

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

Insurance Advisory Committee

Meeting Notice and Agenda

January 27, 2021

10:00 A.M.

Via ZOOM Teleconference

| | |
|---|----|
| Call to Order | RK |
| Approval of Minutes of October 2020 | RK |
| Financial Report (Vote) | JS |
| Month of December 2020 | |
| Income & Expenses & Operating Expenses | |
| For Trust and Wellness Initiative | |
| December Expenditures (vote) | JS |
| Wellness | MK |
| Staffing Changes | JS |
| Learn to Live | JS |
| Reinsurance Update | JS |
| BCBS System Changes | JS |
| Audit/COVID updates | JS |
| Rx RFP | JS |
| Revised Trust Agreement (vote) | JS |
| FY 22 Rate Renewal 2022 (vote) | JS |
| Adjournment | RK |

Meeting Schedule

Executive Committee – February 17, 2021, 9:00 a.m., via Zoom

Executive Committee – March 17, 2021, 9:00 a.m., via Zoom

Insurance Advisory Committee – April 21, 2021, 10:00 a.m., via Zoom

(11)

Joseph Shea is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/85292845334?pwd=QTl4M0JtR2VtNU44T1dMR3N0T0xnUT09>

Meeting ID: 852 9284 5334

Passcode: 944107

One tap mobile

+13126266799,,85292845334#,,,,*944107# US (Chicago)

+16465588656,,85292845334#,,,,*944107# US (New York)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

+1 301 715 8592 US (Washington D.C)

+1 346 248 7799 US (Houston)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

Meeting ID: 852 9284 5334

Passcode: 944107

Find your local number: <https://us02web.zoom.us/j/kcDqZkq7wa>

6



**HAMPSHIRE COUNTY
GROUP INSURANCE TRUST**

TO: All Member Trust Units

RE: **Minutes of October 7, 2020**
Insurance Advisory Committee
Via Zoom Teleconference

MEMBERS PRESENT:

| | | |
|------------------|------------------------|------------------|
| Rebecca Herzog | Catherine Levreault | Lisa Banner |
| Lisa Blackmer | Donna Foglio | Kathe Warden |
| Meg McWherter | Leann Fanion | Jan Warner |
| Barbara Hancock | Richard Carmignani Jr. | Jennifer Eichorn |
| Russ Kaubris | Deborah Kuhn | Maureen Humphrey |
| Joan Zuzgo | Sharon Strzegowski | Linda Blodgett |
| Cheryl Clark | Megan Young | Melissa Murphy |
| Sues' Anne Jason | Janice Boudreau | Angelina Bragdon |
| Barbara Miller | Michael Sullivan | Jennifer Day |
| Michelle Hill | Stephanie Douglas | Eileen Tela |
| Beth Gilgun | Lynn Sibley | |

OTHERS PRESENT:

| | | |
|----------------|----------------|---------------|
| Joseph Shea | Karen Karowski | Cynthia Smith |
| Michele Komosa | Matt Sussman | Mary Houle |
| Donna Whiteley | Mildred Colon | Lynn Dyer |

CALL TO ORDER

In compliance with the Governor's orders suspending certain provisions of the open meeting laws due to Covid-19, this meeting was held via Zoom telephone/video conference.

A roll call of all those present on the conference was taken to determine a quorum.

Chairman Russ Kaubris called the meeting to order at 10:04 a.m. with a quorum present of 67.58% of the weighted vote.

APPROVAL OF MINUTES

Chairman Russ Kaubris requested that the minutes of July 15, 2020 be approved by unanimous consent, all were in favor.

FINANCIAL REPORT

Month of August 2020

Karen Karowski presented the Financial Report showing a starting cash balance for August of \$7,543,699.71 with a total monthly income of \$5,742,056.90. The monthly expenses totaled \$3,507,371.67 leaving a total net monthly income of \$2,234,685.23. The accounts receivable balance was \$980,431.98 which if paid on time would have left us with a balance of \$40,226,072.79.

Investments and CD's for August 2020

Karen also reported that the investments portfolio value was \$11,479,956.69 with a market change of \$351,290.62 leaving a total of \$11,831,247.31. Karen also reported a starting balance in CD's of \$13,035,071.54, with interest earned of \$17,776.44, leaving a balance of \$13,052,847.98.

Chairman Russ Kaubris requested that the financial report be approved by unanimous consent, all were in favor.

WELLNESS UPDATE

Michele gave an update on the Wellness Initiative program:

- **Webinars** - To date there have been 9 webinars and 2 virtual cooking demos offered thru Wellness Concepts. The last 3 webinars are still available for viewing (up to 30 days later).
- **Fall Challenge** - This ended in September with 163 active participants.
- **Virtual Health Fair** - BCBS will be hosting a virtual health fair for 5 days in late winter/early spring. They will have 3 live main stage sessions and breakout exhibit booths. More information to come as the details are still being worked out.
- **Flu Shot Clinics** - These are no longer offered on site thru BCBS. If a unit is interested, they can independently reach out to Walgreens to host an onsite clinic if they have 25 or more participants.
- **Wellness Incentives** - Michele got a legal opinion regarding if rewarding members with gift cards or fit bits valued at more than \$50 was a conflict of interest. The legal opinion stated it is not a conflict of interest for members as the promotion is run thru the employer offered health plan and the reward is for positive action.

For more information on any wellness programs contact Michele Komosa via email at michelek@hcgit.org.

SEPTEMBER EXPENDITURES

Joe provided a spreadsheet of all the expenditures for the month of September for review.

Chairman Russ Kaubris requested that the list of September expenditures be approved by unanimous consent, all were in favor.

AMERICAN FIDELITY

Matt Sussman from American Fidelity gave a short introductory presentation. Matt has replaced the former Rich Datz. Anyone with questions or requests for more information can contact Matt directly at American Fidelity, 800-654-8489 ext 2667.

REVISED TRUST AGREEMENT

Joe presented the Executive Committee recommended revised Trust Agreement. Joe stated the previous agreement was in place over 20 years ago. This revised agreement was to remove all HCOG references and streamline the Trust operations. Joe would like all IAC member units to review and will eventually request all units sign the new contract.

MEDEX 2 W/ PDP 2021 RATE

Joe explained the claims for the Medex plan have been trending well and remain stable. Joe stated the Executive Committee voted to recommend a decrease to the Medex 2021 rate of 3%, making the premium \$327.00 monthly. Joe also stated the Federal Government made some PDP formulary changes. The Trust office will be preparing a mailing to all current Medex members notifying them of the new rates and PDP formulary changes. It's the unit's responsibility to send open enrollment notifications to all those eligible for Medex that are not currently enrolled.

On a motion by Michael Sullivan, seconded by Rich Carmignani Jr, it was voted to accept the EC recommendation to decrease the Medex 2021 premium rate by 3% to \$327.00 monthly. This was followed by a roll call vote with all in favor.

RX DISCOUNTING NEGOTIATIONS

Joe stated our current RX discount contract with BCBS will expire in March 2021. John Garrish is currently working on negotiating a new contract to begin April 2021. This new contract will include negotiating tier 3 drugs as well which account for 65% of the Trust's expenses annually. Over the last 3 years, we've saved \$8.7 million having this put in place.

COVID UPDATE

Joe stated BCBS provided a report showing the Trust has incurred a little over \$1 million in Covid related claims thru July.

AUDIT

Joe stated the auditors were in the Trust office for one day at the end of August to perform the FY20 audit. Joe hopes to have the draft results soon.

