BeneFits from Anthem Blue Cross
Small business solutions. A package that fits.

Employer Application

anthem.com/ca

BeneFits is a package of plans designed to help small businesses offer coverage for a range of unique needs. Included are health plans and options for dental, life and vision coverage. Health care plans offered by Anthem Blue Cross. Insurance plans offered by Anthem Blue Cross Life and Health Insurance Company.

From Anthem Blue Cross Life and Health Insurance Company:

Hospital BeneFits	Hospitalization only benefits
Hospital BeneFits Plus	Hospitalization plus limited doctor visit benefits
Hospital BeneFits Preferred	Hospitalization and limited doctor visit, dental & vision benefits
PPO $35 Copay GenRx	Comprehensive PPO coverage with generic-only drug benefits
Lumenos HSA 3000 (100/70)	Health Savings Account (HSA-Compatible)

For Lumenos plans: Will Employer establish a Health Savings Account with Anthem banking partner? ☐ ***Yes*** ☐ ***No***

*Other:*________________________________

From Anthem Blue Cross:

Select $25 HMO	Comprehensive HMO coverage

*Other:*________________________________

Please complete using black ink/type and return to your Anthem Blue Cross agent.

1. Please tell us about your company:

Company Name			Group No. *(For existing groups)*
Street Address	City	State	ZIP Code
Billing Address	City	State	ZIP Code
Employer is: ☐ Corporation ☐ Partnership ☐ Sole proprietorship ☐ LLC ☐ Other *(Explain)*:	SIC Code	Type of Business *(Be specific)*	
Date Business Established *(Mo/Yr)*	Company Contact Person	Phone No. ( )	Fax No. ( )
Has company been insured by Anthem Blue Cross in the last 12 months? ☐ Yes ☐ No If yes, date prior Anthem Blue Cross coverage terminated: / /	E-mail Address	Federal Tax ID No.	

2. How much will you contribute to employee/dependent monthly premiums?

Employee contribution – *please fill in one option or the other, not both:*

$ _________ ($50 or more, in $5 increments) **OR** _________% (25% or more, in 5% increments)

Employees' dependent's contribution *(optional) – please fill in one option or the other, or leave blank if not applicable:*

$ _________ ($50 or more, in $5 increments) **OR** _________% (25% or more, in 5% increments)

3. Would you like to offer Dental coverage?

Please check one or two choices below if you would like to add dental coverage. (note: the **Hospital BeneFits Preferred** plan includes dental coverage).

☐ Dental Blue BeneFits from Anthem Blue Cross Life and Health Insurance Company
☐ Dental Net from Anthem Blue Cross
☐ Other__________

If you are adding dental coverage, please specify percentage of employer contribution to monthly premiums:

Employee Dental: ____ % (50% or more in 5% increments)

Dependent Dental: ____ % (no minimum requirement)

4. Vision Coverage Preferences - what plan choice and payment percentage would you like to select?

Please check one or both choices if you would like to add vision coverage. (Note: the **Hospital BeneFits Preferred** plan includes vision coverage)

4a. I choose to offer (vision coverage offered by **Anthem Blue Cross Life and Health Insurance Company**): ☐ Blue View Vision AND/OR ☐ Blue View Plus

4b. My employee contribution will be (25%-100%): ________% per employer________% per dependent

Health care plans provided by Anthem Blue Cross. Insurance plans provided by Anthem Blue Cross Life and Health Insurance Company. Anthem Blue Cross is the trade name of Blue Cross of California. Independent licensees of the Blue Cross Association.®ANTHEM is a registered trademark. ®The Blue Cross name and symbol are registered marks of the Blue Cross Association.

5. Do you want to offer Life coverage? *[Add $25,000 or more of Life coverage and your group may qualify for 1% medical premium savings!]*

☐ Yes ☐ No

offered by Anthem Blue Cross Life and Health Insurance Company

If Yes:

Please specify the amount, from $15,000 to $50,000 in $5,000 increments: $____________

Please specify employer contribution (25% or more, in 5% increments): Employee Life: ______%

6. Do you want to enroll in P.O.P.?

☐ Yes ☐ No

Premium Only Plan (POP) is a payroll administration service [offered by Ceridian Benefit Services, Inc. (an independent company not affiliated with Anthem Blue Cross)] that helps companies receive IRS Section 125 tax advantages.

The first year is FREE if your group has 5+ enrolling members; otherwise the cost per year is $125. Please read the P.O.P. brochure for complete details. If you choose to enroll please complete the enrollment form, provide a separate check (if applicable), and submit along with this application.

