

Small Business Program

ABS Reference Guide

January 2021

Allied Benefit Suite (ABS)









Contents

Overview

Allied Administrators has developed the comprehensive Allied Benefit Suite (ABS) that consists of Dental, Vision, Life, Long-Term Disability, and a Personal Protection Plan (P3). This benefit solution is a natural extension of Delta Dental's Small Business Program (SBP) delivered through Allied Administrators that is designed for groups with 2 to 99 employees.

The goal of ABS is to continue to offer convenient, high-quality products for the small business market. Many companies would like to offer these types of products to their employees, with a single, combined 5-Star service provider rather than working with several different carriers/administrators. Through ABS, employers will be able to have cost-effective ancillary products housed under one roof with consolidated billing and servicing. The Allied website has been enhanced to allow employers to manage these consolidated plans on a single platform.

Product Overview

Delta Dental products are the key component of ABS. To access the other products in ABS, a group must first sign up for Delta Dental coverage. Once a group has unlocked access to the other products, they can purchase one or as many of the products necessary to fit their employee population's needs.

Allied has sourced partners for ABS that we believe match Delta Dental's level of quality as well as providing the right level of value and exemplary service for small businesses.

Detailed Product Descriptions

Allied has worked with each of the carriers in an attempt to align the product requirements as closely as possible with the current Delta Dental underwriting requirements. This includes:

- Minimum Number of Employees 2
- Out of State Restrictions None
- Eligible Employees Full-time, permanent employees only; No part-time or temporary employees are eligible
- Eligible Dependents Spouse/domestic partner and children up to age 26

The product sections below outline specific features and requirements that are unique to the respective product.

Delta Dental

The current Delta Dental products offered through SBP will continue to be offered as part of ABS, including PPO, DeltaCare, and voluntary plans.

VSP

A new VSP product has been developed that has the same nationwide coverage along with improved features compared to the current offerings. Specific plan requirements include:

- Three Plan Designs
- Waivers Allowed
- Ineligible Industries Match Delta Dental rules
- Voluntary Plans Allowed
- Groups with existing VSP contracts can only move to the ABS VSP plan at the end of their contract term.

Equitable Life and Disability

Equitable is increasing access to its industry leading life and disability products to the small business space through ABS. Specific plan requirements include:

- Life Plan Options
 - Groups with 2-99 EEs: Flat \$15K, \$25K, \$50K, with matching AD&D
- Long-Term Disability (LTD) Plan Options Up to 60% income replacement with the maxi benefit up to \$10,000 per month
- Dependent Coverage None
- Participation Requirement 100% employee participation
- Waivers Not allowed, all full-time employees must be covered
- Contribution Requirement

 100% employer-paid
- Eligible Employees All F/T employees working at least 30 hours per week
- Ineligible Industries Certain SIC codes are ineligible. Refer to Appendix #3 for a complete listing.
- Voluntary plans Not available at this time.

Personal Protection Plan

Allied has partnered with The Alliance for Affordable Services to assemble a set of services that are high-value and low-cost for small businesses. The services include:

- 24/7 Doctor Access
- Identify Theft Resolution Services
- Global Emergency Assistance
- · Legal Services.

Specific plan requirements include:

- Two plan options that cover all four services
- Dependent Coverage Entire family, including employee, spouse/domestic partner, and dependents
 up to age 26 (legal dependent status is based on the laws of the state where the employee/dependent
 resides)
- Participation Requirement 100% employee participation or a voluntary option with no participation requirement.
- Waivers Only allowed for the voluntary plan option
- Contribution Requirement None for the voluntary option, 100% participation for the employer paid option.
- Ineligible Industries none

Detailed Plan Descriptions can be found in the Appendix sections:

Delta Dental	Appendix # 1 – Delta Dental
VSP Vison	Appendix # 2 – VSP
Equitable Life & Disability	Appendix # 3 – Equitable
Personal Protection Plan	Appendix # 4 – Personal Protection Plan

Quoting

There are number of ways brokers may currently provide quotes to their clients. These include working through a GA to provide a quote or using a quoting tool.