ADMINISTRATIVE

Joe stated the Trust has seen an influx of information not being submitted on time, especially requests for members retiring who need to change to Medex. The Trust has made many exceptions for processing these late and the EC has seen many appeals from units and members with other various requests that have been denied by the Trust office. Joe stressed the importance of units and members following Trust policies and procedures more closely as no further exceptions will be made. Should units have questions, they can refer to the Trust's FAQ or contact the Trust office for guidance. Joe also explained the fastest way for a member to receive their Medicare parts A & B information is by applying online.

EXECUTIVE COMMITTEE ELECTIONS

Joe stated all current Executive Committee members were up for reelection and asked if there were any other nominations to be made. There were no other nominations on the floor. On a motion by Rich Carmignani Jr, seconded by Lisa Banner, it was voted to accept all current Executive Committee members as nominated to be reelected in their current positions. This was followed by a roll call vote with all in favor.

Health and Dental Insurance Refunds

A unit member inquired if the health insurance was planning a refund of premiums as the dental insurance did. Joe explained since the Trust is self-insured, the Executive Committee had discussed how to proceed with this potential and they determined they would rather wait to see how claims trend and possibly provide a lesser rate increase next year which would be more long term instead of providing a minimal one time refund now. It was also stated that other groups who received a premium refund have seen 9-15% annual increases which the Trust has not.

ADJOURNMENT

Chairman Russ Kaubris requested to adjourn the meeting at 10:52 a.m. by unanimous consent, all were in favor.

Respectfully submitted,
Cynthia Smith

Meeting Schedule

Executive Committee – November 18, 2020, 9:00 a.m., via ZOOM
Executive Committee – December 16, 2020, 9:00 a.m., via ZOOM
Executive Committee – January 20, 2021, 9:00 a.m., via ZOOM
Insurance Advisory Committee – January 27, 2021, 10:00 a.m., via ZOOM

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

FISCAL YEAR 2020 OPERATING EXPENSES (July 1, 2020 to June 30, 2021)

| ITEM CODE | BUDGET ITEMS | FY2020 | | FY-2021 | |
|-----------|-----------------------|----------------|------------|------------|-----------|
| | | Budgeted | Actual YTD | Budgeted | |
| | WAGES & BENEFIT | 7/1/19-6/30/20 | 7-1/6-30 | 7-1/6-30 | |
| 5110 | SALARY* | 335,000.00 | 322,218.34 | 345,000.00 | 26,043.22 |
| 5145 | LONGEVITY | 575.00 | - | 4,000.00 | 36,840.26 |
| 5130 | OVERTIME | - | - | - | 25,534.01 |
| 5120 | TEMP. EMPLOYEE SAL. | - | - | - | 23,567.83 |
| 481 | FICA (.062) | - | - | - | 36,840.26 |
| 5186 | MED TAX (.0146) | 5,000.00 | - | - | 27,812.15 |
| 5181 | CONTRIBUTORY RET. | 88,000.00 | 87,658.73 | 98,000.00 | 41,136.94 |
| 5189 | EMP ASST PROG. EAP | - | - | - | 29,830.69 |
| 5184 | HEALTH INSURANCE | 40,000.00 | 55,631.10 | 42,500.00 | 4,268.28 |
| 5185 | LIFE INSURANCE | 320.00 | 394.24 | 320.00 | 28.40 |
| 5188 | UNEMP HEALTH INSTAX | - | - | - | 4268.28 |
| | TOT. WAGES & BENEFITS | 468,895.00 | 465,902.41 | 489,820.00 | 27,812.15 |
| | | | | | 33,724.63 |
| | | | | | 48,422.90 |

| ITEM CODE | BUDGET ITEMS | FY2020 | |
|-----------|-----------------------------|----------------|------------|
| | | Budgeted | Actual YTD |
| | NON SALARY EXP | 7/1/19-6/30/20 | 7-1/6-30 |
| 5300 | ADM. CONT. SERVICES (FS&PP) | - | - |
| | Rent | 15,450.00 | 14,760.00 |
| | Parking | 1,200.00 | 400.00 |
| 5305 | ADM. CONT. SERVICES (Audit) | 12,000.00 | - |
| 5320 | LEGAL | 32,000.00 | 23,555.81 |
| 5340 | TELEPHONE/INTERNET | 3,600.00 | 2,224.77 |
| 5400 | FOOD SUPPLIES | 500.00 | 569.94 |
| 5420 | OFFICE & COMPUTER SUPPLI | 2,500.00 | 1,388.97 |
| 5500 | MISC. EXPENSES | 500.00 | 557.84 |
| 5580 | NEWSPAPER/MAGS/BOOKS | 100.00 | - |
| 5420 | POSTAGE (Stamps) | 3,500.00 | 2,107.89 |
| 5275 | POSTAGE METER RENTAL | 25,000.00 | 35.98 |
| 5380 | MINI GRANTS/WEELNESS | 1,250.00 | 16,663.08 |
| 5420 | STATIONERY & OFF. SUPP. | 1,750.00 | 274.84 |
| 5780 | SURETY BONDS | - | 1,584.00 |
| 5340 | TELEPHONES | 500.00 | - |
| 5320 | TRAINING | 3,000.00 | - |
| 5710 | TRAVEL IN/OUT of STATE | 4,000.00 | 303.52 |
| 5188 | UTILITIES | - | 3,049.35 |
| | TOT. Indirect Costs | - | - |
| | Total Non-Salary | 104,650.00 | 67,475.99 |
| | | 77,700.00 | 1,710.22 |
| | | 11,383.63 | 2,631.91 |
| | | 14,091.06 | 1,590.38 |
| | | 1,698.39 | 365.52 |

| ITEM CODE | BUDGET ITEMS | FY2020 Budgeted 7/1/19-6/30/20 | FY-2020 | | FY-2021 | |
|--------------|--------------------------|--------------------------------------|------------------------|----------------------|----------------------|-----------|
| | | | Actual YTD 7-1/6-30 | Budgeted 7-1/6-30 | Budgeted 7-1/6-30 | |
| | I.T. | | | | | |
| 6000 | COMPUTER HARDWARE | 20,000.00 | - | - | | |
| 5420 | COMPUTER SOFTWARE | | - | - | | |
| 5420 | COMPUTER SUPPLIES | 500.00 | 1,308.78 | 1,000.00 | | |
| 6860 | DESK TOP PCs | 2,000.00 | 4,875.00 | | | |
| 5300 | MISC PROF & TECH SERV ** | 18,000.00 | 29,885.68 | 26,400.00 | 1,955.00 | 1,875.00 |
| | TOTAL DATA PROCESSING | 40,500.00 | 36,069.46 | 27,400.00 | 1,955.00 | 1,875.00 |
| | TOTALS | 614,045.00 | 569,447.86 | 594,920.00 | 45,976.85 | 51,996.29 |

