



# Averill Anderson, LLC

## -Employer Benefit Solutions-

*Fall 2019*

At Averill Anderson, LLC we believe that many of the traditional approaches to employee benefits can no longer achieve the needed results, and that through the restructuring of benefit plan designs, all employers, both large and small, can achieve significant savings. Averill Anderson, LLC is a fully licensed TPA and independent insurance agency specializing in group health plans.



### Office hours:

**Monday-Thursday:**

7:30a.m-4p.m

**Friday:**

7:30a.m -2 p.m.

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[www.averillanderson.com](http://www.averillanderson.com)

### **Enrollments**

An HRA enrollment form is required for all new hires or dependent additions to a plan. Please be sure to indicate the effective date for the coverage to begin. As the employer we do ask that you review each form before submitting to make sure it is completed in its entirety. Any form that is incomplete or illegible will be delayed until all information is complete.

### **Terminations**

To avoid a claim being processed after a termination date, the termination date on the termination form should reflect when the employee should be terminated from the plan. Not all plan types are the same, so when submitting a termination form please be sure to list the last date of coverage (end of the month, date of termination, etc.).

### **Helpful Reminders**

Returned mail does delay the reimbursement process and we do receive returned mail throughout the year. If you have an employee who has an address change please notify us – a simple email will suffice!

If you are unsure of your group's eligibility and waiting periods please contact your agent to clarify. Also please keep in mind, if we are administering your COBRA or FSA that the proper forms are completed. If you are unsure of the form please ask, we are here to help! We do try and provide all forms at your renewal each year, but are aware the being inundated at the renewal can be overwhelming.

Attached to this newsletter please find generic enrollment and termination forms. These forms are also listed on our website [www.averillanderson.com](http://www.averillanderson.com)

**Every month you will receive a participant list, please review it for accuracy!**

### **Are your medical bills hiding anything- take a closer look before you make a payment**

After repeated unsuccessful attempts, a family was able to finally welcome their new baby girl into the world. When the family got the medical bills in the mail they didn't just blindly pay it, they requested to have an itemized bill. To the families shock the itemized bill showed that they were being charged for two circumcisions-for a girl.

This is the perfect example of why all bills need to be audited and benefits advisors need to educate their clients on the value of audits.

## Something to think about...

According to United Health Group, new data on avoidable ER visits total an average of \$32 billion in health care spending each year. They also found these findings:

**\$2,032** average cost of a hospital ER visit

**\$1,069** Facility fees paid for each hospital ER visit

**\$167** cost to visit a physician's office

**10x** The difference between paying for lab work at an ER (\$335) versus a physician (\$31)



## 4<sup>th</sup> Quarter Approach

The craziness of 4<sup>th</sup> Quarter is just around the corner. Please keep in mind that our work volumes are higher during this time. We will make every effort to meet deadline requests; however, we cannot make any guarantees. We would like to ask that you take the time now to review your plan materials, enrollments and claims for any potential questions.

Please remind your employees to submit any claims as they are received rather than holding on to them and submitting at one time. This will ensure that claims are processed in a timely manner. Claims that are submitted all at one time may not be processed until workloads decrease at the beginning of the New Year.

### Gearing up for *trick or treat* sugar rush

Halloween is just around the corner, and if you have kids it is easy to sneak into their candy stash and take a chocolate bar or five. It is okay, we have all been there more than we would like to admit. Here are some tips to help you have a healthier Halloween.

#### *Hand out healthier treats:*

You don't have to buy those 250-count bags of sweets. Instead you can substitute that out for treats such as pretzels or crackers. If you want to hand out candy try and find some that are lower in saturated fat and sugar. You could also try and give out non-food fun. This is great for kids that have food allergies and cannot eat most candy bars. Passing out nonfood treats such as bouncy balls, bubbles, small toys are great substitutes to candy.

#### *Donate or sell the candy:*

After the night rush of dressing up and spooking the neighbors, and more candy eaten than their bellies can handle, you might be able to convince them to get rid of their stash for some cash! You can buy it back from them and donate the candy to a shelter, or even check with you local dentist's offices that buy back the Halloween candy.

### **From the Desk of:**

As we approach the 4<sup>th</sup> quarter of 2019, remember Averill Anderson can offer assistance in employee benefit communication especially considering all the complexities and benefit coverages involved. Recent trends in renewal rate increases (single digits) also offer the potential for adding ancillary coverages (dental, vision, life) in an effort to retain and attract employees in a very competitive job market. If you're not aware, Averill Anderson also offers Dental Reimbursement, Flexible Spending Account and COBRA administrative services.

New legislation coming in 2020 will allow for two additional HRA approaches focused on employers who currently do not offer a group sponsored health plan:

- ICHRA – Individual Coverage Health Reimbursement Account
- Excepted Benefits Health Reimbursement Account

These two new approaches merely reinforce the effectiveness of the HRA's Averill Anderson currently administers for groups of all sizes since the mid 1990's.

Legislation is still being interpreted/finalized and will require additional accounting/paperwork by employers. As always, we will keep you updated when additional information becomes available.

If you have any additional questions please don't hesitate to ask!

*-Tim Hussey*

Check out our Facebook page for weekly fascinating articles to read!



Have you seen our website updates yet?

<https://www.averillanderson.com/>