Dental

The current quoting process will remain unchanged. Rates are available for one year.

Vision

The three VSP plans have a three tier or a four-tier rating structure for PPO and DeltaCare plans. Rates are guaranteed for two years.

Life

The life rates will be based on group size and are uniform per \$1000 of benefits. Current life rates are:

- <10 EEs = Age Banded based on average age of the group. Contact Allied for a quote
- 10-99 EEs = \$0.25/\$1000 Life & \$0.02/\$1000 AD&D

These rates are available for two years.

Note: AD&D is linked to the Life product and the two products cannot be sold separately. Applications must be dated on or before the effective date and received by the 5th of the month.

Long Term Disability

Long-term disability plans will be quoted by Equitable on a case-by-case basis and only quoted alongside an Equitable life plan. Allied will submit the information to Equitable and then send the quote to the GA/broker when received from Equitable. New group quotes for the disability product are typically provided within 3 business days.

Personal Protection Plan

100% ER Paid: There is a single rate of \$9.00 per employee regardless of the number of dependents. Rate available for 2 years from January 2021 – December 2022.

Voluntary: There is a single rate of \$11.00 per employee regardless of the number of dependents. Rate available for 2 years from January 2021 – December 2022.

New Group Submission

Allied Administrators has worked hard to keep the number of new forms as minimal and simple as possible. All group submissions must be received at Allied by the 5th of the month for coverage. Exceptions may be granted for all lines of coverage up to the 15th except for Equitable.

Dental

The current 2021 Delta group application will not change, and groups can submit either paper or census enrollments. The following information is required for a new group:

- 1. Group Application
- 2. Quarterly wage report, DE-9C with status of each employee. Or full census including enrollments, waivers, non-eligible employees
- 3. Enrollment Forms/Census If full census is not provided
- 4. Waivers Do not count against participation (employee must list source of other coverage when waiving)
- 5. Check made payable to Allied Administrators or a completed ACH form
- 6. Voluntary Plans Prior carrier bill and booklet to waive waiting periods.

Vision

The new VSP program no longer requires enrollee and dependent eligibility to mirror Delta Dental. With this new enhancement there are now additional requirements for a new group submission.

- 1. Group Application- Be sure to reference appropriate plan, rate tier, and rates on application
- 2. Enrollment Forms/Census
 - Can be a combined census alongside Delta
- 3. Confirmation the group is not mid-contract with a VSP plan.

Life

This program is 100% employer paid and requires 100% participation; waivers are not allowed. Refer to Appendix 3 for a list of excluded SIC codes. The group application must be signed by the employer prior to requested coverage month. The following documents are required for a new sale:

- 1. Group Employee Benefits Application
- 2. Employer Verification Form Signature Page
- 3. Standard Commission Schedule- Broker only
- 4. Census
 - Can be a combined census alongside Delta
- 5. Rate Quote

Disability

This program is 100% employer paid and requires 100% participation; waivers are not allowed. The group application must be signed by the employer prior to requested coverage month. The following documents are required for a new sale:

- 1. Group Application
- 2. Employer Verification Form Signature Page
- 3. Standard Commission Schedule- Broker only
- 4. Census (Salary is required for LTD plans)
- 5. Rate Quote

Payment Allocation Form

Any group selecting multiple products must include a payment allocation form, this form will be used in the case of groups making partial payments.

Equitable Appointments

If a broker has not sold Equitable they must register submit the Producer Appointment Form to become appointed within 15 days of the client signing the group application. If this is not completed, the submission will not be accepted, and a new application will need to be completed with a new effective date after the broker appointment is finalized.

Personal Protection Plan

- 1. Group Application
- 2. Enrollment Forms/Census
- 3. Waivers if voluntary plan selected

Marketing Materials

Each carrier has provided marketing materials to help brokers understand and sell the product.