28

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

INCOME AND EXPENSE REPORT

2020

| ITEMS | JAN | FEB | MAR | APR | MAY | JUNE | JULY | AUGUST | SEPT | OCT | NOV | DEC |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-----------------|----------------|----------------|
| Starting Cash Balance | \$6,811,819.93 | \$7,362,346.12 | \$6,233,187.74 | \$6,804,845.47 | \$5,713,168.82 | \$6,651,903.83 | \$4,372,367.68 | \$7,543,699.71 | \$9,778,384.94 | \$10,024,685.43 | \$8,630,957.12 | \$7,584,867.57 |
| Adjustments | | | | | | | | | | | | |
| Total Starting Balance | \$6,811,819.93 | \$7,362,346.12 | \$6,233,187.74 | \$6,804,845.47 | \$5,713,168.82 | \$6,651,903.83 | \$4,372,367.68 | \$7,543,699.71 | \$9,778,384.94 | \$10,024,685.43 | \$8,630,957.12 | \$7,584,867.57 |
| MONTHLY INCOME | | | | | | | | | | | | |
| Total Premium Collected | 6,213,985.27 | 5,388,271.49 | 6,234,736.17 | 4,576,561.67 | 6,544,536.21 | 3,228,579.61 | 8,777,447.03 | 5,740,722.88 | 5,648,499.73 | 5,268,979.40 | 6,689,135.66 | 5,532,077.84 |
| Interest Income (MMDT) | 2,193.95 | 1,926.37 | 2,088.07 | 1,473.89 | 926.94 | 994.22 | 976.54 | 1,334.02 | 1,348.08 | 893.00 | 732.72 | 735.96 |
| Other Income or Adjustments | | | | | | | | | | (2,999,500.00) | | |
| BCBS SR Premium Collected | | | | | | | | | | | | |
| TOTAL MONTHLY INCOME | 6,216,179.22 | 5,390,197.86 | 6,236,824.24 | 4,578,035.56 | 6,545,463.15 | 3,229,573.83 | 8,778,423.57 | 5,742,056.90 | 5,649,847.81 | 2,270,372.40 | 6,689,868.38 | 5,532,813.80 |
| MONTHLY EXPENSES | | | | | | | | | | | | |
| BCBS Admin Cost (estimate) | | | | | | | | | | | | |
| Claim Deposit | 5,072,300.00 | 5,072,300.00 | 5,072,300.00 | 5,072,300.00 | 5,072,300.00 | 5,072,300.00 | 5,072,300.00 | 5,072,300.00 | 5,072,300.00 | 5,072,300.00 | 5,072,300.00 | 5,072,300.00 |
| Reinsurance (Ind.&Agg.) | 77,352.27 | 125,479.32 | 125,227.54 | 125,092.78 | (627,298.25) | (25,839.91) | (56,983.26) | 166,774.94 | (149,819.01) | 129,185.70 | 178,242.36 | (50,365.98) |
| BCBS Settlement | | 860,319.75 | | | 698,306.45 | | | (2,213,692.19) | | | | |
| Recon adjust w/Finance | | | | | | | | | | | | |
| BCBS Sr Premium Paid | | | | | | | | | | | | |
| Other Exp. & Claim Settlement | 479,710.12 | 424,916.26 | 430,539.60 | 426,518.08 | 425,444.02 | 428,414.40 | 459,151.18 | 433,246.14 | 435,089.48 | 431,257.48 | 434,850.88 | 440,523.96 |
| Total Plan Expenses | 5,629,362.39 | 6,483,015.33 | 5,628,067.14 | 5,623,910.86 | 5,568,752.22 | 5,474,874.49 | 5,474,467.92 | 3,458,628.89 | 5,357,570.47 | 5,632,743.18 | 5,685,393.24 | 5,462,457.98 |
| Total Unit Operating Expenses | 36,290.64 | 36,340.91 | 37,099.37 | 45,801.35 | 37,975.92 | 34,235.49 | 132,623.62 | 48,742.78 | 45,976.85 | 31,357.53 | 50,564.69 | 51,996.29 |
| TOTAL MONTHLY EXPENSES | 5,665,653.03 | 6,519,356.24 | 5,665,166.51 | 5,669,712.21 | 5,606,728.14 | 5,509,109.98 | 5,607,091.54 | 3,507,371.67 | 5,403,547.32 | 5,684,100.71 | 5,735,957.93 | 5,514,454.27 |
| TOTAL NET MONTHLY INCOME | 550,526.19 | (1,129,158.38) | 571,657.73 | (1,091,676.65) | 938,735.01 | (2,279,536.15) | 3,171,332.03 | 2,234,685.23 | 246,300.49 | (3,393,728.31) | 953,910.45 | 18,359.53 |
| BALANCE | | | | | | | | | | | | |
| Cash Balance | 7,362,346.12 | 6,233,187.74 | 6,804,845.47 | 5,713,168.82 | 6,651,903.83 | 4,372,367.68 | 7,543,699.71 | 9,778,384.94 | 10,024,685.43 | 6,630,957.12 | 7,584,867.57 | 7,603,227.10 |
| Adjustments | | | | | | | | | | | | |
| ENDING MONTHLY BALANCE | 7,362,346.12 | 6,233,187.74 | 6,804,845.47 | 5,713,168.82 | 6,651,903.83 | 4,372,367.68 | 7,543,699.71 | 9,778,384.94 | 10,024,685.43 | 6,630,957.12 | 7,584,867.57 | 7,603,227.10 |

9

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

Fund And Investment Information

2020

| FUNDS | JAN | FEB | MAR | APR | MAY | JUNE | JULY | AUGUST | SEPT | OCT | NOV | DEC |
|------------------------------------|---------------|---------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Post Employee Ben. S.B. | 112,507.78 | 111,835.16 | 111,159.78 | 110,473.26 | 109,011.98 | 109,100.22 | 108,399.80 | 107,002.11 | 107,040.66 | 106,354.14 | 104,992.24 | 104,305.72 |
| Funding | 774.76 | 774.76 | 774.76 | | 1,549.52 | 774.76 | | 1,499.83 | 774.76 | - | 774.76 | 1,529.52 |
| Expenses | 1,447.38 | 1,450.14 | 1,461.28 | 1,461.28 | 1,461.28 | 1,475.18 | 1,397.69 | 1,461.28 | 1,461.28 | 1,361.90 | 1,461.28 | 1,762.18 |
| Total | 111,835.16 | 111,159.78 | 110,473.26 | 109,011.98 | 109,100.22 | 108,399.80 | 107,002.11 | 107,040.66 | 106,354.14 | 104,992.24 | 104,305.72 | 104,073.06 |
| Accrued Vac & Sick Time | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 |
| Income | | | | | | | | | | | | |
| Expenses | | | | | | | | | | | | |
| Total | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 | 31,317.96 |
| Member Deposits | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 |
| Deposits | | | | | | | | | | | | |
| Total Member Deposits | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 | 4,444,801.96 |
| Investments | | | | | | | | | | | | |
| CD's | 12,901,265.98 | 12,923,074.76 | 12,942,670.97 | 12,965,100.87 | 12,982,468.84 | 12,999,026.05 | 13,017,321.21 | 13,035,071.54 | 13,052,847.98 | 13,070,076.29 | 16,084,050.94 | 16,097,818.32 |
| Deposit | | | | | | | | | | 3,000,000.00 | | |
| Interest | 21,808.78 | 19,596.21 | 22,429.90 | 17,367.97 | 16,557.21 | 18,295.16 | 17,750.33 | 17,776.44 | 17,228.31 | 13,974.65 | 13,767.38 | 14,456.31 |
| Balance | 12,923,074.76 | 12,942,670.97 | 12,965,100.87 | 12,982,468.84 | 12,999,026.05 | 13,017,321.21 | 13,035,071.54 | 13,052,847.98 | 13,070,076.29 | 16,084,050.94 | 16,097,818.32 | 16,112,274.63 |
| Portfolio Value | 11,561,028.98 | 11,519,898.79 | 11,024,783.17 | 9,982,589.31 | 10,670,495.17 | 10,961,001.00 | 11,111,895.79 | 11,479,956.69 | 11,831,247.31 | 11,631,411.32 | 11,490,806.33 | 12,298,457.14 |
| Deposit | | | | | | | | | | | | |
| Interest | (41,130.19) | (495,115.62) | (1,042,193.86) | 687,905.86 | 290,505.83 | 150,894.79 | 368,060.90 | 351,290.62 | (199,835.99) | (140,604.99) | 807,650.81 | 342,229.56 |
| Market Change | | | | | | | | | | | | |
| Total | 11,519,898.79 | 11,024,783.17 | 9,982,589.31 | 10,670,495.17 | 10,961,001.00 | 11,111,895.79 | 11,479,956.69 | 11,831,247.31 | 11,631,411.32 | 11,490,806.33 | 12,298,457.14 | 12,640,686.70 |
| Accounts Receivable | 53,961.34 | 571,570.09 | 238,853.42 | 1,567,457.70 | 939,793.91 | 3,671,424.81 | 815,341.69 | 980,431.98 | 1,256,907.23 | 1,933,414.00 | 1,270,702.52 | 1,662,425.08 |
| Total With Accounts Receivable | 36,447,236.09 | 35,359,491.67 | 34,577,982.25 | 35,518,722.43 | 36,136,944.93 | 36,757,529.21 | 37,457,191.66 | 40,226,072.79 | 40,565,554.33 | 40,720,340.55 | 41,832,271.19 | 42,598,806.49 |

