2022 VA SG Peak Season Playbook

#PowerOfWe



# Peak Season Readiness...How to Maximize the Power of WE

• When responding to a request for additional information, "Reply to All" with the answers needed on the **VACASETEAM** email.

Note: Do not go into the portal to upload information, just reply to the e-mail

• Total of 5 days for the group to pass compliance, if not, the group is expired and has to reapply for group coverage. Once the group is expired, it has to be completely re-uploaded by the broker and may need a new effective date.

Note: If additional time is needed, to avoid the group from expiring, respond with a timeframe for a follow-up

- Do not start the enrollment process until you have all the required documents. If you know you will not have everything by the deadline, contact sales for guidance.
- A group will not be approved if there is no active income, if the business is dormant (ineligible), or has all passive income (may be proven with additional documentation to support the owners are actively working full-time)
- New groups not meeting the minimum contribution and participation requirements may apply during the Federal Special Open Enrollment period (November 15 through December 15) for a January 1 effective date.
  - ✓ All documents must be signed and dated within this timeframe

Note: No exceptions to the Federal Special Open Enrollment deadline



# Let's Start a New Trend...Continuing to Maximize the Power of WE

#### **Top 5 Group Return Trends**

Tax or Payroll Discrepancies

Census Mismatch

Missing Wage & Tax

Member Enrollments Incomplete or Discrepancies

Missing Required Document(s)

#### How can we decrease these trends and increase the number of groups enrolled by their effective date?

- Verifying all of the following information prior to submitting a new group will ensure a strong peak season
  - ✓ The products indicated on the group application match the products listed on the quote
  - ✓ Tax documents are the most current available and quarterly wage reports reflect data from one of the two most recent quarters
  - ✓ All owners and all employees are listed on the Small Group Eligibility Form (SGEF)
  - ✓ The EIN number matches the Employer application tax ID number field.
  - ✓ All information, especially the SIC and ZIP Codes, listed on the group application matches the quote Note: This directly impacts the rates if the quote is not correct
  - ✓ All member information (including DOB) is correct and there are no typos
  - ✓ All required documents are included before submitting a new group



## New Group Checklist

We need ALL of the following information uploaded into the Broker Portal by the deadline for the 1st of the following month effective date

- Last quarter VA Employment Commission report (tax and wage report) of all employees (write in owners and new hires)-mark beside each person-Termed/PT/FT/Waiving/Enrolling.
  - **Note:** If a new company and is **NOT** a self-employed company, started in the past 3 months a Small Group Eligibility Form (SGEF) **and** IRS EIN letter are required **or** a payroll report from a payroll company (e.g., ADP). Additionally, if the payroll report does not contain the EIN, will also need the IRS EIN letter.
- For Sole Prop/Self Employed/Multiple owners/Owner Only-need 2021 Schedule C/F or K-1's (equal 100%) and SGEF.
- Enrollment Census must be filled out for all Full Time enrolling and waiving employees. The spreadsheet takes the place of applications and waivers.
- EFT information- complete all boxes
- Quote both, pdf and excel comparison
- Electronically answer the employer application questions in the portal when you enroll the group.



## **Enrollment Census Spreadsheet**

No more paper!!!!!! **Small Group Combined Enrollment Census** Always complete the "Group Information" **Enrollment Census** tab first for the best results. Group Information Plan Effective Date 12/01/2022 CLEAR OFFICE USE ONLY TAR **Group Name** Example INC Bill Entity 99999 Support Specialist Name Support Specialist Phone Number Type Vision Contract Code & Plans Name below: Type Medical contract Code & Plan name below: Agent/Broker Name 66ME-PT PPO 10/0%/3500 4D42-FS.A.10.25.200.200 Fake Name Agent/Broker Phone Number 555-555-5555 66NE-GD POS 1500/20%/6250 Field Legend New York manual key entry Life & Disability Plan Selections Wisconsin Type Dental Contract Code & Plan name below: 4E6N-ESSENTIAL ENHANCED VA-E69 ✓ Dental Welcome to the Small Group Enrollment Census Form - Virginia

**Step 1:** Complete everything that has \*

**Note:** Plan Effective Date should match what is quoted for the group and the Bill Entity will always be 999999

Step 2: Virginia

**Step 3:** Check the box for all products being purchased

**Step 4:** Copy/paste or type in the Anthem benefit contract code and plan name for each plan option (e.g., medical, vision, dental)

**Note:** Always put the contract code before the plan name or it will cause an issue with the member enrollments and will delay the group installment process