Delta Dental	Marketing Brochure (Appendix 1)
VSP Vision	VSP Vision Brochure (Appendix 2)
Equitable Life & Disability	Employer Flyers (Appendix 3)
Personal Protection Plan	Benefit Details (Appendix 4)

Group, GA, and Broker Support

Allied is widely known to set the standard for TPA customer service. Groups, GA's, and brokers alike rely on Allied to provide 5-star service from submission through ongoing maintenance. Currently, there are two options for ongoing group policy service:

- Phone and Email Requests Allied staff is available from 6:30 am through 4:30 pm PT, Monday

 Friday to handle requests from groups, GA's and brokers via phone or email. Most requests are completed within 2 business days from receipt.
- Online Self-Service Groups have the option to handle some changes via the self- service function available on Allied's secure portal, including employee terminations.

Allied will be providing a welcome email to every new group once they have been approved by underwriting along with a username and password to login to secure.alliedadministators.com. Once logged in employers have access to the following all in one place.

- 1. View enrollment
- 2. Add/Term employees for their chosen benefit suite
- 3. Set up online payment options and alerts
 - a. This can be single payments, or the group has the ability to set up automatic payments within certain parameters.
- 4. Download contract related documents and forms

Employers that do not wish to receive documents electronically are mailed documents as well as have access to their documents through the online portal.

Billing & Commissions

All billing and commissions are handled by Allied and through consolidated statements and payments. This is one of the key differentiators of ABS that groups, GA's and brokers will find extremely valuable as it makes handling multiple benefits much easier.

Broker commissions are a flat 10% for all lines of coverage.

GA Commissions vary by product and the percentages are below:

Delta Dental: 4%

Vision: 4%Life: 5%P3: 5%

Enrollee Support

Enrollees will work directly with the carriers for any claims or services they may need. In addition, enrollees can contact the carrier for the following needs.

Dental

Enrollees can login to <u>deltadentalins.com</u> to print an ID card, review claims details, or calculate the cost of an expected procedure comparing multiple Delta Dental providers. In addition, they can call Delta's customer service line 800-765-6003 5:00 am through 5:00 pm PST, Monday-Friday.

Vision

Enrollees can call VSP's customer service line 800-877-7195 5:00 am through 8:00 pm PST, Monday-Friday. Enrollees can log into <u>vsp.com</u> to print an ID card, search for providers, and review benefits.

Life & Long Term Disability

ID cards are not provided for this benefit. Employees can call 800-777-6510 8:00am through 7:00pm EST, Monday-Friday for questions regarding their coverage, selecting beneficiaries, or for assistance in submitting a claim.

Personal Protection Plan

Each employee will go to a dedicated activation portal <u>startmybenefits.com</u> to access their benefits and download ID cards. Once this has been activated, they have access to each of the four benefits options provided through dedicated 1-800 customer service lines. To begin using the 24/7 doctor services employees and their dependents will have to set up a login with Teledoc and complete their personal profile.

Appendix # 1 - Delta Dental

Refer to 2021 SBP Brochure CA

\$1,500, \$2,000, \$2,500 or \$3,000 per enrollee

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SMARTER VISION CARE



VSP® is committed to the health and happiness of employees. That's why we put them first, even going so far as to guarantee their satisfaction. No hassles, no excuses.

Low out-of-pocket costs are employees' #1 priority in a vision plan¹, and VSP plans to save them hundreds of dollars on eye exams and eyewear. Plus, they get Exclusive Member Extras they can't get anywhere else.

SAVE WITH VSP COVERAGE				
	Without VSP Coverage*	With VSP Coverage**		
Eye Exam	\$181	\$10 Copay		
Frame	\$130	\$20 Copay		
Lens (Bifocal)	\$150			
Premium Progressive Lenses (e.g., Varilux Physio)	\$159	\$105		
Total	\$620	\$135		

^{*}Comparison based on national averages for comprehensive eye exams and most commonly purchased brands. This chart represents typical savings for VSP members.







