

COSE Benefit Plan

Frequently Asked Questions

What is the COSE Benefit Plan?

The COSE Benefit Plan is a multiple employer welfare arrangement (MEWA) designed for small businesses with one to 50 employees including sole proprietors and self-employed individuals. It provides a cost-effective solution for delivering employee health benefits. Developed collaboratively by the Council of Smaller Enterprises (COSE) and administered by Medical Mutual, the plan aims to assist small businesses and their employees in managing increasing healthcare expenses.

Who can apply?

To enroll in the COSE Benefit Plan, you must be a member of the Greater Cleveland Partnership's COSE and have 50 or fewer employees. Sole proprietors and self-employed individuals are also eligible. Depending on your Ohio location, you may join through an affiliate chamber. **To see if you are in an affiliate chamber region, view our map at COSEBenefitPlan.com/ChamberMap.**

What are the benefits of using the COSE Benefit Plan?

The COSE Benefit Plan was created to manage healthcare costs and offer plans tailored to small businesses and their employees. As a self-funded plan, it offers several benefits:

- **Design Flexibility & Cost Control:** Customize plan and deductible options while keeping costs low since MEWAs aren't subject to some ACA mandates and taxes.
- **Reflective Cost Structure:** Benefits costs align with the unique health of you and your employees, rewarding healthier teams with better cost outcomes.
- **Network Access:** All plan options use the established Medical Mutual network of doctors and hospitals familiar to COSE members.
- **Customer Support:** Medical Mutual administers these benefits, providing employees with access to their Customer Care team.
- **Data Security:** Offers identity theft resolution services and remediation at no additional cost, ensuring your data's security.

What are the advantages of a self-funded plan?

A self-funded plan offers several benefits to small business owners:

- **Rate Stability & Flexibility:** Enjoy stable rates, flexible benefit options, and recognition of preferred health status.
- **Diverse Plan Choices:** Employees can select from various plans, including HSAs, HRAs, and Narrow Network (HMO) plans with different deductibles and coinsurance.
- **Cost Efficiency:** The COSE Benefit Plan may be cheaper than similar ACA plans as it considers unique employee criteria, like medical history.
- **Coverage for Pre-existing Conditions:** Even with rating based on medical history, disclosed pre-existing conditions are still covered.

How will my group funding rates be determined?

Your group rates will be based on more than just age, location, family size, and smoker status. Additional factors include:

- **Medical History & Gender:** Rates consider these criteria, allowing costs to reflect your group's unique characteristics and preferred health status.
- **Fixed Components:** : Rates include administrative fees and stop-loss premiums, providing protection against excessive claims.
- **Monthly Billing:** Costs are straightforward and billed monthly.

How is the COSE Benefit Plan regulated and protected?

The COSE Benefit Plan is regulated by the Ohio Department of Insurance (ODI), ensuring adequate surplus to cover risks and protect solvency. It also includes stop-loss insurance for added protection. The plan's stability is monitored by the Internal Revenue Service, the Department of Labor, and the ODI.

How will I be billed?

Healthcare funding payments are due monthly. We recommend using electronic funds transfer (EFT) for efficiency and cost savings. You can set up automatic withdrawals via ACH or pay electronically through Medical Mutual's EmployerLink. A \$25 monthly fee applies for paper billing. To set up EFT, complete the automatic withdrawal form and include it with your application.

Do these plans comply with the ACA?

Yes, these plans comply with all applicable ACA mandates for self-funded plans and state MEWA requirements. They cover ACA-compliant Essential Health Benefits, except pediatric dental coverage.

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

For more information or to get a quote, contact your broker or the COSE Benefits team at Medical Mutual at 800-676-0852. You can also email questions to COSEBenefits@MedMutual.com.