

# FOR YOUR Benefit

A PUBLICATION FOR THE CUSTOMERS OF TRUSTMARK'S GROUP DIVISION

November 2000

## Trustmark to Offer Ceridian's COBRA Administration as a Complimentary Service to Groups

As a value-added service to groups with 20 or more employees, beginning Jan. 1, 2001, Trustmark will add Ceridian Benefit Services' CobraServ COBRA administration service. This helpful service will assist you in fulfilling your obligations to employees or former employees who continue coverage under the Consolidated Omnibus Budget Reconciliation Act (COBRA).

According to Ceridian, nine out of 10 employers are unable to document and comply with the complexities and rigor demanded by COBRA. Court cases and settlements have cost employers millions of dollars and recently released final regulations complicate matters further. CobraServ offers a solution for insurers and employers who face significant administrative, legal and financial burdens in light of these regulations.

Under COBRA, an employee or qualified dependent who loses health care coverage under an employer's health care plan due to a qualifying event has the right to continue coverage at his or her own expense for a period of up to 18 or 36 months. Since the enactment of COBRA, and subsequent legislative amendments and interpretations by various court cases, the IRS had offered only proposed guidance on how to interpret and administer the law. But in January 2000, final regulations went into effect.

The addition of CobraServ will:

- Allow Trustmark to offer this complimentary service to all fully insured, Flex ASO and Minimum Premium groups with 20 or more employees. The service will be optional for non-Flex Administrative Service Only (ASO) groups for an additional charge.
- Simplify COBRA and lessen your administrative burden.
- Reduce your legal liability.
- Save money due to lower claims costs.

Additionally, Trustmark will be making Ceridian's Section 125 administration services available to its groups as well. Section 125 of the Internal Revenue Code allows employers and employees to pay for unpaid medical expenses with pre-tax dollars through a Flexible Spending Account or Premium Only Plan. Ceridian, which offers three Section 125 solutions, will help make sure you comply with IRS regulations through proper documentation, summary plan descriptions, reporting, discrimination testing and filings.

Ceridian Benefit Services is a division of Ceridian Corp., a Minneapolis-based company that provides benefits administration, retirement planning and human resource management services to the business community through health insurance carriers. CobraServ is the oldest and largest independent COBRA compliance service center in the nation, serving more than 30,000 employers nationwide.

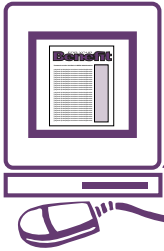
For more information about CobraServ, contact your Trustmark sales representative.

### Use a Handy CD-ROM or Diskette to Download PHCS Network Directories



Would you like to print out copies of the Private Healthcare Systems, Inc. (PHCS) network provider list whenever you want to? Would you like to make the directory available through your company Intranet so employees can easily find a local doctor or hospital within the network? Trustmark now makes it possible with its new option of CD-ROMs or diskettes that contain lists of area providers which belong the PHCS network. The CD-ROM or diskette can be opened on your computer or downloaded on your network drive so your entire company can access the information. To receive a CD-ROM or diskette as an alternative to hard copy directories, contact your Trustmark representative.

## For Your Benefit Newsletter on Trustmark's Website



If you need additional copies of the latest or back issues of *For Your Benefit* newsletter, visit

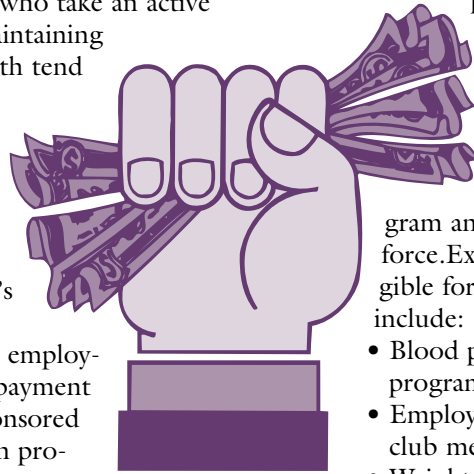
Trustmark's Group website [www.trustmarkinsurance.com/group](http://www.trustmarkinsurance.com/group), click the "Employers" section and then click the "For Your Benefit Newsletter" hyperlink. Choose from a list of dated issues and pages will appear which are printable on your color or black-and-white laser printer.

## Trustmark Enhances Lifetime Maximum Benefit

In response to today's rising costs for healthcare, particularly for catastrophic illnesses and transplants, Trustmark will introduce a \$5 million lifetime benefit maximum for insureds. Trustmark will raise the lifetime medical expense maximum for OpenAccess and PPO plans to \$5 million for in-network charges, effective January 1, 2001 (upon state approvals). Previously, the lifetime maximum for in-and-out-of-network medical expenses was \$2 million. The lifetime maximum will remain at \$2 million for the Indemnity Plan and out-of-network OpenAccess and PPO expenses. Contact your Trustmark representative to find out if your state is approved for this benefit.

# Trustmark's Wellness Incentive Program Can Save You Money

Employees who take an active role in maintaining good health tend to incur fewer medical expenses. Recognizing the positive impact healthy employees can have on a group's claim costs, Trustmark offers employers an incentive payment for employer-sponsored health promotion programs through Trustmark's Wellness Incentive Program.



premium or 25 percent of the cost of the employer's wellness program, whichever is less. The payment will be repeated annually if the program and contract remain in force. Examples of programs eligible for the incentive payment include:

- Blood pressure control programs
- Employer purchased health club memberships
- Weight reduction programs
- Smoking cessation programs
- Exercise programs
- Health risk analysis programs

Employers involved in a Trustmark-approved wellness program will receive an incentive payment of 3 percent of the annual medical plan

For more information about Trustmark's Wellness Incentive Program, contact your Trustmark representative.

## When Employees Enroll Late

An employee marries, but waits to enroll his or her new spouse after the 31-day grace period. Or an employee's spouse who was covered under another group plan loses a job and needs to be enrolled under your company's group plan. These are examples of late enrollment, which requires a special form to be filled out before coverage goes into effect.

Now it's easy to find the form on Trustmark's Group website by visiting

[www.trustmarkinsurance.com/group](http://www.trustmarkinsurance.com/group). Click to the "Employers" section, go to "Administration Forms" and click on "Supplemental Enrollment Forms." You will be prompted to indicate which state your business is located. You can then pick the PDF version of form you need. The form will either immediately appear or can be downloaded on your computer. Simply print out the form on your computer printer, fill it out, get the employee's signature and mail it to Trustmark's Group Premium Department.

*For Your Benefit* is a bi-monthly newsletter for Trustmark group policyholders and producers. It presents the latest information about your contract and benefits, wellness topics and healthcare issues. Open the newsletter and post the inside wellness section for your employees.

Trustmark Insurance Company • 400 Field Drive • Lake Forest, Illinois 60045  
Visit our website—[www.trustmarkinsurance.com/group](http://www.trustmarkinsurance.com/group)