BETTER NETWORK CHOICES

Trusted by VSP Doctors

- Up to 98,000 access points including popular retail chains
- 86% of VSP network doctors offer extended hours
- Wide selection of eyewear
- Comprehensive WellVision Exam®
- Freedom to choose any provider



SMARTER VISION CARE

Easy Plan Administration

- Improved satisfaction and loyalty
- Smarter Vision Care[™] that doubles as preventive medicine
- For every 100 employees, you can avoid \$8,027 in lost productivity and healthcare costs.²



HAPPIER EMPLOYEES

Guaranteed Satisfaction

- Lowest out-of-pocket costs with more than \$3,000 in savings with Exclusive Member Extras
- Best choice in eye care providers and eyewear
- Award-winning customer service center
- Access to shop the latest designer glasses and name brand contacts online at eyeconic.com® with VSP benefits



Give employees consumers' #1 choice in vision care.'

^{**}Based on VSP Choice Plan* with a \$130 frame allowance.

VISION BENEFIT SUMMARY

Proposed Effective Date: 1/1/2021 through 12/1/2021



	VSP CORE	VSP ADVANTAGE	VSP DELUXE	
Copays	\$10 Exam / \$25 Materials	\$10 Exam / \$25 Materials	\$10 Exam / \$10 Materials	
	(Lenses and/or frames)	(Lenses and/or frames)	(Lenses and/or frames)	
Exam	Once every 12 months	Once every 12 months Once every 12 months		
Lenses	Once every 12 months	Once every 12 months	Once every 12 months	
Frame	Once every 24 months	Once every 12 months	Once every 12 months	
Frame Allowance:	\$150	\$150	\$200	
Elective Contact Lens Allowance*:	\$150	\$150	\$200	
Necessary Contact Lenses*		ered in full after materials co enses are in lieu of prescript		
VSP PROVIDER				
Examination	C	overed in full after exam cop	ay	
Contact Lens Exam (Fitting & Evaluation)	,	savings on the contact lens e ered in full after copay up to	•	
Lenses				
Single Vision	Cov	ered in full after materials co	pay	
Lined Bifocal	Cov	ered in full after materials co	ppay	
Lined Trifocal	Cov	ered in full after materials co	ppay	
Lenticular	Cov	ered in full after materials co	ppay	
Lens Enhancements ^{1,2}				
Applies to all plans:	Single Vision		Multifocal	
Anti-reflective coating	\$41		\$41	
Polycarbonate lenses (for children)	Covered in ful		Covered in full	
Polycarbonate lenses (for all)	\$31		\$35	
Standard Progressive Lenses	N/A		Covered in full	
Premium Progressive Lenses	N/A		\$95-\$105	
Custom Progressive Lenses	N/A		\$150-\$175	
Photochromic lenses	\$75		\$75	
Scratch-resistant coating	\$17		\$17	
OUT OF NETWORK MAXIMUM ALLOWANG	CE			
Examination		\$45		
Frames		\$70		
Lenses				
Single Vision		\$30		
Bifocal	\$50			
Trifocal	\$65			
Lenticular		\$100		
Progressive	\$50			
Elective Contact Lenses	\$105			
Necessary Contact Lenses	\$210			
VOLUNTARY RATES				
3 tier	VSP CORE	VSP ADVANTAGE	VSP DELUXE	
Member Only	\$12.09	\$14.83	\$18.67	
Member + 1 Dependent	\$24.17	\$29.67	\$37.35	
Member + 2 or more Dependents	\$38.94	\$47.79	\$60.16	
4 tier				
Member Only	\$12.09	\$14.83	\$18.67	
Member + Spouse	\$24.17	\$29.67	\$37.35	
Member + Child(ren)	\$25.89	\$31.77	\$40.00	
Member + Family	\$41.36	\$50.76	\$63.90	

