Anthem ✚

FOR BROKERS ONLY:
IMPORTANT SPECIALTY INFORMATION

Anthem recognizes that the COVID-19 outbreak may be causing a number of questions and concerns for both you and your clients. We are taking unprecedented steps to help protect your business, so that you can best serve your clients' urgent needs.

Here you will find talking points you can use to quickly determine how to speak with your clients who may be looking for more cost-effective dental, vision, life and/or disability plans — due to the rapidly changing economic landscape.

Dental

Annual Maximum
For plans with an annual maximum, consider decreasing it and adding the annual maximum carryover benefit. Annual maximum carryover allows members to increase their annual maximum by carrying over dollars from one year to the next.

Cost Sharing
For plans with member cost sharing including deductibles and coinsurance, consider increasing the deductible and waiving its applicability to diagnostic and preventive care, while decreasing plan-paid coinsurances out-of-network.

Out-of-Network Reimbursement
Anthem offers the largest dental PPO network in the nation with over 132,000 unique providers.[1] This provides an opportunity to reimburse out-of-network dental care at the same reimbursement as network provider reimbursement.

Voluntary Funding
Employers often fund a portion of employee dental plan premiums. A cost-effective alternative is voluntary funding where up to 100% of plan premiums are paid by employees to maintain or buy up on dental plan coverages.

Optional Benefits
Optional benefits such as composite fillings, implants, and orthodontia offer enhanced dental plan coverage at an additional premium. These benefits may be removed or offered to employees on a buy-up basis

Vision

Exam Only
An annual eye exam is important to early detection of many health conditions. Exam only plans paired with material discounts offer a compelling alternative to traditional vision plans but at a lower cost.

Eyeglass Benefits
Vision plans increasingly provide a pair of eyeglasses once every 12 months. Frames and related materials often last 24 months or longer, so consider changing the benefit frequency of eyeglass benefits to lower benefit premiums.

Voluntary Funding
Employers often fund a portion of employee vision plan premiums. A cost-effective alternative is voluntary funding where up to 100% of plan premiums are paid by employees to maintain or buy up on vision plan coverages.

Life

Reducing employer-paid benefit amount while also adding a supplemental life plan can provide employees with the option to increase benefits to meet their needs without impacting employer costs. Employers may also want to consider removing seldom-used AD&D riders, which can help reduce the cost of the plan without impacting the core Life and AD&D benefits.

Disability

Short-Term Disability

To reduce the cost of the short-term disability plan, employers may want to consider a number of options, including:

- Extending the benefit elimination period
- Reducing the benefit percentage or moving to a flat-dollar benefit
- Removing first-day accident or hospital coverage, if applicable
- Reducing 26-week benefit duration to 13 weeks (would require corresponding change to long-term disability elimination period)

Long-Term Disability

To reduce the cost of the long-term disability plan, employers may want to consider one or more of the following options:

- Extending the elimination period from 90 to 180 days
- Removing optional policy riders
- Reducing the maximum benefit duration to 2, 3, or 5 years
- Reducing the benefit percentage
- Instead of a definition of disability that requires employee be unable to perform own occupation to age 65 or Social Security Normal Retirement Age (SSNRA), convert to more traditional definition of disability the requires employee to be unable to perform their own occupation for the first 2 years, after which the employee would need to be unable to do any occupation to qualify for benefits

For additional assistance, contact your Anthem sales representative.