7. What is your requested effective date?

_____ / _____ / _____ Actual effective date will be assigned if application is accepted.

8. Please tell us about your group's eligibility:

A. Total number of employees (including owners/officers): ____________

B. Number of eligible full-time employees (minimum 30 hours per week): ____________

C. Are part-time employees to be covered? ☐ Yes ☐ No

If yes, check one option:

☐ 20-29 hours weekly
☐ 15-29 hours weekly

D. Are all eligible employees subject to withholding as on a W-2 form? ☐ Yes ☐ No

If no, please explain:

____

E. Number of eligible **ENROLLING** employees: ____________

F. Number of eligible employees **DECLINING** coverage: ____________

G. Number of **INELIGIBLE** employees: ____________

Reason for ineligibility:

____

H. Is this group a class carve-out? ☐ Yes ☐ No
If yes, state class of employees to be covered:

____

I. Probationary period/waiting period for new employees:

☐ 1st of month after hire date
☐ 1 month ☐ 4 months
☐ 2 months ☐ 5 months
☐ 3 months ☐ 6 months

J. Do you wish to offer coverage for opposite sex domestic partners* under the age of 62 years? ☐ Yes ☐ No

K. Under TEFRA/DEFRA; which one applies for your group?

☐ Medicare is primary (less than 20)
☐ Anthem Blue Cross is primary (20+)

Medicare is primary coverage for groups with less than 20 employees; Anthem Blue Cross is primary coverage for groups with 20+ employees (based on total number of employees during 50% of the working days in previous calendar year).

L. Is your group currently subject to Cal-COBRA? ☐ Yes ☐ No

(Employed 2-19 eligible employees on at least 50% of its working days in the previous calendar year; or if not in business during any part of the previous calendar year employed 2-19 eligible employees on at least 50% of its working days during the previous calendar quarter; and not subject to COBRA)

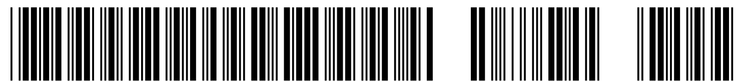
M. Is your group currently subject to COBRA and Cal-COBRA? ☐ Yes ☐ No

(Employed 20 or more total employees on at least 50% of the working days in the previous calendar year)

N. Is your group subject to the Family Medical Leave Act of 1993? ☐ Yes ☐ No
(50 or more total employees)

If yes to questions L, M, or N, please complete Cal-COBRA/COBRA/FMLA questionnaire on page 4.

** Anthem Blue Cross complies with State law requiring it to cover spouses and qualified registered domestic partners including dependents to the same extent and subject to the same terms and conditions as a spouse. To be an eligible domestic partner one must be a domestic partner registered under a valid Declaration of Domestic Partnership filed with the California Secretary of State, or an equivalent document in accordance with the laws of another jurisdiction recognizing the creation of domestic partnership.*



9. Please tell us if your group has had coverage within 90 days of this application's signature date:

Will this plan replace current: If yes, current carrier is: Proposed termination date is:

Medical Coverage? ☐ Yes ☐ No ______________________________ ______ / _______ / _______

Dental Coverage? ☐ Yes ☐ No ______________________________ ______ / _______ / _______

10. What about employee Leave of Absence at your firm?

A. Medical: number of months employees are eligible to continue group coverage while on an employer-approved temporary medical leave of absence (maximum 6 months).

☐ None
☐ 1 Month ☐ 4 Months
☐ 2 Months ☐ 5 Months
☐ 3 Months ☐ 6 Months

B. Personal: number of months employees are eligible to continue group coverage while on an employer-approved temporary personal leave of absence (maximum 3 months).

☐ None ☐ 2 Months
☐ 1 Month ☐ 3 Months

11. To your knowledge, is anyone to be covered unable to work due to injury or illness?

☐ Yes ☐ No

If yes:
Name(s)______________________________ Anticipated return date(s): ______________

12. Please tell us about your Workers' Compensation coverage:

Current carrier: ______________________________ Next renewal date: ______________ *(mm/dd/yy)*

Please list the name and job title for any medically enrolling employee under the Anthem Blue Cross coverage who is not an employee for the purpose of Workers' Compensation law or similar legislation (see the definition provided below):

Name:	Job Title:	Exempt per definition below?
______________	______________	☐ Yes ☐ No
______________	______________	☐ Yes ☐ No
______________	______________	☐ Yes ☐ No

Definition: Under California Labor Code Section 3351, partners, corporate officers and members of boards of directors are employees for Workers' Compensation purposes except under limited circumstances. In order for individuals holding the above-mentioned positions to fall outside the Workers' Compensation laws, they must be shareholders of the corporation, and all stock of the corporation must be held by persons who are either officers or members of the board of directors of the corporation.