VISION BENEFIT SUMMARY

Proposed Effective Date: 1/1/2021 through 12/1/2021



EMPLOYER PAID RATES					
3 tier	VSP CORE	VSP ADVANTAGE	VSP DELUXE		
Member Only	\$8.56	\$10.57	\$13.26		
Member + 1 Dependent	\$17.12	\$21.15	\$26.51		
Member + 2 or more Dependents	\$27.59	\$34.07	\$42.71		
4 tier					
Member Only	\$8.56	\$10.57	\$13.26		
Member + Spouse	\$17.12	\$21.15	\$26.51		
Member + Child(ren)	\$18.34	\$22.65	\$28.40		
Family	\$29.30	\$36.18	\$45.36		

Plan Guidelines

- Available to employers, domiciled in California with 2 to 99 eligible employees.
- Must be sold with Delta Dental.
- Employer paid plans require at least 50% employer contribution toward the single vision rate. Employee contribution must be made through payroll deduction.
- All plans are based on a 24-month contract term for enrollment beginning 1/1/2021 through 12/1/2021.
- These rates are for new business and existing vision groups currently covered under Delta Dental's Small Business Program at renewal.
- This Vision product is not available for VSP customers mid-contract.
- Rate tiers must align with dental rate tier selection.

For questions, please contact your General Agent or your Delta Dental Sales Account Executive

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VSP is a registered trademark.

¹ Listed pricing applies to standard enhancement level (Progressive pricing lists all levels)

² Enhancements with "copays" or "covered in full" covers all enhancement levels (standard, premium, etc.)

Appendix #3 - Equitable



Basic Life/AD&D Offering

- Groups with 2-99 EEs: Flat \$15K, \$25K, \$50K with matching AD&D
- Employer selects one benefit for entire group
- Coverage is 100% ER paid no employee enrollment forms
- All coverage will be Guaranteed Issue (subject to any delayed effective date for disabled employees)
- Age reduction: to 65% at age 65, 50% at age 70

Basic Life/AD&D Pricing

- <10 Employees: Age banded based on the average age of the group
- 10-99 Employees: 0.25/\$1,000 Life & .02/\$1,000 AD&D

Standard LTD Offering

- Benefit: 50% or 60% of monthly salary
- Benefit Duration: Social Security Normal Retirement Age
- Maximum Benefit: \$10,000/month
- Minimum Benefit: \$100 or 10%
- Survivor Benefit: 3x Gross Monthly Benefit
- Recurrent Disability: 6 months
- Includes
 - Benefit Integration
 - Waiver of Premium
 - Residual Disability
 - Employee Assistance Program
 - Worksite Modification

Eligible Groups

- Must have traditional employer/employee relationship
- No retirees
- 2 99 employees (subject to any state minimums)
- LTD must be sold in conjunction with an Equitable Life plan
- LTD employers must be in business for at least two years

Excluded SIC Codes:

1011-1499 Mining, 1611 Construction, 1622-1629 Construction, 2892 Explosives, 3111 Leather - Tanning & Finishing, 3292 Asbestos Products, 4121 Taxicabs, 4412-4499 Water, 4212-4231 Motor Freight & Warehousing, 4953 Sanitary Services: Toxic Waste, 5932 Used Merchandise Stores, 7342 Exterminating, 7361-7363 Personnel Supply Services, 7381-7382 Detective, Guard and Security, 7922-7999 Misc. Amusement & Recreation, 8322-8331 Social Services & Job Training, 8734 Testing Laboratories, 8744-8748 Facilities Support and Business, Consulting, NEC, 8811 Private Households, 8999 Services Not Elsewhere Classified, 9111- 9199 General Government, 9221 Police, 9222 Legal Counsel, 9223 Correctional Institutions, 9224 Fire Protection, 9229 Other Public Order and Safety, 9311 Public Finance, Taxation & Monetary Policy, 9711 National Security, 9721 International affairs, 9999 Non-Classifiable Establishments.

Appendix # 4 - Personal Protection Plan



Benefits your employees will value

The Personal Protection Plan is the perfect way to support your employees at an affordable price.