10

| HAMPSHIRE COUNTY GROUP INSURANCE TRUST | | | | | |
|---|--|---|--|--|--|
| | | <i>FOR JANUARY 2021 PREMIUMS</i> | | | |

JANUARY PREMIUMS NOT PAID
AS OF DECEMBER 31, 2020

January 6, 2021

(ii)

Hampshire County Group Insurance Trust

IY-2019-2020 Plan Count

| PLAN | | 2020 | | | | | | | | | | | | 2021 | | | |
|----------------------|--|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|--|
| HMO BLUE | | DEC | JAN | FEB | MAR | APR | MAY | JUNE | JULY | AUG | SEPT | OCT | NOV | DEC | JAN | FEB | |
| H-Employee Only | | 550 | 548 | 552 | 550 | 549 | 553 | 556 | 559 | 554 | 548 | 550 | 552 | 550 | 552 | 557 | |
| H-Employee + 1 | | 358 | 357 | 359 | 360 | 356 | 358 | 353 | 366 | 371 | 370 | 370 | 376 | 378 | 373 | 370 | |
| H-Family | | 583 | 580 | 571 | 569 | 570 | 570 | 570 | 566 | 561 | 555 | 555 | 549 | 551 | 548 | 545 | |
| Total H HMO | | 1491 | 1485 | 1482 | 1479 | 1475 | 1481 | 1479 | 1491 | 1486 | 1473 | 1475 | 1477 | 1479 | 1473 | 1472 | |
| F-Employee Only | | 688 | 697 | 695 | 688 | 683 | 681 | 673 | 673 | 663 | 660 | 653 | 671 | 686 | 690 | 687 | |
| F-Employee + 1 | | 377 | 378 | 377 | 374 | 376 | 371 | 372 | 381 | 374 | 378 | 377 | 378 | 378 | 382 | 377 | |
| F-Family | | 690 | 689 | 692 | 694 | 697 | 698 | 698 | 702 | 696 | 693 | 690 | 688 | 684 | 682 | 679 | |
| Total F HMO | | 1755 | 1764 | 1764 | 1756 | 1756 | 1750 | 1743 | 1756 | 1733 | 1731 | 1720 | 1737 | 1748 | 1754 | 1743 | |
| Total Employee Plans | | 1238 | 1245 | 1247 | 1238 | 1232 | 1234 | 1229 | 1232 | 1217 | 1208 | 1203 | 1223 | 1236 | 1242 | 1244 | |
| Total Employee + 1 | | 735 | 735 | 736 | 734 | 732 | 729 | 725 | 747 | 745 | 748 | 747 | 754 | 756 | 755 | 747 | |
| Total Family Plans | | 1273 | 1269 | 1263 | 1263 | 1267 | 1268 | 1268 | 1268 | 1257 | 1248 | 1245 | 1237 | 1235 | 1230 | 1224 | |
| Total H&F HMO Plans | | 3246 | 3249 | 3246 | 3235 | 3231 | 3231 | 3222 | 3247 | 3219 | 3204 | 3195 | 3214 | 3227 | 3227 | 3215 | |

BLUE CARE ELECT PREFERRED (PPO)

| | | | | | | | | | | | | | | | | |
|----------------------|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| H-Employee Only | | 183 | 183 | 183 | 185 | 185 | 185 | 187 | 183 | 182 | 180 | 183 | 181 | 182 | 179 | 182 |
| H-Family | | 236 | 236 | 236 | 237 | 235 | 235 | 233 | 238 | 239 | 237 | 240 | 242 | 242 | 242 | 241 |
| Total H PPO | | 419 | 419 | 419 | 422 | 420 | 420 | 420 | 421 | 421 | 417 | 423 | 423 | 424 | 421 | 423 |
| F-Employee Only | | 114 | 111 | 112 | 111 | 111 | 113 | 116 | 113 | 112 | 111 | 110 | 115 | 116 | 117 | 118 |
| F-Family | | 121 | 119 | 122 | 120 | 119 | 119 | 119 | 125 | 126 | 126 | 124 | 127 | 128 | 128 | 127 |
| Total F PPO | | 235 | 230 | 234 | 231 | 230 | 232 | 235 | 238 | 238 | 237 | 234 | 242 | 244 | 245 | 245 |
| Total Employee Plans | | 297 | 294 | 295 | 296 | 296 | 298 | 303 | 296 | 294 | 291 | 293 | 296 | 298 | 296 | 300 |
| Total Family Plans | | 357 | 355 | 358 | 357 | 354 | 354 | 352 | 363 | 365 | 363 | 364 | 369 | 370 | 370 | 368 |
| Total H&F PPO Plans | | 654 | 649 | 653 | 653 | 650 | 652 | 655 | 659 | 659 | 654 | 657 | 665 | 668 | 666 | 668 |

MEDEX

| | | | | | | | | | | | | | | | | |
|-------------------|--|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| H-Employee Only | | 1232 | 1192 | 1194 | 1191 | 1197 | 1194 | 1201 | 1204 | 1205 | 1210 | 1214 | 1218 | 1222 | 1237 | 1240 |
| F-Employee Only | | 1204 | 1216 | 1220 | 1222 | 1226 | 1227 | 1235 | 1241 | 1252 | 1254 | 1251 | 1260 | 1259 | 1262 | 1269 |
| Total MEDEX Plans | | 2436 | 2408 | 2414 | 2413 | 2423 | 2421 | 2436 | 2445 | 2457 | 2464 | 2465 | 2478 | 2481 | 2499 | 2509 |

| | | | | | | | | | | | | | | | | |
|-------------------|--|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| TOTAL - All Plans | | 6336 | 6306 | 6313 | 6301 | 6304 | 6304 | 6313 | 6351 | 6335 | 6322 | 6317 | 6357 | 6376 | 6392 | 6392 |
|-------------------|--|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|

