1/25 Small Group
Enhanced Choice Underwriting Guidelines

Eligibility:

- 1-100 employees with a principal business address in California, subject to Out-of-Area Requirements below.
- Owner-only groups are not eligible. There must be a minimum of one W-2 employee who is not a spouse of the owner or partner.
- Out-of-Area Requirements
  - The majority of employees must be employed in California.
  - Eligible employees residing in the United States, but outside of the California service area, may be written on a PPO plan.
- Probationary period for new hires can be first of the month following the date of hire, or 1 month, 30 days, or 60 days, after the date of hire.
- Carve-outs are not available.
- Eligible employees can be defined as employees working an average of 20 or 30 hours per week.
- 1099s are not eligible for coverage.

Contribution/Participation:

- A minimum employer contribution to the employee rate of $100 or 50% of the lowest cost plan is required.
- For groups of 1-4 enrolling employees, a minimum of 70% participation is required. For groups of 5-100 enrolling employees, a minimum of 25% participation is required.
- Health Net is not required to be sole carrier as long as participation guidelines are met.
- Eligible employees waiving coverage due to group coverage through another employer (e.g., spousal coverage) will not count against participation.

Rate Information:

- 12-month rate guarantee for new and renewing business.
- Rating is based on the employer's principal business address in California for all employees.
- Age-banded rates only.

Submission:

- All cases requesting coverage on the 1st must be submitted by the 5th of the month for which coverage is to be effective.
- For groups effective on the 15th cases must be submitted by the 20th of the month for which coverage is to be effective. *Note*: This option is available for groups losing coverage mid-month only.
- For groups not meeting participation and/or contribution guidelines, cases must be submitted between 11/15 and 12/15 for a 1/1 effective date.

Choices:

- Groups of 2 or more can mix and match all plans in any of the following networks:
  - Full Network HMO
  - WholeCare HMO
  - SmartCare HMO
  - Salud HMO y Más
  - PPO
- Service area restrictions apply to all networks with the exception of PPO.

Riders:

- If selected, the chiropractic rider will be applied to all plans within the package.
- If selected, the infertility rider will be applied to all plans within the package.

PEO Groups:

- The group must demonstrate it has the right to direct the work of its employees, as well as the right to make personnel decisions, such as hiring and firing.
- All standard underwriting guidelines apply.