High value, low cost benefits

Plan contains benefits meant to be used at one low monthly cost, covering the employee, their spouse and dependents.

Appeal to multiple generations of employees

From Millennials to Seniors, these benefits are useful regardless of age.

Easy enrollment process (and not limited to open enrollment)

Plan is not insurance, no underwriting is required.



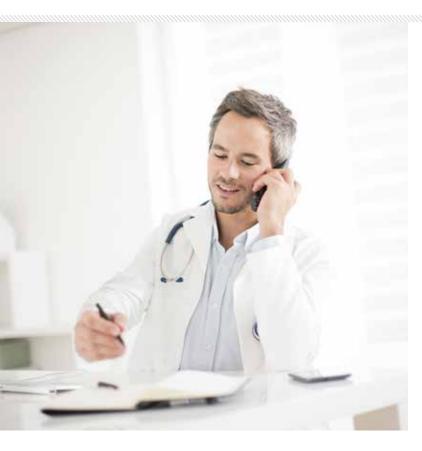






The Personal Protection Plan is administered by the Alliance — a nonprofit corporation providing access to services and savings that can help make life easier. Benefit availability may vary by member state of residence. All benefits are available to the primary employee, spouse/partner and all legal dependents. Certain limitations, restrictions, and exclusions may apply.

*For those individuals who maintain a separate Health Savings Account (HSA) qualified health plan as defined under Federal Law, the Internal Revenue Service has not specifically ruled on the impact of stand-alone telemedicine programs on HSA eligibility. Accordingly, you may wish to consult a tax or legal adviser before enrolling in this plan.



Teladoc® 24/7 Doctor Access

Enjoy unlimited access 24-hours-a-day, 365-days-a-year to a national network of board-certified physicians via phone or app, who use electronic health records and telephone consultations to diagnose, recommend treatment and write short-term prescriptions.

No Fee: Access this service wherever you happen to be: your home, office, hotel room, or on vacation.

Easy: You must complete a medical history (over the phone or online) before a physician consultation can be completed. Then, simply make a phone call or use a video consultation to speak to a doctor in less than an hour.

Global Emergency Assistance

When traveling more than 100 miles away from home or in another country, help is never more than a phone call away with Assist America.

Services include:

- Medical Consultation
- Emergency Medical Evacuation
- Medical Repatriation
- Prescription Assistance
- Compassionate Visit





Legal Club of America® – Family Plan

Access to a nationwide network of attorneys in all 50 states that provides members with **free and discounted services** on family law needs.

Enjoy free services including:

- Unlimited initial phone and face-to-face consultations on new legal matters
- Attorney's review of legal documents (up to 6 pages per new matter)
- Simple Will preparation
- When deemed appropriate by plan attorneys, attorneys will make initial phone calls and write initial letters on your behalf

ID Theft Resolution Services

Proactive Services: if your wallet or purse is lost or stolen, or if you suspect your identity might be vulnerable, a fraud specialist can offer guidance and place a fraud alert on your credit file

Resolution Services: provides step-by-step guidance through the identity resolution process

Document Replacement Assistance: provides help in replacing lost, stolen, or destroyed identity documents, and clearing up fraudulent activities from the credit file

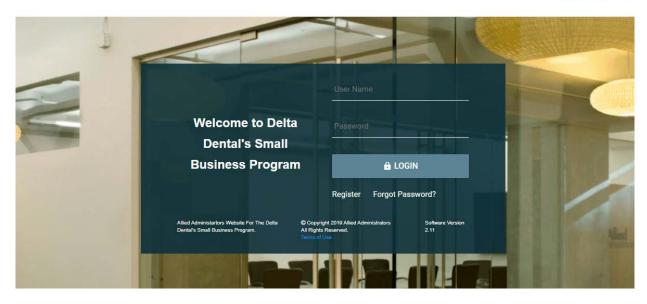
Identity Protection Tips and Tools: provides access to a vast library of valuable resources, tips and information