10

Hampshire County Group Insurance Trust

Claim Payments

| | CLAIMS | | | AMOUNT PAID | | | VARIANCE | CUMULATIVE VAR. |
|------------|--------|--------------|---|-------------|--------------|---|-------------------|-------------------|
| 2018 Jan | \$ | 4,286,736.71 | A | \$ | 4,635,000.00 | A | \$ (348,263.29) | \$ 1,442.88 |
| Feb | \$ | 4,849,271.14 | A | \$ | 4,614,300.00 | A | \$ 234,971.14 | \$ 236,414.02 |
| Mar | \$ | 5,402,471.81 | A | \$ | 4,635,000.00 | A | \$ 767,471.81 | \$ 1,003,885.83 |
| April | \$ | 3,320,986.14 | A | \$ | 5,000,000.00 | A | \$ (1,679,013.86) | \$ (675,128.03) |
| May | \$ | 4,842,441.31 | A | \$ | 5,000,000.00 | A | \$ (157,558.69) | \$ (832,686.72) |
| June | \$ | 5,185,651.60 | A | \$ | 5,000,000.00 | A | \$ 185,651.60 | \$ (647,035.12) |
| July | \$ | 4,422,144.08 | A | \$ | 5,000,000.00 | A | \$ (577,855.92) | \$ (1,224,891.04) |
| August | \$ | 5,849,127.14 | A | \$ | 5,000,000.00 | A | \$ 849,127.14 | \$ (375,763.90) |
| September | \$ | 4,241,277.55 | A | \$ | 5,000,000.00 | A | \$ (758,722.45) | \$ (1,134,486.35) |
| October | \$ | 5,696,290.48 | A | \$ | 5,000,000.00 | A | \$ 696,290.48 | \$ (438,195.87) |
| November | \$ | 5,837,423.17 | A | \$ | 5,000,000.00 | A | \$ 837,423.17 | \$ 399,227.30 |
| December | \$ | 4,350,290.11 | A | \$ | 5,000,000.00 | A | \$ (649,709.89) | \$ (250,482.59) |
| 2019 - Jan | \$ | 4,743,800.39 | A | \$ | 5,000,000.00 | A | \$ (256,199.61) | \$ (506,682.20) |
| February | \$ | 4,992,711.55 | A | \$ | 5,000,000.00 | A | \$ (7,288.45) | \$ (513,970.65) |
| March | \$ | 6,002,513.39 | A | \$ | 5,000,000.00 | A | \$ 1,002,513.39 | \$ 488,542.74 |
| April | \$ | 4,691,042.28 | A | \$ | 5,000,000.00 | A | \$ (308,957.72) | \$ 179,585.02 |
| May | \$ | 5,951,683.60 | A | \$ | 5,000,000.00 | A | \$ 951,683.60 | \$ 1,131,268.62 |
| June | \$ | 5,242,909.22 | A | \$ | 5,000,000.00 | A | \$ 242,909.22 | \$ 1,374,177.84 |
| July | \$ | 3,462,952.74 | A | \$ | 5,000,000.00 | A | \$ (1,537,047.26) | \$ (162,869.42) |
| August | \$ | 5,939,797.85 | A | \$ | 5,000,000.00 | A | \$ 939,797.85 | \$ 776,928.43 |
| September | \$ | 5,166,325.71 | A | \$ | 5,000,000.00 | A | \$ 166,325.71 | \$ 943,254.14 |
| October | \$ | 4,136,764.22 | A | \$ | 5,000,000.00 | A | \$ (863,235.78) | \$ 80,018.36 |
| November | \$ | 5,655,235.07 | A | \$ | 5,000,000.00 | A | \$ 655,235.07 | \$ 735,253.43 |
| December | \$ | 5,125,066.32 | A | \$ | 5,000,000.00 | A | \$ 125,066.32 | \$ 860,319.75 |
| 2020-Jan | \$ | 4,478,889.48 | A | \$ | 5,072,300.00 | A | \$ (593,410.52) | \$ 266,909.23 |
| February | \$ | 5,222,819.59 | A | \$ | 5,072,300.00 | A | \$ 150,519.59 | \$ 417,428.82 |
| March | \$ | 5,353,177.63 | A | \$ | 5,072,300.00 | A | \$ 280,877.63 | \$ 698,306.45 |
| April | \$ | 3,329,731.92 | A | \$ | 5,072,300.00 | A | \$ (1,742,568.08) | \$ (1,044,261.63) |
| May | \$ | 4,511,071.96 | A | \$ | 5,072,300.00 | A | \$ (561,228.04) | \$ (1,605,489.67) |
| June | \$ | 4,464,097.48 | A | \$ | 5,072,300.00 | A | \$ (608,202.52) | \$ (2,213,692.19) |
| July | \$ | 7,826,890.70 | A | \$ | 5,072,300.00 | A | \$ 2,754,590.70 | \$ 540,898.51 |
| August | \$ | 4,823,789.64 | A | \$ | 5,072,300.00 | A | \$ (248,510.36) | \$ 292,388.15 |
| September | \$ | 4,771,553.13 | A | \$ | 5,072,300.00 | A | \$ (300,746.87) | \$ (8,358.72) |
| October | \$ | 5,348,857.12 | A | \$ | 5,072,300.00 | A | \$ 276,557.12 | \$ 268,198.40 |
| November | \$ | 4,979,230.59 | A | \$ | 5,072,300.00 | A | \$ (93,069.41) | \$ 175,128.99 |
| December | \$ | 4,604,432.34 | | \$ | 5,072,300.00 | | \$ (467,867.66) | \$ (292,738.67) |

P = Actuarial Projection of Claims or Anticipated Payments, A = Actual Info. E = Estimate based on some actual information

| 12/1/2020 wire | 5,072,300.00 | BCBS | xxx | Yes | Monthly Claim prefunding |
|-----------------|--------------|-----------------------------|------|-----|--------------------------------|
| 12/1/2020 | 5495 | 1,230.00 King St Realty | 5270 | | Rent - DEC |
| 12/1/2020 ACH | | 177,398.91 BCBS | xxx | Yes | Dec Reinsurance premium |
| 12/1/2020 | 5494 | 24.23 Verizon | | | Telephone Expense |
| 12/1/2020 | 5496 | 42.30 Boston Mutual | | | Life Insurance |
| 12/1/2020 | 5497 | 151.74 PPI - ACSA Group Ins | | | Dental Insurance - DEC |
| 12/9/2020 ACH | | 12,064.70 Checkwriters | 5300 | | Net Payroll, 12/9 |
| 12/11/2020 | 5498 | 1,875.00 Paragus Strategic | | | Various IT |
| 12/11/2020 | 5499 | 52.35 National Grid | 5340 | | Electric |
| 12/11/2020 | 5500 | 6,613.00 CanaRx | xxx | Yes | CanaRx claims |
| 12/11/2020 | 5501 | 20,589.22 BR Fox & Assoc | xxx | Yes | RX Consulting Fee |
| 12/23/2020 ACH | | 12,930.52 Checkwriters | | | Net Payroll, 12/24 |
| 12/28/2020 | 5502 | 8,167.06 HCGIT | 5340 | | Health Insurance - JAN |
| 12/28/2020 | 5503 | 30.53 Eversource | | | Utilities |
| 12/28/2020 | 5504 | 139.54 Comcast | 5340 | | Internet |
| 12/28/2020 | 5505 | 9,966.30 CanaRx | xxx | Yes | CanaRx claims |
| 12/28/2020 | 5506 | 42.30 Boston Mutual | | | Life Insurance |
| 12/28/2020 | 5507 | 118.87 AEON | | | Telephone Expense |
| 12/29/2020 ACH | | 16,786.46 Checkwriters | | | Net Payroll, K.Karowski payout |
| 12/30/2020 wire | | 403,355.44 Blue Medicare Rx | xxx | Yes | Medex Rx premium |
| 12/31/2020 | 5508 | 102.87 Joseph Shea | | | Postage, office expenses |
| | | 5,743,981.34 | | | |

14

JS 1/8/21

Behavioral Health Impacts Millions

The problem is big

Over 114 million Americans who have addressable behavioral health conditions will never seek face-to-face therapy due to social stigma, accessibility and cost.¹

Learn to Live offers online, self-paced programs, providing your employees with tools and educational resources that can be applied to day to day life challenges.

