

# Medicaid for the Workplace

## Who Service is offered to?

Top priority=Benefits eligible group WHO EARN BELOW \$36,156 = core Medicaid demographic whether enrolled in employer sponsored insurance or not, and all new hires

Online screening makes employee participation easier. INCOME CRITERIA below \$78,600 for CHIP in WVA.

- At employer's option, part timers, COBRAS can be added
- Outbound calling can be done after inbound and online campaigns if phone numbers are provided.

## How do we work?

- Using email addresses for employees, BeneStream provides a memo to employer with our 877 number and online screening tool link. ID current workforce and new hires who need to be interviewed by phone to prepare for enrollment meeting with the state. BNSTR enrollment specialists reach out by phone, email, and text (with employee permission). Enrollment manager works with HR (or broker) and site managers to increase participation from those who haven't yet responded to email and phone outreach after being deemed likely to qualify.



The BeneStream logo features the word "BeneStream" in a dark green, sans-serif font. To the left of the text is a circular icon composed of several concentric, slightly offset lines, creating a ripple or signal effect.

# BeneStream enrollment assistance helps with...

## **Offering comprehensive benefits to all employees who qualify, including part-timers.**

The public benefits enrollment process can be complicated and time consuming. BeneStream handles screening for eligibility and maximizes coverage for employees. The average value of Medicaid for a household of three is \$17,100 per year.

Retroactive coverage is sometimes available for outstanding bills when the employee chooses Medicaid as primary.

## **Extending coverage to employees' families.**

Employees are often surprised by the quality of coverage offered by Medicaid and glad that it extends to their families.

BeneStream also helps enroll families in SNAP, which provides free supplemental food assistance.

Due to Covid, experts predict an increase of dependents joining employer sponsored health plans as a result of unemployment impact on family members. BeneStream service mitigates the risk that employees and dependents who could have been covered by public health insurance choose an employer sponsored plan instead.

## **Reducing turnover and adverse selection, improved employee morale, and increased productivity of newly enrolled employees.**

Employees are often grateful that their employer chose to offer BeneStream services to them. This is especially true if they face large claims on a limited family budget. Compared to being uninsured or paying high deductibles, enrolling in Medicaid (or CHIP for dependents) has real potential to be life changing for many employees. BeneStream's research shows 2x adverse selection for Medicaid income demographic vs higher household incomes.



# Fees

## **Pay for Performance Model:**

- ✓ \$500 for each new enrollment in Medicaid or CHIP/ employee household/ year
- ✓ \$250 for each renewal of an active employee (if an employee doesn't stay 60 days after enrollment, no fee)
- If you require a predictable fee for budgeting, talk to us about alternative pricing.
- Time lags in enrollment mean mid year implementation results in minimal expense before 4Q2020.
- Interested in providing CHIP and Medicaid in lieu of COBRA to qualified employees? No deposit required if BeneStream is hired for core services.
- Outplacement dedicated phone line, \$40 per enrollment consultation per employee household and \$80 per Medicaid or CHIP enrollment.



## Sample XYZ corp

### CENSUS SNAPSHOT

Total Employees	4,464
Total Benefits Eligible Employees	4,464
Average PEPY	\$6,783
Churn rate	31%
New Hires issued w2	1,384

### CENSUS ANALYSIS

#### Medicaid Core Population

Target population	848
Participation rate	54%
Average PEPY	\$5,606
Number of employees on EE+C	33
Number of employees on EE+F	19
Estimated New Hires YR 1	263
Estimated New Hires YR 1 who make it to 3 month mark	79

#### CHIP Only

Target population	2,142
Participation rate	71%
Average PEPY	\$4,439
Number of employees on EE+C	141
Number of employees on EE+F	109
Estimated New Hires YR 1	665
Estimated New Hires YR 1 who make it to 3 month mark	333

#### Med+CHIP

Target population	2,990
Participation Rate	66%
Estimated New Hires YR 1	928
Estimated New Hires YR 1 who make it to 3 month mark	279

## Sample Census Analysis

Census	Medicaid Eligible		Medicaid + CHIP	
Target Population Size	848		2,990	
Percent of Employees in Target Group who are insured on Client Plans	54%		66%	
Average PEPY Employer Cost <sup>1</sup>	\$5,606		\$4,770	
Assumptions	Low Yield	High Yield	Low Yield	High Yield
Number of screenings <sup>2</sup>	444	889	1567	3134
New enrollments by BeneStream	24	47	81	162
Waivers off Client Plan <sup>3</sup>	11	21	23	44
New enrollments of employees not on Client Plan	13	26	58	118
Renewals	21	41	72	142
Pay for Performance Fee				
Annual Enrollment Assistance Fees (\$500 per enrollment)	\$12,000	\$23,500	\$40,500	\$81,000
Annual Renewal Fees (\$250 per renewal)	\$5,250	\$10,250	\$18,000	\$35,500
Projected Average Monthly fee	\$1,438	\$2,813	\$4,875	\$9,708
Projected Total Annual fees	\$17,250	\$33,750	\$58,500	\$116,500
Savings				
Year 1 Gross Savings	\$61,665	\$117,724	\$114,933	\$219,819
Year 1 Net Savings <sup>4</sup> (migrations + new hire enrollments pro rata - BeneStream fees)	\$44,415	\$83,974	\$56,433	\$103,319

<sup>1</sup>PEPY employer cost for Medicaid+CHIP (right column) is the average employer cost of adding children to an employee only or employee plus spouse plan in the CHIP only population segment, blended with the average PEPY for the Medicaid population segment.

<sup>2</sup>Assumes current work force screening in early months followed by ongoing new hires and renewals after current work force implementation.

<sup>3</sup>Waivers include new hires who avoid enrolling in the employer plan after enrollment into Medicaid or CHIP.

<sup>4</sup>Net savings does not include the value of renewals or enrollments of employees not on the employer plan that reduce risks and costs in future years. No value is attributed to the retention of employees assisted with enrollment or renewal.

# We use all methods to improve results :



# Why BeneStream Summary

- Greater employee health coverage with fewer employees enrolled in the company plan and more enrolled in public health programs.
- Reduced Adverse Selection Risks
- Improved Retention among those on public health insurance. Better compliance with prescription drug regimens with lower co-pays for those covered by public health insurance.
- Simple process and procedures tailored to your company. Enrollment experts to support your qualified employees
- Added-value optional services (CHIP and Medicaid/CHIP in lieu of COBRA)
- Performance-based pricing per enrollment at just a fraction of the cost of an employee on your plan

# Wrap Up

- Additional questions or thoughts?
- Next steps?
  - Evaluate roll out of BeneStream enrollment assistance to current workforce and new hires.

A census analysis shows projected new enrollments and renewals for different levels of employee participation based on average employer claims cost vs expected fees.  
And/or  
Review a draft agreement for COBRA alternative services (no census analysis required for COBRA outplacement solution)
- Decision making process
- Timelines associated with next steps