13. Cal-COBRA/COBRA/FMLA Questionnaire - please complete this page if any "Yes" answers to L, M or N in Section 8

Cal-COBRA: California law requires employers with 2-19 eligible qualified employees to extend health coverage programs to former employees spouses (widowed/divorced), and their dependents when a qualifying event occurs.

COBRA: The Federal Consolidated Omnibus Budget Reconciliation Act (COBRA) requires most employers with 20 or more total employees to extend health coverage programs to former employees, spouses (widowed/divorced), and their dependents when a qualifying event occurs, unless the former employee, spouse or dependent was not eligible for continuation of coverage prior to January 1, 2005.

FMLA: The Family and Medical Leave Act of 1993 requires groups with 50 or more employees to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons.

A. Cal-COBRA and COBRA:
Complete for each employee or family member currently on Cal-COBRA or COBRA.

Name	Birth Date	Social Security or ID No.	Type	Qualifying Event	
				Description	Date
			☐ Cal-COBRA ☐ COBRA		
			☐ Cal-COBRA ☐ COBRA		
			☐ Cal-COBRA ☐ COBRA		

B. Cal-COBRA: Complete for each employee terminated in the last 60 days who has had a qualifying event.
COBRA: Complete for each employee terminated in the last 90 days who has had a qualifying event.

1.

Name	Social Security or ID No.	☐ Cal-COBRA ☐ COBRA	If terminated, what date?

If qualifying event, please describe:

To the best of your knowledge, will this employee/dependent exercise their Cal-COBRA option? ☐ Yes ☐ No
Is this employee/dependent presently disabled? ☐ Yes ☐ No
If yes, disabling condition: ______________________

2.

Name	Social Security or ID No.	☐ Cal-COBRA ☐ COBRA	If terminated, what date?

If qualifying event, please describe:

To the best of your knowledge, will this employee/dependent exercise their Cal-COBRA option? ☐ Yes ☐ No
Is this employee/dependent presently disabled? ☐ Yes ☐ No
If yes, disabling condition: ______________________

C. FMLA: Complete for each employee on family or medical leave.

1.

Name	Social Security or ID No.	Beginning date of leave

To the best of your knowledge, will this employee return to work? ☐ Yes ☐ No
If no, is this employee presently disabled? ☐ Yes ☐ No
If yes, disabling condition: ______________________
To the best of your knowledge, will this employee/dependent exercise their Cal-COBRA option? ☐ Yes ☐ No

2.

Name	Social Security or ID No.	Beginning date of leave

To the best of your knowledge, will this employee return to work? ☐ Yes ☐ No
If no, is this employee presently disabled? ☐ Yes ☐ No
If yes, disabling condition: ______________________
To the best of your knowledge, will this employee/dependent exercise their Cal-COBRA option? ☐ Yes ☐ No

Signature of Company Official	Title	Company Name	Date

If additional space is needed to include all applicable employees, please use a photocopy of this page.

14. This section is important to protect you as a small group employer:

Please check the box that applies:

- ☐ We, the employer, as administrator of an Employee Welfare Benefit Plan under ERISA (Employee Retirement Income Security Act of 1974), apply to obtain the coverage indicated. We understand that any dispute involving an adverse benefit decision may be subject to voluntary binding arbitration only after the ERISA appeals procedure has been completed.
- ☐ We, the employer, as administrator of an Employee Welfare Benefit Plan which is a church plan or governmental plan as defined under ERISA (Employee Retirement Income Security Act of 1974) and therefore not subject to ERISA, apply to obtain the coverage indicated.

To the best of our knowledge and belief, all information on this application is true and complete, and Anthem Blue Cross and/or Anthem Blue Cross Life and Health Insurance Company may rely on this application in deciding whether to provide coverage. If the application is not complete, Anthem Blue Cross and/or Anthem Blue Cross Life and Health Insurance Company reserve(s) the right to reject it and notify us in writing. We understand and agree that no coverage will be effective before the date determined by Anthem Blue Cross and/or Anthem Blue Cross Life and Health Insurance Company, and that such coverage will be effective only if we have paid our first month's premium and this application is accepted. We understand that the premium rates calculated for the employer are contingent on the accuracy of eligibility data submitted on employees and covered dependents to Anthem Blue Cross and/or Anthem Blue Cross Life and Health Insurance Company. Any misstatements on the employees' applications or failure to report new medical information prior to the employee's effective dates may result in a material change to the group's coverage or premium rates as of the effective date of the group coverage. We further understand and agree that we should keep prior coverage in force until notified of acceptance in writing by Anthem Blue Cross and/or Anthem Blue Cross Life and Health Insurance Company and that no agent has the right to accept this application or bind coverage. If this application is accepted, it becomes a part of our contract with Anthem Blue Cross and/or Anthem Blue Cross Life and Health Insurance Company.

