free
- Qualified medical expense payments from the account are tax free, including payments made for IRS-eligible dependents

My Health Plan

Medical Mutual's HSA has no monthly account administrative fees for your employees and allows them to manage their COSE Benefit Plan and Medical Mutual benefits and HSA together through My Health Plan, Medical Mutual's secure member website.

Once an employee enrolls in the HSA and registers for My Health Plan, they will be able to:

- Track HSA and investment balances
- Pay for qualified medical expenses
- Invest in mutual fund options (a minimum balance may be required)
- Report and reissue a lost or stolen debit card
- Access tax forms
- Use all the health benefits resources on My Health Plan
- Use a Medical Mutual debit card to pay for qualified medical expenses, including doctor visits, prescriptions and more

Employer Access

As a plan sponsor, the Medical Mutual HSA provides you full administrative access to your employees' HSA plans. You'll be able to:

- Manage employee enrollment and verify employee participation
- Change employer/employee contributions
- Manage all reporting

Flexible Spending Accounts

A flexible spending account (FSA) is a tax-free account an employee funds and uses to pay for out-of-pocket healthcare costs. The employee's pretax contribution to the FSA lowers the employer's Federal Insurance Contributions Act (FICA) tax liability and may help save on other taxes. Depending on the FSA, employees can be reimbursed for expenses related to healthcare, vision and dental expenses; work-related transportation; and dependent daycare. Medical Mutual offers several FSA options to meet the needs of your employees:

Medical FSAs

For expenses related to certain out-of-pocket healthcare costs, including deductibles, copays, prescription medications and medical equipment.

Limited Purpose FSA

For dental and vision expenses only and can be paired with an HSA.

Child Daycare, Elder Care and Adult Daycare Account Options

To pay for the care of dependent children under age 13 or dependent adults who cannot care for themselves.

Commuter Benefit Accounts

For parking or public transportation expenses related to commuting to and from work.

The amount employees can contribute to medical FSAs are subject to IRS guidelines and annual cost-of-living adjustments. You can decide whether employees have to forfeit the funds or can carry over up to the federal limit, as defined by the IRS, into the next plan year. Employees who have an HSA are prohibited from keeping funds in a medical FSA, but can combine funds with a limited-purpose FSA.

Health Reimbursement Arrangements

A health reimbursement arrangement (HRA) is an IRS-approved, employer-funded, tax-advantaged employer health benefit plan that reimburses employees for out-of-pocket medical expenses. HRAs cover medical expenses that are subject to the deductible incurred by your employees, their eligible spouses and dependents.

An HRA from Medical Mutual:

- Allows you to custom build an HRA plan to meet the size and budget of your business
- Provides employees quick and efficient claims processing by Medical Mutual without claim submission
- Tracks HRA activity for the employee on their Explanation of Benefits (EOB) and online through the My Health Plan

Focus on Health and Wellness

Through Medical Mutual, the COSE Benefit Plan offers a comprehensive suite of programs and resources to promote healthy lifestyle behaviors. Offering a wellness program is a great way to improve employees' physical and mental health, while also containing healthcare costs.

MedMutual Wellness

Help employees reach their personal wellness goals and promote a healthy work environment by enrolling in our wellness program, MedMutual Wellness. For a minimal cost to the employer, MedMutual Wellness leverages resources from Medical Mutual and Bravo, our nationally recognized wellness organization, to help you provide an incentive program to your employees. Employees earn points by completing wellness activities such as getting a flu shot, completing a health screening and more.

You will receive a quarterly report showing how many points your employees have earned, and you as the employer determine the reward system that's right for your organization.

Wellness Portal

Through the Wellness Portal on My Health Plan, employees have access to a variety of health and wellness resources, including a health assessment to help understand their overall health and identify risk factors for disease. Employees can also enroll in your health plan's wellness or Chronic Condition Management program (if available) and receive reminders about needed care. Interactive tools are also available to help employees set and achieve wellness goals, such as eating healthier, managing stress or quitting tobacco through our QuitLine Program.

Fitness Discounts

Your employees can save money on memberships to local and national fitness clubs through Medical Mutual's Fitness Discounts Program. Additionally, to help employees reach their nutrition goals, Medical Mutual members can enroll in a WW[®] program (formerly Weight Watchers) at a discounted rate of nearly 50% off standard membership fees.

MedMutual Pet

Our wellness offerings include more than just benefits for you and your employees, but for your pet too! As a COSE Benefit Plan member, you have access to MedMutual Pet—powered by Wagmo—so you can relax knowing the wellness services your dog or cat needs are covered under your health plan. As a part of this program, you'll get reimbursed up to \$350 for routine pet care like wellness exams, vaccines, blood work and more. You'll also have the flexibility to use any veterinarian you choose, while having no restrictions around your pet's age, breed or pre-existing conditions.

*Program rules apply.

WW is a registered trademark of WW International, Inc.

Tools and Resources

The COSE Benefit Plan offers convenient online tools for both you and your employees to manage all aspects of your health insurance plans.

EmployerLink

With EmployerLink, you can quickly take care of your day-to-day management duties:

- Add/cancel employees
- Change personal and dependent information
- Order ID cards
- Pay your monthly bill
- View certificate books

Identity Theft Services

As a value-added benefit of the COSE Benefit Plan, you and your employees will have access to identity theft resolution services at no additional cost. Services are provided through ID Resolution, a leader in identity management services. Your employees will have unlimited access to fraud specialists who facilitate the resolution of virtually any identity-related problem.

Online Tools

Medical Mutual offers online tools to provide all enrolled employees with 24/7 access to their accounts on their smart phones, tablets or computers using My Health Plan or the MedMutual Mobile App:

- Access your ID card any time you need it
- Find a doctor, hospital or urgent care facility near you
- View plan benefits and claims information
- Compare provider and treatment costs using the My Care Compare tool
- Opt-in for paperless communications

Contact Us

For more information or to get a quote, please contact your broker, visit COSEBenefitPlan.com or call 1-440-878-5930. You can also email questions to COSEBenefits@MedMutual.com.

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1240 Huron Road, Suite 300
Cleveland, OH 44115-1717