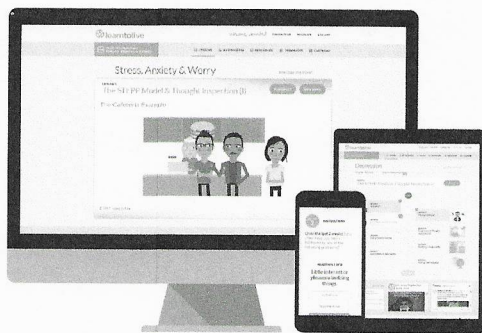
Challenges for employers

- 60% of employees have reduced productivity due to stress.²
- Depression is the leading cause of disability (ages 15-44).³
- 25% of adults experience unsatisfactory sleep.⁴
- Behavioral health disability claims are growing 10% annually and account for 30% of disability burden for employers.⁵
- More days of work loss and impairment are caused by behavioral health issues than chronic conditions combined.⁶

Learn to Live can help

Learn to Live provides online programs and self assessments for employees and their family members (age 13 or older) struggling with stress, depression, insomnia, or social anxiety. Our programs are built on evidence-based principles of Cognitive Behavioral Therapy. Learn to Live offers:

- Personalized coaching available 24/7
- Confidential, self-directed programs offering tools and educational resources
- Turnkey awareness and engagement campaigns
- Robust data analysis and utilization tracking



25%

Engagement in Learn to Live Programs and Services⁷

30%

Drop in Leading Depression and Anxiety Measures⁸

5x

More Employees Receiving Support for Anxiety & Depression⁹

94%

of Members Would Recommend Learn to Live's Programs to Others¹⁰

¹Kessler & Wang, 2008.

²American Psychological Association. *Stress in the workplace* (2008).

³www.adaa.org/understanding-anxiety/depression

⁴Morin and Benca. *Chronic insomnia*. (2010)

⁵⁻⁶www.workplacementalhealth.org/Business-Case/Mental-Health-Parity/Employer-Parity-Fact-Sheet.aspx?FT=.pdf

⁷Internal Learn to Live data, 2018.

⁸⁻¹⁰Ibid.

Stop Loss Insurance Services

An AmWins Group Company

Group Name: Hampshire County Group Insurance Trust
Policy Period: 7/1/2019 - 6/30/2020
Carrier: Gerber Life Insurance Company
Key Contact: B.R. Fox - John Garrish

Specific Deductible: \$275,000.00
Contract Terms: 12/24
TPA: BCBS,MA
Corridor: \$400,000.00 NAMED MEMBERS ONLY

| Claimant | Relation | Date Filed | Report Month | Detail Filed | Requested | Date Received | Check # | Amount Received | Amount Due | Denied / Pending | Over Payment | Corridor | Details |
|-----------------|-----------|------------|--------------|---------------|---------------|---------------|---------|-----------------|------------|------------------|---------------|----------|---------|
| | Spouse | 4/9/2020 | February | \$303,210.93 | \$28,210.93 | 5/22/2020 | ACH | \$28,210.93 | | | | | |
| | | 4/17/2020 | March | \$43,817.37 | \$43,817.37 | 5/22/2020 | ACH | \$43,817.37 | | | | | |
| | | 5/21/2020 | April | \$44,718.40 | \$44,718.40 | 6/24/2020 | ACH | \$44,718.40 | | | | | |
| | | 7/29/2020 | June | \$47,483.10 | \$47,483.10 | 8/31/2020 | ACH | \$47,483.10 | | | | | |
| | | 8/26/2020 | July | \$2,544.62 | \$2,544.62 | 9/22/2020 | ACH | \$2,544.62 | | | | | |
| Claimant Total: | | | | | \$441,774.42 | \$166,774.42 | | \$166,774.42 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | |
| | Dependent | 4/9/2020 | February | \$838,243.84 | \$563,243.84 | 5/22/2020 | ACH | \$563,243.84 | | | | | |
| | | 4/17/2020 | March | \$85,349.89 | \$85,349.89 | 5/22/2020 | ACH | \$85,349.89 | | | | | |
| | | 5/21/2020 | April | \$16,605.90 | \$16,605.90 | 6/24/2020 | ACH | \$16,605.90 | | | | | |
| | | 7/7/2020 | May | \$47,080.84 | \$47,080.84 | 8/11/2020 | ACH | \$47,080.84 | | | | | |
| | | 7/29/2020 | June | \$14,707.51 | \$14,707.51 | 8/31/2020 | ACH | \$14,707.51 | | | | | |
| | | 8/26/2020 | July | \$5,379.34 | \$5,379.34 | 9/22/2020 | ACH | \$5,379.34 | | | | | |
| | | 9/30/2020 | August | \$2,035.97 | \$2,035.97 | 12/14/2020 | - | | | | \$2,035.97 | | |
| | | 10/21/2020 | September | -\$122,302.36 | -\$122,302.36 | 12/14/2020 | - | | | | -\$122,302.36 | | |
| | | 12/30/2020 | November | \$21.81 | \$21.81 | | | | | | \$21.81 | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| Claimant Total: | | | | | \$887,122.74 | \$612,122.74 | | \$732,367.32 | \$21.81 | \$0.00 | -\$120,266.39 | \$0.00 | |
| | Spouse | 4/17/2020 | March | \$306,743.48 | \$31,743.48 | 5/22/2020 | ACH | \$31,743.48 | | | | | |
| | | 5/21/2020 | April | \$89,323.31 | \$89,323.31 | 6/24/2020 | ACH | \$89,323.31 | | | | | |
| | | 7/7/2020 | May | \$47,955.94 | \$47,955.94 | 8/11/2020 | ACH | \$47,955.94 | | | | | |
| | | 7/29/2020 | June | \$47,118.22 | \$47,118.22 | 8/26/2020 | ACH | \$47,118.22 | | | | | |
| | | 8/26/2020 | July | \$46,998.17 | \$46,998.17 | 10/7/2020 | ACH | \$46,998.17 | | | | | |
| | | | | | | | | | | | | | |
| Claimant Total: | | | | | \$538,139.12 | \$263,139.12 | | \$263,139.12 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | |
| | Dependent | 4/17/2020 | March | \$299,757.49 | \$24,757.49 | 6/30/2020 | ACH | \$24,757.49 | | | | | |
| | | 5/21/2020 | April | \$32,225.77 | \$32,225.77 | 6/30/2020 | ACH | \$32,225.77 | | | | | |
| | | 7/7/2020 | May | \$32,225.77 | \$32,225.77 | 8/31/2020 | ACH | \$32,225.77 | | | | | |
| | | 7/29/2020 | June | \$32,350.21 | \$32,350.21 | 8/31/2020 | ACH | \$32,350.21 | | | | | |
| | | 8/26/2020 | July | \$32,225.77 | \$32,225.77 | 9/22/2020 | ACH | \$32,225.77 | | | | | |
| | | | | | | | | | | | | | |
| Claimant Total: | | | | | \$428,785.01 | \$153,785.01 | | \$153,785.01 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | |
| | Dependent | 7/7/2020 | May | \$295,565.83 | \$20,565.83 | 8/11/2020 | ACH | \$20,565.83 | | | | | |
| | | 7/29/2020 | June | \$23,002.24 | \$23,002.24 | 8/26/2020 | ACH | \$23,002.24 | | | | | |
| | | 8/26/2020 | July | \$237.94 | \$237.94 | 9/22/2020 | ACH | \$237.94 | | | | | |
| | | | | | | | | | | | | | |
| Claimant Total: | | | | | \$318,806.01 | \$43,806.01 | | \$43,806.01 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | |
| | Employee | 7/7/2020 | May | \$343,275.69 | \$68,275.69 | 8/31/2020 | ACH | \$68,275.69 | | | | | |
| | | 7/29/2020 | June | \$24,989.76 | \$24,989.76 | 8/31/2020 | ACH | \$24,989.76 | | | | | |
| | | 8/26/2020 | July | \$7,730.77 | \$7,730.77 | 9/22/2020 | ACH | \$7,730.77 | | | | | |
| | | 9/30/2020 | August | \$172.18 | \$172.18 | 12/14/2020 | - | | | | \$172.18 | | |
| | | 10/20/2020 | September | -\$28.47 | -\$28.47 | 12/14/2020 | - | | | | -\$28.47 | | |
| | | 11/20/2020 | October | \$785.48 | \$785.48 | 12/14/2020 | - | | | | \$785.48 | | |
| | | | | | | | | | | | | | |
| Claimant Total: | | | | | \$376,925.41 | \$101,925.41 | | \$100,996.22 | \$0.00 | \$0.00 | \$929.19 | \$0.00 | |
| | Employee | 7/7/2020 | May | \$286,672.86 | \$11,672.86 | 8/31/2020 | ACH | \$11,672.86 | | | | | |
| | | 7/29/2020 | June | \$254.73 | \$254.73 | 8/31/2020 | ACH | \$254.73 | | | | | |
| | | 8/26/2020 | July | \$485.81 | \$485.81 | 9/22/2020 | ACH | \$485.81 | | | | | |