# Enrollment Census Spreadsheet (Cont'd)

**VA Small Group Combined** Always complete the "Use Enrollment Form" tab second for the best results. **Enrollment Cen** Group Enrollment Data Employee 987654321 Real Den/Vis other-parents plan Subscriber I Is Subscriber currently covered by addtional medical insurance? Waivers Use Enrollment Form Medical Plan Information | Dental Plan Information | Vision Plan Information Medical Coverage Effective Date: \* 12/01/2022 Import Data

**Note:** Make sure the names, dates of birth, socials, and benefit plans are listed on the subscriber spreadsheet.

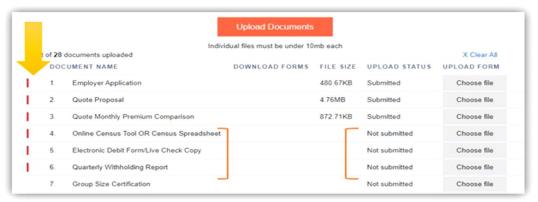
If you use the Online Census Enrollment spreadsheet (preferred method), input hours worked in the "Client Comment" column.

	MEDICARE				
	who is 65 or over and Medicare eligible.				
VISION PRODUCT NAME	MEDICARE HIB/HIC ID	MEDICARE PART A EFF DATE	MEDICARE PART B EFF DATE	CLIENT COMMENTS	ANTHEM COMMENTS
Auto populated	Alphanumeric	Date	Date		
				35 hours	

# How to Upload Your Group in the Producer Toolbox

Here is the "Skinny" on how to upload in your group in the Producer Toolbox

- 1. scan a copy of the EFT form or copy of the check and save it
- 2. scan together a copy of the taxes/VEC and/or signed small group eligibility form and save it
- 3. save the enrollment spreadsheet.
- 4. go to the quote in the portal and click on enroll a group (or create a new quote with exact sold information)
- 5. answer the employer ap questions online.
- 6. DocuSign as the broker
- 7. select online census
- 8. Because you electronically answered the questions- The Employer Application and quotes have already been "submitted" Something must show submitted in all rows that have a red dash in the front



- 9. Choose File to upload the copy of the EFT form or check
- 10. Choose File to upload the enrollment spreadsheet
- 11. Choose File to upload the taxes
- 12. click on "upload Documents" then scroll to the bottom and click on uploads complete.

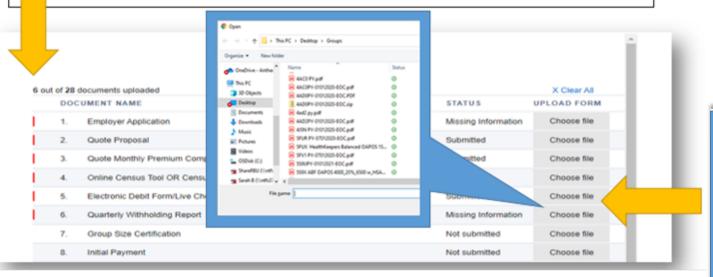
If you get stuck or want to jump on a quick tutorial call-let us know. We can walk you through it by phone or Webex screen share.

Make sure there is something submitted in all rows that have a red dash beside them.

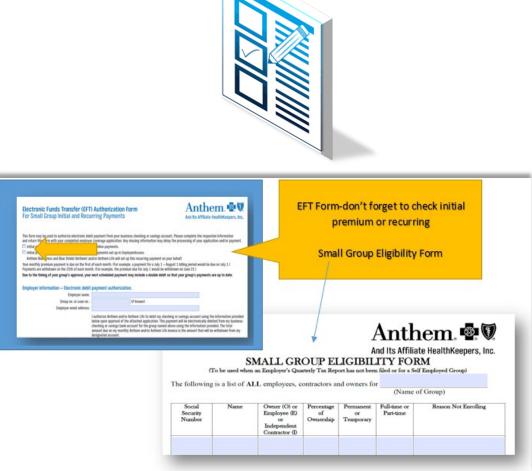


# Tips When Uploading Your Group in the Producer Toolbox

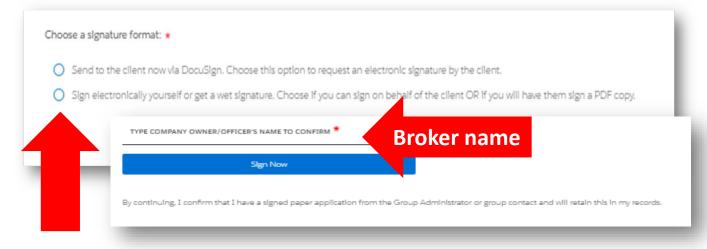
When you "Choose File" It will take you to your computer so you can "browse" your desk top. Go to the place that you saved your documents and double click or *Insert* the document. It will pull it into the Broker portal. Do this for census enrollment, EFT for and Quarterly Wages (taxes). Make sure there is something submitted in all rows that have a <u>red dash</u> beside them.



