



Frequently Asked Questions

What is the COSE Health and Wellness Trust?

The COSE Health and Wellness Trust (the COSE Trust) is a new way to cover your employees' health benefits with some great financial benefits for you. It's a self-funded, multiple employer health benefit plan for COSE member companies and designed with small business needs in mind. It was exclusively developed by COSE and the Greater Cleveland Partnership to help its small business members and their employees with the increasing cost of healthcare benefits. You might know these plans as MEWAs, Multiple Employer Welfare Arrangements.

Who can apply?

Any COSE member company in good standing with up to 50 employees may apply. If you are already a member of the current COSE health insurance program, this may be a great option for you. Sole proprietors with no employees are also eligible to apply.

What's the advantage of using the COSE Trust for my group's health coverage?

The COSE Trust was designed to better manage your healthcare benefits cost and provide benefit plans that may be a better fit for small business owners and their employees. Because the COSE Trust is a self-funded plan, it has many benefits, including the ability to design plan and deductible options, and keep costs low since MEWAs are not subject to some of the Affordable Care Act's (ACA) mandated benefits and taxes. This plan also allows the cost of your benefits to better reflect the unique health of you and your employees, recognizing that a healthier team should create a better benefits cost outcome. Plus, all COSE Trust benefit options are tied to the same Medical Mutual network of doctors and hospitals that COSE members have accessed for years. And, because we have arranged to have Medical Mutual administer these benefits, your employees will still have access to Medical Mutual's Customer Care team. In addition, we know that the security of your data and information is important. So, as an additional benefit, the COSE Trust also offers identity theft resolution services coverage and remediation services at no additional cost.

What are the advantages of a self-funded plan?

There are several reasons why COSE is offering this self-funded option:

- The COSE Trust offers rate stability, the flexibility of benefit options and recognition of preferred health status. Employees can choose from many benefit plan options, including Health Savings Accounts (HSAs) and Health Reimbursement Accounts (HRAs), with varying deductibles and coinsurance.
- The COSE Trust may be less expensive for your group than similar ACA plans.
- The COSE Trust is not subject to some state health insurance regulations/benefit mandates, as self-funded health plans are regulated under federal law (ERISA). Therefore, the benefit options may be less expensive.
- While your group will be rated by your medical history, your disclosed pre-existing conditions will still be covered.

How will my group funding rates be determined?

Unlike ACA rates that are solely determined by age, location, family size and smoker status, your group rates will be based on additional factors, such as medical history and gender. This expanded criteria for pricing your benefits allow us to better tailor the costs to the unique characteristics of your group, recognizing the preferred health status that you may have.

Your rates will also include all fixed components such as administrative fees and stop-loss premium (a form of protection against excessive claims for your group and the overall COSE Trust) and will be billed on a monthly basis.

How is the COSE Trust regulated and protected?

The COSE Trust is regulated by the Ohio Department of Insurance (ODI). These state regulators monitor the COSE Trust to ensure appropriate surplus is available to cover unforeseen risk and protect its solvency. The COSE Trust also maintains stop-loss insurance coverage to provide additional protection to plan participants. Rest assured that the COSE Trust is closely monitored by the Internal Revenue Service, the Department of Labor and the ODI.

How will I be billed?

Payment of healthcare funding rates will be required monthly. In an effort to keep our administrative costs as low as possible, the preferred and most efficient method is through an electronic funds transfer (EFT). By choosing EFT, your monthly payment will be automatically withdrawn from your bank account. If you choose to receive a paper copy of your bill, a \$25 monthly administrative fee will be charged prior to the billing month. Remittance will be due on the [insert date] of every month.

If you want the convenience of EFT, simply complete the automatic withdraw form and include it with your application(s). We highly recommend this payment option and the savings that will come with it.

How do these plans comply with the ACA?

Although self-funded plans are exempt from many ACA requirements, the COSE Trust covers ACA-compliant Essential Health Benefits with the exception of pediatric dental.

Who can I contact for more information about plans or to get a quote?

For more information or to get a quote, please contact your broker or call (440) 878-5930. You can also email questions to COSEbenefits@medmutual.com.