| | | | | | | | | | |
|---------------------|------------|--------------|----------------|----------------|------------|--------|----------------|----------|---|
| Claimant Total: | | \$287,413.40 | \$12,413.40 | \$12,413.40 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | submitted requested bill copies to carrier 11/19/2020 |
| Spouse | 7/17/2020 | May | \$434,338.45 | \$159,338.45 | 12/18/2020 | ACH | \$158,584.03 | | |
| | 7/29/2020 | June | \$130.49 | \$130.49 | 12/18/2020 | ACH | \$130.49 | | |
| | 8/26/2020 | July | \$173.13 | \$173.13 | 12/18/2020 | ACH | \$173.13 | | |
| | 9/28/2020 | August | \$153.88 | \$153.88 | 12/18/2020 | ACH | \$153.88 | | |
| Claimant Total: | | | \$434,795.95 | \$159,795.95 | | | \$159,041.53 | \$0.00 | \$0.00 |
| Spouse | 8/3/2020 | June | \$291,538.78 | \$16,538.78 | 9/22/2020 | ACH | \$16,538.78 | | |
| | 8/26/2020 | July | \$13,121.53 | \$13,121.53 | 9/22/2020 | ACH | \$13,121.53 | | |
| | 11/20/2020 | October | -\$19,129.42 | -\$19,129.42 | 12/14/2020 | - | | | |
| | | | | | | | | | -\$19,129.42 |
| Claimant Total: | | | \$285,530.89 | \$10,530.89 | | | \$29,660.31 | \$0.00 | \$0.00 |
| Spouse | 8/3/2020 | June | \$279,094.25 | \$4,094.25 | 9/22/2020 | ACH | \$4,094.25 | | |
| | 8/26/2020 | July | \$11,173.40 | \$11,173.40 | 9/22/2020 | ACH | \$11,173.40 | | |
| | | | | | | | | | |
| | | | | | | | | | |
| Claimant Total: | | | \$290,267.65 | \$15,267.65 | | | \$15,267.65 | \$0.00 | \$0.00 |
| Dependent | 8/3/2020 | June | \$317,009.80 | \$42,009.80 | 12/14/2020 | - | | | |
| | 8/26/2020 | July | \$6,916.29 | \$6,916.29 | 12/14/2020 | - | | | |
| | 9/28/2020 | August | \$166.49 | \$166.49 | 12/14/2020 | - | | | |
| | 10/20/2020 | September | \$2,050.00 | \$2,050.00 | 12/14/2020 | - | | | |
| | 11/20/2020 | October | \$2,808.87 | \$2,808.87 | 12/14/2020 | - | | | |
| | 12/30/2020 | November | \$191.13 | \$191.13 | | | | \$191.13 | |
| | | | | | | | | | |
| | | | | | | | | | |
| Claimant Total: | | | \$329,142.58 | \$54,142.58 | | | \$0.00 | \$191.13 | \$0.00 |
| Dependent | 8/3/2020 | June | \$279,082.02 | \$4,082.02 | 12/10/2020 | ACH | \$4,082.02 | | |
| | 8/26/2020 | July | \$149,188.71 | \$149,188.71 | 12/10/2020 | ACH | \$68,608.44 | | |
| | 9/28/2020 | August | -\$73.56 | -\$73.56 | 12/10/2020 | ACH | | | |
| | 10/20/2020 | September | \$89.34 | \$89.34 | 12/10/2020 | ACH | \$89.34 | | |
| | 11/20/2020 | October | \$25.58 | \$25.58 | 12/10/2020 | ACH | \$25.58 | | |
| | 12/30/2020 | November | \$2.83 | \$2.83 | | | | \$2.83 | |
| | | | | | | | | | |
| | | | | | | | | | |
| Claimant Total: | | | \$428,314.92 | \$153,314.92 | | | \$72,805.38 | \$2.83 | \$0.00 |
| COMBINED TOTAL: | | | \$5,047,018.10 | \$1,747,018.10 | | | \$1,750,056.37 | \$215.77 | \$0.00 |
| Corridor Remaining: | | | | | | | \$754.42 | | \$0.00 |

paid through November 2020

** All claims data reported by SLIS is based upon the accuracy of data received from plan administrators. SLIS is not responsible for inaccuracies or errors in administrator data.

17

Client Background

- Truveris has been engaged by **B.R. Fox & Associates** to administer a request for proposal (RFP) on behalf of **Hampshire County Group Insurance Trust**.
- Proposals are based on **3,876** enrolled employees and **9,182** enrolled members.
- Truveris was provided claims data for the time period **10/01/2019 – 09/30/2020** with an annual Drug Spend of **\$13.4M**.
- Cost and Utilization trend factors were applied by drug classification, Brand, Generic, and Specialty, to project a 3-year forecast against which the submitted bids are compared.
- The RFP was launched on **11/20/2020**.

Next Steps

| Tentative Project Timeline | | |
|----------------------------|-----------------------|-----------|
| Phase | Project Configuration | Date |
| Kickoff Call | | 10/13/20 |
| Receipt of all data | | 11/18/20 |
| RFP Configuration | | |
| Round 1 | | |
| Round 1 Launch | | 11/20/20 |
| Bid Invitation Deadline | | 11/25/20 |
| Round 1 Close | | 12/16/20 |
| Round 1 QC | | |
| Round 1 Results Meeting | | 1/05/2021 |
| Round 2 | | |
| Round 2 Launch | | 1/05/2021 |
| Round 2 Close | | 1/12/2021 |
| Round 2 QC | | |
| Round 2 Results Meeting | | 1/26/2020 |
| Post RFP | | |
| Award Deadline | | 4/1/21 |
| Plan Start Date | | 7/1/21 |



Next Steps

- Outstanding items
- Vendor elimination
- Launch Round 2

19

Renewal Premiums At-a-Glance

KEY POINTS OF INFORMATION REGARDING PLAN PRICING

- Product-specific rates shown in this package have been determined based on a number of factors, including employee age and gender, group location, changes in group size and claims experience (when applicable)

Good News! Some of your plan rates have a rate guarantee and/or rate cap. When a guarantee/cap applies, it will be indicated in the product rating areas within this package.

