

# SuperMed Share<sup>®</sup>

A Healthcare Solution for  
COSE Benefit Plan Businesses





# SuperMed Share

Medical Mutual partners with the Council of Smaller Enterprises (COSE) to offer a benefit option for small businesses — the COSE Benefit Plan. This is a multiple employer welfare arrangement (MEWA) that allows your business to join together with other small businesses across the state, so you can offer the same great health benefits that large corporations do. With the COSE Benefit Plan, you gain access to SuperMed Share<sup>®</sup>, Medical Mutual's smart and innovative shared-funding arrangement for groups with 10–50 enrolled employees. This helps you reduce monthly healthcare costs by self-funding a small portion of your group's medical expenses. This program can be used with a variety of benefit plans, allowing you to choose the plan that best suits your company's needs.



# Advantages of SuperMed Share

**SuperMed Share is a different choice when it comes to your group coverage, allowing you to enjoy reduced costs while offering the same great benefits to your employees.**

Advantages of SuperMed Share include:

- Reduction of upfront healthcare costs through limited employer self-funding.
- Access to the same great networks, providers and customer service.
- May allow your employees to keep their benefit plan without any changes to their cost sharing.

In addition, your participation in SuperMed Share is invisible (or not known) to employees, doctors and hospitals. Employer funding is not indicated on Explanations of Benefits (EOBs).

## How It Works

Once you have selected your health plan, covered participants pay the appropriate deductible or coinsurance. If there is any Medical Mutual liability, your group is responsible for the covered expenses up to the self-funded maximum amount (corridor) per participant. Once a participant's corridor is met, Medical Mutual will assume responsibility for all subsequent expenses associated with the claim.

Claims that are subject to deductible or coinsurance are eligible for funding through the Share program. Examples of these claims may include:

- Diagnostic testing
- CT/MRI/PET scans
- Office visits
- Outpatient services

# Examples

The following examples show how claims will pay in two different scenarios with SuperMed Share and are for illustrative purposes only.

## Assume the following

### Employee Plan

- Deductible: \$1,000
- Coinsurance: 20% up to \$2,500

### Employer

- \$2,500 Share corridor
- Coinsurance: 80% up to corridor maximum

## Example 1

### Deductible-Type Claim

Outpatient Service—\$1,400

	Employee Pays	Employer Pays	Medical Mutual Pays	Totals
<b>Copays</b>	\$0	\$0	\$0	\$0
<b>Deductible</b>	\$1,000	\$0	\$0	\$1,000
<b>20% Coinsurance</b>	\$80 <i><math>\\$400^1 \times 20\% = \\$80</math></i>	\$320 <i><math>\\$400^1 \times 80\% = \\$320</math></i>	\$0	\$400
<b>100% Benefit</b>	\$0	\$0	\$0	\$0
<b>Totals</b>	\$1,080	\$320		\$1,400
<b>Corridor Remaining</b>		\$2,180		

## Example 2

### Deductible-Type Claim

Inpatient Service—\$5,000

	Employee Pays	Employer Pays	Medical Mutual Pays	Totals
<b>Copays</b>	\$0	\$0	\$0	\$0
<b>Deductible</b>	\$1,000	\$0	\$0	\$1,000
<b>Coinsurance</b>	\$800 <i><math>\\$4,000^1 \times 20\% = \\$800</math></i>	\$2,500 <sup>2</sup> <i><math>\\$4,000^1 \times 80\% = \\$3,200^2</math></i>	\$0	\$3,300
<b>100% Benefit</b>	\$0	\$0	\$700 <sup>2</sup>	\$700
<b>Totals</b>	\$1,800	\$2,500	\$700	\$5,000
<b>Corridor Remaining</b>		\$0		

1 Balance of claim after deductible.

2 Corridor maximum met. All liability shifts to Medical Mutual.



# Estimate Your Cost Savings

To determine the cost effectiveness of SuperMed Share, compare your current monthly rates to the estimated cost of self-funding a portion of your group's medical expenses. If employees and their families do not use all of their coverage in the funding corridor, there is an opportunity to save on your overall healthcare expenditures. Use the chart below to estimate your potential savings with a Share plan. If cost savings exist, SuperMed Share may be a good option for your group. Contact your Medical Mutual Sales representative or broker to learn more or get a quote.



## Example

	Medical Mutual Plan	Single
<b>Step 1</b> Insert current non-share plan premium	PPO 3020-1000 w/ Rx	\$140,000
<b>Step 2</b> Insert SuperMed Share plan premium	SHARE 3020-1000 w/ Rx	\$127,000
<b>Step 3</b> Insert SuperMed Share corridor	N/A	\$2,500
<b>Step 4</b> Insert number of employees	N/A	20
<b>Step 5</b> Calculate maximum corridor liability by multiplying the figures from Step 3 and Step 4	N/A	\$50,000
<b>Step 6</b> Insert estimated percent of corridor utilization	N/A	20%
<b>Step 7</b> Insert estimated monetary amount of corridor utilization	N/A	\$10,000
<b>Step 8</b> Calculate the SuperMed Share plan liability by adding the figures from Step 2 and Step 7	N/A	\$137,000
<b>Step 9</b> Calculate estimated savings by subtracting the figure in Step 8 from your original figure in Step 1	N/A	\$3,000

Now, calculate your potential cost savings with our Share plan versus your current plan.

	Medical Mutual Plan	Single	Family	Total
<b>Step 1</b> Insert current non-share plan premium				
<b>Step 2</b> Insert SuperMed Share plan premium				
<b>Step 3</b> Insert SuperMed Share corridor	N/A	\$2,500	\$5,000	N/A
<b>Step 4</b> Insert number of employees	N/A			N/A
<b>Step 5</b> Calculate maximum corridor liability by multiplying the figures from Step 3 and Step 4	N/A			
<b>Step 6</b> Insert estimated percent of corridor utilization	N/A			N/A
<b>Step 7</b> Insert estimated monetary amount of corridor utilization	N/A			
<b>Step 8</b> Calculate the SuperMed Share plan liability by adding the figures from Step 2 and Step 7	N/A			
<b>Step 9</b> Calculate estimated savings by subtracting the figure in Step 8 from your original figure in Step 1	N/A			



# Frequently Asked Questions

## **How is SuperMed Share different from a health reimbursement arrangement (HRA)?**

An HRA offsets a portion of the members deductible and is visible to the employee and their providers. The Share program actually funds a portion of the Medical Mutual liability and is unknown to the employee or providers. It does not affect the members medical plan.

## **Can SuperMed Share be combined with an HRA?**

No. Medical Mutual currently offers the choice of either an HRA or Share funding, but not combined.

## **How do I know the claims I am paying for?**

Employers receive their funding invoice monthly for the claims that they need to cover. Each invoice includes an aggregated claims report. Specific claim information is not revealed.

## **What type of plan designs can I pick?**

Employers can choose from a selection of standard plans that have been paired with the Share program.

## **If I use SuperMed Share, can I offer my employees more than one plan design?**

Yes, employers using the Share program may offer more than one base plan design, but all plans are subject to the Share funding arrangement.

## **Are there any additional fees?**

Yes, there is a nominal administrative fee per contract per month, but it is included in your rate. Contact your Medical Mutual Sales representative or broker for more information.

## **Does SuperMed Share fund out-of-network claims?**

Yes, Share funding is used for both in-network and out-of-network claims.



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