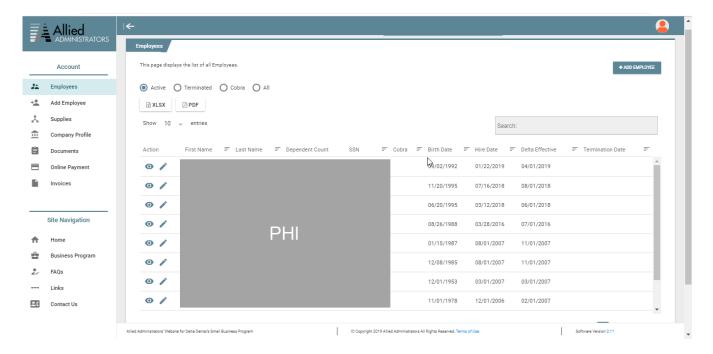
Secure.AlliedAdministrators.Com



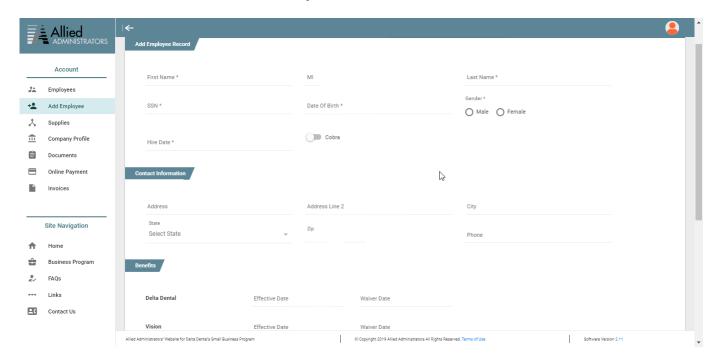




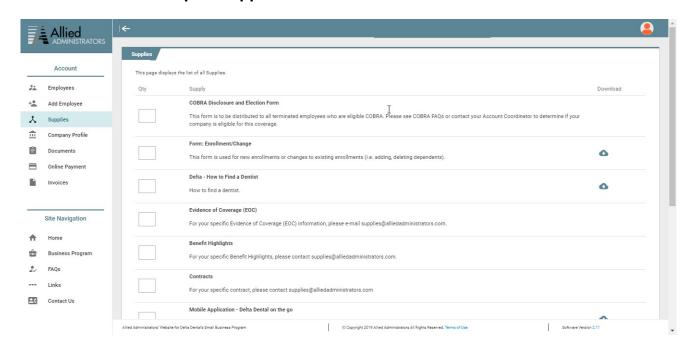
Access a listing of enrollees and their current status:



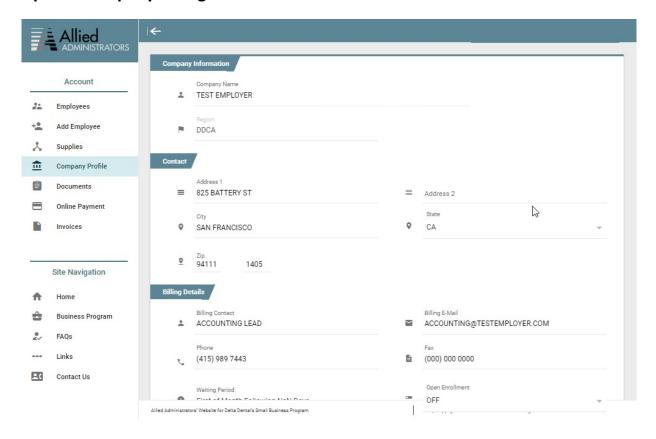
View and add enrollee details and dependents:



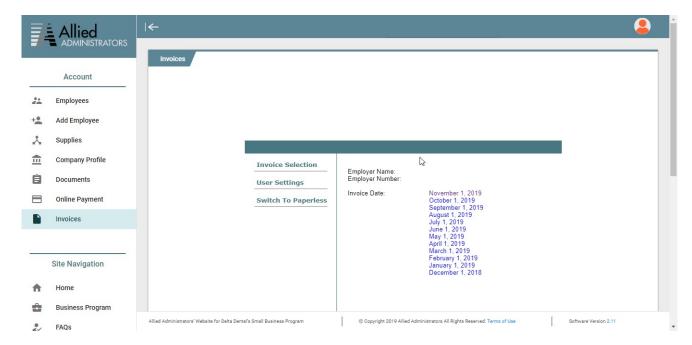
Download and order plan supplies:



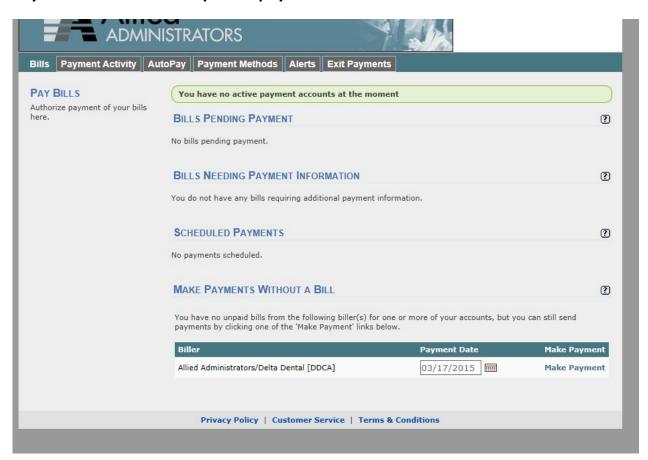
Update Company billing and contact information:

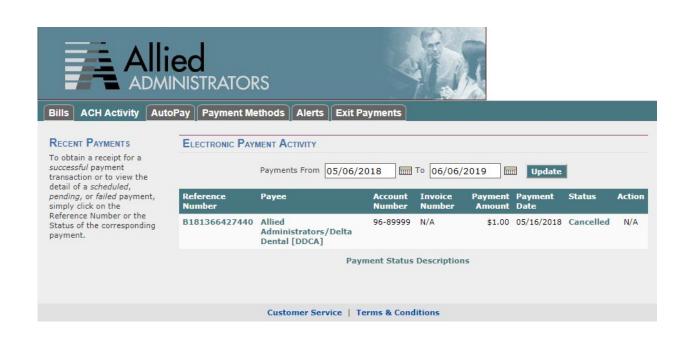


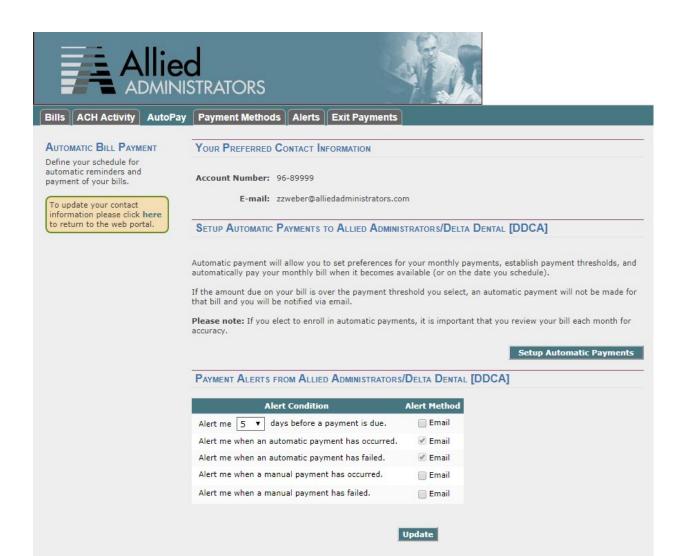
Easily view up to a 12-month history of invoices and switch to paperless billing:



Pay bills online and set up auto-payments:









Customer Service | Terms & Conditions