Guarantee and Caps are contingent upon the group contract not being amended to change eligibility, benefits, or to add a subsidiary or affiliate location. Also, the number of insured employees may not increase or decrease by more than 10% from the number of employees enrolled in the coverage.

| EMPLOYEE-PAID VOLUNTARY COVERAGE | | | |
|----------------------------------|----------------|----------------|----------|
| Coverage | Current Annual | Renewal Annual | % Change |
| Voluntary Dental | \$1,656,977 | \$1,507,863 | -9.0% |

Renewal Rates At-a-Glance

This plan is currently offered for Insurance Class 1

Good news ! There is a 3 year rate guarantee on this plan

| VOLUNTARY DENTAL PLAN RATES - PPO WC | | | | | |
|--------------------------------------|--------------------|--------------|------------------|--------------|------------------|
| Tier | Enrolled Employees | CURRENT | | RENEWAL | |
| | | Monthly Rate | Annual Premium | Monthly Rate | Annual Premium |
| EE | 392 | \$28.86 | \$135,757 | \$26.26 | \$123,527 |
| EE + 1 | 265 | \$56.94 | \$181,069 | \$51.82 | \$164,788 |
| FAMILY | 223 | \$106.42 | \$284,780 | \$96.84 | \$259,144 |
| TOTAL | 880 | | \$601,607 | | \$547,458 |

This plan is currently offered for Insurance Class 1

Good news ! There is a 3 year rate guarantee on this plan

| VOLUNTARY DENTAL PLAN RATES - PPO ZZ | | | | | |
|--------------------------------------|--------------------|--------------|------------------|--------------|------------------|
| Tier | Enrolled Employees | CURRENT | | RENEWAL | |
| | | Monthly Rate | Annual Premium | Monthly Rate | Annual Premium |
| EE | 332 | \$52.36 | \$208,602 | \$47.65 | \$189,838 |
| EE + 1 | 318 | \$99.38 | \$379,234 | \$90.44 | \$345,119 |
| FAMILY | 147 | \$153.86 | \$271,409 | \$140.01 | \$246,978 |
| TOTAL | 797 | | \$859,245 | | \$781,934 |

Renewal Rates At-a-Glance

This plan is currently offered for Insurance Class 1

Good news ! There is a 3 year rate guarantee on this plan

VOLUNTARY DENTAL PLAN RATES - NAP PX

| Tier | Enrolled Employees | CURRENT | | RENEWAL | |
|--------------|--------------------|--------------|------------------|--------------|------------------|
| | | Monthly Rate | Annual Premium | Monthly Rate | Annual Premium |
| EE | 96 | \$28.34 | \$32,648 | \$25.79 | \$29,710 |
| FAMILY | 168 | \$81.09 | \$163,477 | \$73.79 | \$148,761 |
| TOTAL | 264 | | \$196,125 | | \$178,471 |

Hampshire County Group Insurance Trust

Statement Of Net Assets

Assets

| Current | Unaudited As of 12/30/2020 | Unaudited As of 6/30/2020 |
|---------------------------------|-------------------------------|------------------------------|
| Cash and short term investments | 12,209,248 | 8,956,887 |
| Investments | 28,752,961 | 24,129,217 |
| Member accounts receivable | 1,662,425 | 3,671,425 |
| Due From Other Funds | - | - |
| Total Assets | \$ 42,624,634 | \$ 36,757,529 |

Liabilities

| | | |
|---|--------------|--------------|
| Current | | |
| Medicare Part D Premium Payable | | 28,697 |
| ACA Transitional Reinsurance or PCORI Payable | (292,739) | (2,213,692) |
| Claims Settlement Payable/Receivable | 4,444,802 | 4,444,802 |
| Member Deposits | 5,677,455 | 5,677,455 |
| Accrued claims payable (IBNR)*** | | |
| Total Current Liabilities | \$ 9,829,518 | \$ 7,937,262 |

Noncurrent Liabilities

| | | |
|---------------------------------|--------------|--------------|
| Accrued Compensated absences*** | 38,643 | 38,643 |
| Net OPED Obligation *** | 278,190 | 278,190 |
| Net Pension Liability*** | 768,540 | 768,540 |
| Total Noncurrent Liabilities | \$ 1,085,373 | \$ 1,085,373 |

Total Liabilities

\$ 10,914,891

Net Assets

| | | |
|--------------|---------------|---------------|
| Unrestricted | \$ 31,709,743 | \$ 27,734,894 |
|--------------|---------------|---------------|

Total Net Assets

\$ 31,709,743

\$ 27,734,894

*** Estimated data

23



July 2021 Medical Renewal

joes@hcguit.org

July 2021 Medical Renewal

Received: Jan 14, 2021 5:47 PM
Expires: Apr 14, 2021 4:47 PM
From: heidi.fountain@bcbsma.com
To: joes@hcguit.org
Cc:
Subject: July 2021 Medical Renewal

Attachments: HCGIT_Medical Renewal_2021.pdf, 2021 Renewal_HCGIT_Client.pdf, image001.png

This message was sent securely using Zix ®

Joe, attached is the July 2021 medical renewal for Hampshire County Group Insurance Trust.

In appreciation of the Trust's partnership we will not be increasing the Trust's medical CPC (cost per contract) for July 1, 2021 – June 30, 2022. Thank you for your business and continued partnership.

I wanted to make sure you had the renewal by the end of the day today. You'll notice on the attached rating exhibit there is a CPC increase reflected. I will have the exhibit updated and resent to you tomorrow. Page 8 of the PDF medical renewal package has the correct, no increase, CPC rate.

Medical renewal is calling for a 5.9% increase to expected claims rates. Please keep in mind our underwriter's current expected claims rates differ from the rates HCGIT uses.

HMO medical trend is 6.29%.

Pharmacy trend is 12.03%.

Renewal includes a 7.7% non-recurring pandemic factor applied to the most recent period.

Medical CPC (cost per contract) is not increasing.

Please let me know if you have any questions or would like to set up a call to review the renewal.

Thank you.

Best,

Heidi

Heidi Fountain

Account Executive

T: (617) 246-3002

Blue Cross Blue Shield of Massachusetts

This message was secured by Zix Corp ®.

To reach ZixCorp, go to: <http://www.zixcorp.com/info/zixmail>

This message was secured by Zix ®.

ZixCorp is an independent company that provides email encryption services on behalf of Blue Cross Blue Shield of Massachusetts.

<https://mysecureemailportal.com/s/messageservlet?tz=300>

24

SELF-FUNDED RATE EXHIBIT

Network Blue NE

| | | Rate |
|-----------------------------|------------|-------------|
| Expected Claims | Individual | \$689.22 |
| | 2 Party | \$1,605.21 |
| | Family | \$1,990.10 |
| Composite Cost per Contract | Composite | \$51.41 |
| Recommended Working Rates | Individual | \$714.76 |
| | 2 Party | \$1,664.69 |
| | Family | \$2,063.84 |
| Level Monthly Deposit | | \$4,703,900 |



Blue Care Elect Preferred

| | | Rate |
|-----------------------------|------------|-------------|
| Expected Claims | Individual | \$746.53 |
| | Family | \$2,044.65 |
| Composite Cost per Contract | Composite | \$55.87 |
| Recommended Working Rates | Individual | \$775.24 |
| | Family | \$2,123.28 |
| Level Monthly Deposit | | \$1,018,000 |



75

| | BCBS Working Rate | Trust Current Rate | 2022 Proposed Trust Rate |
|--------------|----------------------|-----------------------|-----------------------------------|
| HMO - Single | \$ 714.76 | \$ 633.26 | \$ 620.60 |
| HMO +1 | \$ 1,664.69 | \$ 1,474.70 | \$ 1,445.20 |
| HMO - Family | \$ 2,063.84 | \$ 1,817.88 | \$ 1,781.52 |
| PPO -Single | \$ 775.24 | \$ 729.84 | \$ 715.24 |
| PPO - Family | \$ 2,123.28 | \$ 1,993.26 | \$ 1,953.40 |