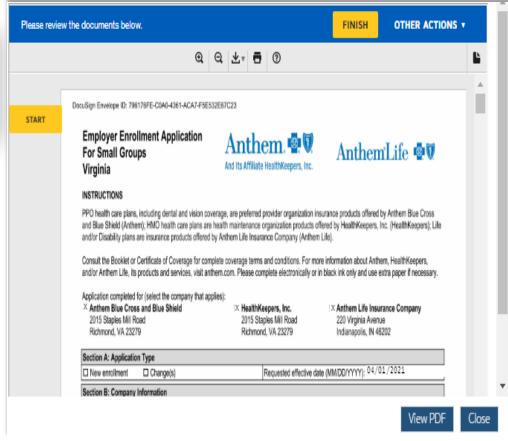
**Note:** Always use the most current version of the forms. If you need help locating it, just send your AE or AM an email for assistance.



# Tips When Uploading Your Group in the Producer Toolbox (Cont'd)



**Note:** You will sign electronically as the broker because you have a wet signature on the Employer Application. DO NOT SEND IT TO THE GROUP TO SIGN. You sign your name as the broker.



### Tax Forms

#### Newly in Business ACA Groups-in business LESS than 1 year

We will accept the Federal EIN Letter and the Small Group Eligibility Form:



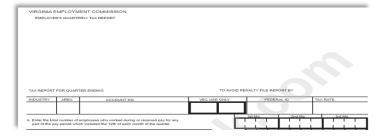


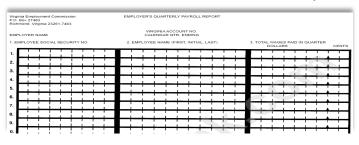
#### All Other ACA Groups-in business OVER 1 year





Note: \*Reference the most current Underwriting Guidelines to confirm which tax forms are required based on the type of company

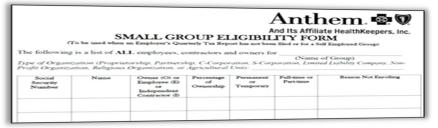




#### Religious and Nonprofit Organizations-in business LESS than 1 year

We will accept the 501 C 3 Determination Letter and the Small Group Eligibility Form:





#### Religious and Nonprofit Organizations-in business OVER 1 year

We need a 501 c 3 and a payroll showing state taxes withheld:



#### When the Federal EIN Letter is required to send with (not in place of) other taxes

- When submitting a Schedule C or F, if the business has been assigned a federal EIN, and line D is blank
- If the group only sends the employee listing page of the VEC and the EIN is missing
  - o It is usually on page 1 of the VEC but not always on page 2:



• If the group has submitted a payroll that does not have the EIN on it

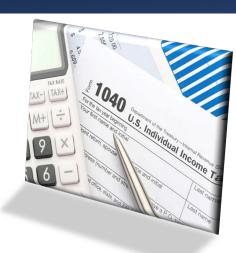
**Note:** Payrolls from PEOs (e.g., ADP, Gusto, Paychex) are acceptable as long as they list each employee, as are payrolls from religious or non-profit organizations that employ less than 4 people, otherwise a "homemade" payroll (e.g., a company sending us an excel spreadsheet) is not acceptable. If the group is not a non-profit or religious organization, has been in business for more than a year, and is an ACA group, we should be getting a VEC or owner's taxes, not a payroll.



#### **Self-Employed Groups**

We need one of the tax forms below with the Small Group Eligibility Form.

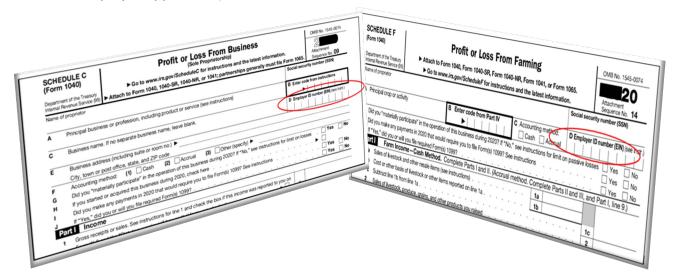
Group submitted between 10/16/22-01/24/23	Group submitted between 01/24/23-04/18/23	Group submitted between 04/19/23-10/16/24
Submit the owner's 2021 taxes with Small Group Eligibility Form	Submit the owner's 2021 taxes OR 2022 taxes. Small Group Eligibility Form required in either case.	Submit the owner's 2022 taxes or 2021 taxes with 2022 extension with the Small Group Eligibility Form

