

## Disclosure Statement

We are required to provide small employer groups with disclosure information regarding small group health plans in Oregon. A 'small' employer may fall into one of two categories. In Oregon, an employer with 2-25 employees is classified as Small Employer Health Insurance (SEHI), and an employer with 26-50 employees is classified by Regence BlueCross BlueShield of Oregon as a HIPAA Small group. The following is some basic information that applies to the health plans we offer to employers groups in these two categories.

### Plans offered to SEHI and HIPAA Small Employers

We offer Preferred Provider plans with varying levels of deductibles and coinsurance amounts, in addition to the Basic Oregon Plan. We also offer dental, vision, and prescription plans.

### Premium Rates

Premium rates for small employer plans are based on a range of rates that applies to all groups within the same size category. The actual rates for an individual group will depend on the benefits selected and the demographic characteristics of the group. Demographic factors considered include the location, the age of the employees, and family composition of employees and family members who enroll.

### Renewal Rates/Right to Change Premium Rates

Renewal rates on active groups within the size category are based on the same changes for all groups in the same size category. Premium rates may change upon 30 days written notice, but we will not change rates more than once in any consecutive 12-month period.

### Contract Renewability

The employer has the right to renew the plan from year to year. In some situations, a carrier may terminate coverage under the plan, or may cease to offer and/or cease to renew a health benefit plan. For example, we may terminate the coverage for a group or an enrollee for fraud or misrepresentation or if premiums are not paid. We may cease to offer or renew a health plan in a specified service area due to an inability to reach an agreement with the providers in that area. These and other situations of potential termination are described in detail in the contract between an employer and Regence BlueCross BlueShield of Oregon.

### Preexisting Condition Clause

The plans we offer include a six-month waiting period for preexisting conditions. A new employee may be eligible for credits toward this preexisting condition waiting period according to the following:

#### Prior Creditable Coverage

We will reduce the duration of the preexisting condition exclusion period by the amount of your or your enrolled dependent's combined periods of prior creditable coverage if the most recent period of creditable coverage ended within 63 days of your or your enrolled dependent's enrollment date. Creditable coverage includes group coverage (including FEHBP and Peace Corps); individual coverage (including student health plans); Medicaid; Medicare; CHAMPUS/Tricare; Indian Health Service or tribal organization coverage; state high risk pool coverage; and public health plans. Prior creditable coverage is determined separately for each enrollee.

**Please Note: Regence BlueCross BlueShield of Oregon's small employer group plans are guarantee issue. Please contact your sales team if you would like more information.**