

Oxford New Jersey 51-99 Underwriting Guidelines

- The information contained in this quote is subject to both state regulatory and Oxford home office approval as appropriate.
- The Employer confirms that of the employees to be insured on the effective date by Oxford, no more than 30% live outside Oxford's Service area.
- The Employer confirms that of the employees to be insured on the effective date by Oxford (UnitedHealthcare), no more than 10% of the enrolled are currently on COBRA or state continuation provisions.
- The Employer confirms that of the employees to be insured on the effective date by Oxford (UnitedHealthcare), no more than 5% of the enrolled employees are retirees under the age 65 and no more than 10% of the enrolled employees are retirees over the age 65.
- The employer confirms that the Company has not been in bankruptcy or reorganization, and is in full compliance with all loan agreements and credit facilities which the Company is party to.
- The employer confirms that the Company will always contribute at least 50% of the total premium for all employee health coverage.
- **The employer confirms that a minimum of 75% of its total eligible employees participate net of spousal waivers and 50% of its total eligible participate including spousal waivers.**
- The employer confirms that of the plans selected in a multi-option, the high plan premium rates shall not be more than 35% higher than the low plan premium rates. The high plan premium rates shall also be at a minimum 5% higher than the low plan premium rates (5%-35% multi-option spread). The multi-option spread expands to 5% - 45% when a HSA/HRA or Primary Advantage plan is one of the selected plans.
- In a Freedom (High) and Liberty (Low) Dual Option, the Liberty plan premium rates must be at a minimum 10% less than the Freedom premium rates.
- The employer confirms that a 6% rate adjustment will be made to final rates if any financial subsidies are made to employee out of pocket expenses (does not apply to H S A plans unless they have an HRA or separate funding attached). Failure to disclose these subsidies will void any rates quoted without this knowledge. **Maximum allowed funding for 51-99 groups is 50% of the In-Network deductible.**



- **The Employer confirms that Oxford (UnitedHealthcare) is the only carrier offered.**
- **Full disclosure all large claimants >\$20,000 including prognosis, diagnosis, status and paid dates and amounts.**
- **Receipt of current carrier renewal, bill, and benefit summaries.**
- **Final rates are based upon final enrollment. Underwriting has the right to adjust rates if the final enrolled age/sex factor varies from the quoted factor.**
- **Any change to the benefits, proposed census or effective date will result in a recalculation of the rates.**