If a subscriber or covered dependent of a subscriber fails to elect coverage during the initial enrollment period, and then later decides to elect coverage, Anthem Blue Cross and/or Anthem Blue Cross Life and Health Insurance Company may impose an exclusion from coverage for a twelve (12) month period as well as a six (6) month pre-existing condition exclusion.

HIV TESTING PROHIBITED: California law prohibits an HIV test from being required or used by health insurance companies as a condition of obtaining health insurance.

Please Read Carefully - Signature Required

REQUIREMENT FOR BINDING ARBITRATION

We understand that if our coverage is provided pursuant to an employer-sponsored benefit plan that is exempt from Employee Retirement Income Security Act of 1974 (ERISA) or if we have a dispute that is not governed by ERISA that we will be subject to the following binding arbitration proceeding.

The following provision does not apply to class actions:

IF YOU ARE APPLYING FOR COVERAGE, PLEASE NOTE THAT ANTHEM BLUE CROSS AND ANTHEM BLUE CROSS LIFE AND HEALTH INSURANCE COMPANY REQUIRE BINDING ARBITRATION TO SETTLE ALL DISPUTES INCLUDING BUT NOT LIMITED TO DISPUTES RELATING TO THE DELIVERY OF SERVICE UNDER THE PLAN/POLICY OR ANY OTHER ISSUES RELATED TO THE PLAN/POLICY AND CLAIMS OF MEDICAL MALPRACTICE, IF THE AMOUNT IN DISPUTE EXCEEDS THE JURISDICTIONAL LIMIT OF SMALL CLAIMS COURT. ***It is understood that any dispute including disputes relating to the delivery of services under the plan/policy or any other issues related to the plan/policy, including any dispute as to medical malpractice, that is as to whether any medical services rendered under this contract were unnecessary or unauthorized or were improperly, negligently or incompetently rendered, will be determined by submission to arbitration as provided by California law, and not by a lawsuit or resort to court process except as California law provides for judicial review of arbitration proceedings. Both parties to this contract, by entering into it, are giving up their constitutional right to have any such dispute decided in a court of law before a jury, and instead are accepting the use of arbitration.*** **THIS MEANS THAT YOU AND ANTHEM BLUE CROSS AND/OR ANTHEM BLUE CROSS LIFE AND HEALTH INSURANCE COMPANY ARE WAIVING THE RIGHT TO A JURY TRIAL FOR BOTH MEDICAL MALPRACTICE CLAIMS, AND ANY OTHER DISPUTES INCLUDING DISPUTES RELATING TO THE DELIVERY OF SERVICE UNDER THE PLAN/POLICY OR ANY OTHER ISSUES RELATED TO THE PLAN/POLICY.**

Signature of Company Officer *(Required)* X	Name of Company Officer *(Please print)*
Title of Company Officer	Date *(MM/DD/YY)*

15. Please ask your agent to complete the following:

I hereby certify:

- that I am not aware of any information not disclosed in this application by the client which may have bearing on this risk;
- that I have advised the client not to terminate any existing coverage until receiving written notification from Anthem Blue Cross and/or Anthem Blue Cross Life and Health Insurance Company, that the coverage being applied for by this application is accepted.

WRITING AGENT	%
Name	
Agent/Agency ID No.	
Sub-Agent ID No. *(if different)*	
Address	
City, State, ZIP	
Phone	
Fax	
E-mail address	
Signature	
Date	

SECOND WRITING AGENT	%
Name	
Agent/Agency ID No.	
Sub-Agent ID No. *(if different)*	
Address	
City, State, ZIP	
Phone	
Fax	
E-mail address	
Signature	
Date	

FOR GENERAL AGENT USE ONLY	
General Agent Name	Agent ID No.
Address	City, State, ZIP

Send Administration Kit to: ☐ Agent ☐ Group

Small Group Services
Anthem Blue Cross
P.O. Box 9042
Oxnard, CA 93031-9042
anthem.com/ca