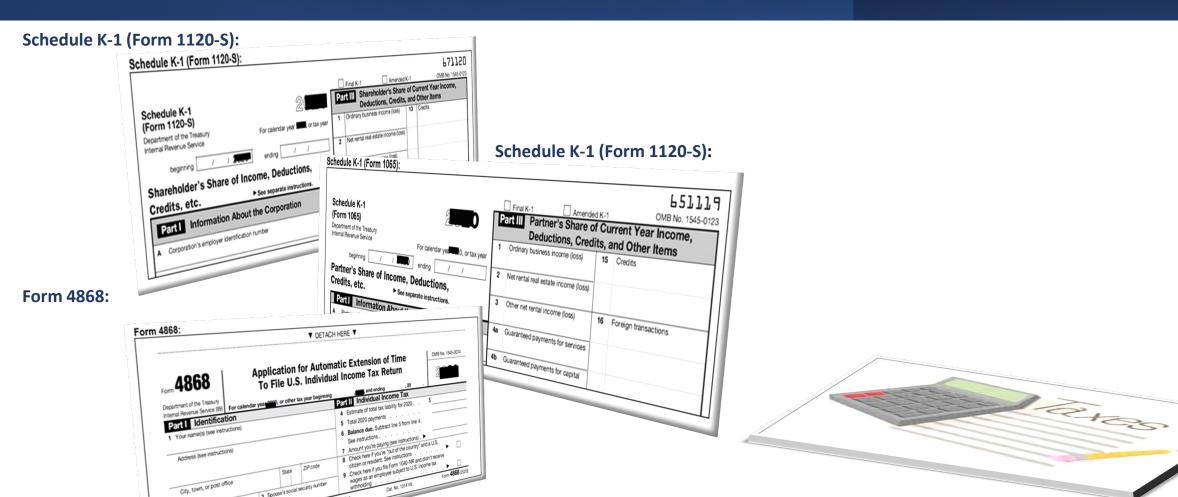


#### **Sample Tax Forms**

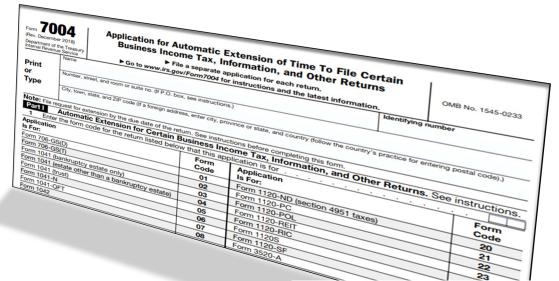
Schedule C and F (Form 1040):

**Note:** Look at line D. If the business has been assigned a federal EIN, and line D is blank, we will also need that Federal EIN Letter in addition to the tax form and the small group eligibility form. If the EIN is online D (must match the Employer Application) or if the business' EIN is the owner's SSN, and line D is blank, we will not need the EIN letter.





#### Form 7004:





#### Form 941:

Note: Can be used in place of the IRS letter to get a federal EIN confirmed but must include the VEC. Also, can be used in place of the 501 c 3 for non-profits or religious organizations but must include payroll with the employee information.

Form <b>941</b> for <b>20</b> (Rev. June 20 )	Employer's QUARTERLY Federal Tax R Department of the Treasury — Internal Revenue Service	eturn -
Employer identification number (EIN)  Name (not your trade name)	-	Report for (Check one.)  1: Janua  X 2: April.

950122

OMB No. 1545-0029

Report for this Quarter of 20 (Check one.)			
1: January, February, March			
X 2: April. Mav. June			

## Digital ID Cards

To make the most of our health plan benefits, encourage members to download their digital ID card. It works just like a printed ID card, but it's more convenient to use when you need care.

A digital ID card makes it easier for employees and benefit managers

- Members don't need to wait for the printed card to come in the mail
- The digital ID card is available sooner
- Benefits managers have fewer employees requesting ID cards

Using it is simple. Members can:

- Print a copy anytime
- Email or fax it right from their computer or mobile device to their providers
- Share right from the phone with family members and healthcare professionals
- Enlarge the view on your screen to read the details more easily

Signing up for the digital ID card just takes a few steps.

#### New members or members not registered:

- 1. Submit a valid email address on the eligibility file or member application
- 2. Upon enrollment an email is sent to the member with a unique token that allows them to register for member portal/ Sydney without their ID number
- 3. The link in the email goes directly to the site that will allow the member to create a username and password
- 4. They can access their ID card from the Home Screen, View Benefits & Find Care in their network
- 5. Optional: Members can go to Go to Profile and choose Mobile ID Cards under Communication Preferences, Select On, and the member will not receive future cards by mail

#### **Existing registered members:**

- 1. Log in to the Sydney Health mobile app or anthem.com
- 2. Access the ID card from the Home Screen
- 3. Optional: Go to Profile and choose Mobile ID Cards under Communication Preferences. Select On, and the member will no longer receive ID cards by mail

Note: Remind the members to be sure their profile includes the best email address to reach them so we can send important plan and ID card updates

### SG Submission Deadlines

### Peak Season New Group Submission Deadline Dates

December Effective Date: Monday November 7<sup>th</sup>

January Effective Date: Monday December 5<sup>th</sup>

#### Peak Season ABF Renewal Decision Deadline Dates

December Effective Date: Monday November 7<sup>th</sup>

January Effective Date: Monday December 5<sup>th</sup>



### FAQ

Q: Are ACA groups required to notify Anthem if renewing with mapped plans?

A: No additional steps are required for ACA groups, Anthem will automatically renew the group into the mapped plans. Yes, a renewal decision is required in order to update the renewal benefits for ABF groups.

Q: Are ABF groups required to notify Anthem if renewing with mapped plans?

A: Yes, a renewal decision is required in order to update the renewal benefits for ABF groups.

Q: If my client makes a plan change at renewal what paperwork is required?

A: Anthem will require a Demographic Change Form and Schedule B (Rate table)

Q: How should an ACA renewal change be communicated to Anthem?

A: Preferred method is Quick Renewal through Producer Toolbox, otherwise completed paperwork can be emailed to: <a href="mailto:SmallGroupEBSupport@anthem.com">SmallGroupEBSupport@anthem.com</a>

Q: How should an ABF renewal change be communicated to Anthem?

A: ABF renewal changes need to be sent to your assigned account manager

Q: What if my group is electing to change to composite at renewal?

A: Composite rates must be approved by underwriting. Please send a request (demo change form and rates) to your assigned Account Manager

Q: What if I sell dental and vision with my renewal?

A: Dental and vision sales can be submitted through PTB under "specialty add-on" in PTB under the renewal tab

Note: For ABF groups please work directly with your assigned Account Manager

**Q:** Can specialty be sold off renewal?

A: Yes, please work directly with your account manager or Connect team

**Q:** How should I submit employee applications, changes, and terminations? Note:

A: Our preferred method is Employer Access for all your membership transactions, otherwise completed applications or change forms can be emailed to: <a href="mailto:SmallGroupEBSupport@anthem.com">SmallGroupEBSupport@anthem.com</a>

Note: Employer Access transactions are completed in real-time with no delay

Q: Where can I find applications and other forms?

A: Applications and forms are housed in PTB under All Resources and forms



### **Broker Contacts**

SG Broker Services: Call 1-855-250-7765 or Email GBSACA-Anthem@anthem.com

Individual Broker Services: Call 1-800-225-3611 or Email eastbrokerservices@anthem.com

Senior Support: Call 1-800-633-4368 or Email <a href="MedicareAgentSupport@Anthem.com">MedicareAgentSupport@Anthem.com</a>

Small Group Microsite: <a href="https://anthembrokerhub.com/">https://anthembrokerhub.com/</a>

Note: Broker Hub provides tools and resources you need to support your business and your clients

**Anthem News:** https://www.anthem.com/producer/news/virginia/

SG Employer Resource Center: <a href="https://myanthemresource.com/">https://myanthemresource.com/</a>

Plan Comparison Tool: <a href="https://www.anthemplancomparison.com/va">https://www.anthemplancomparison.com/va</a>

SBC: <a href="https://sbc.anthem.com/dps">https://sbc.anthem.com/dps</a>

SOB: <a href="https://plan-summaries.anthem.com/sobdps/">https://plan-summaries.anthem.com/sobdps/</a>

Employer Access: <a href="https://employer.anthem.com/eea/public/login">https://employer.anthem.com/eea/public/login</a>

**Enrollment and Billing Team:** <u>SmallGroupEBSupport@anthem.com</u>

**Note:** This box is only used to receive and process enrollment documents. It does not respond to questions. The only response sent is automated confirming receipt and notifying you when your paperwork has been processed. If you have questions or need help, please use the SG Broker Services email address.



"The strength of the team is each individual member. The strength of each member is the team." -Phil Jackson







### **#PowerOfWe**