



Essential StaffCARE Benefit Guidebook 2021

Weekly Healthcare Benefit Plans
for Staffing and Hourly Wage Industries



A Commitment to the Staffing Industry

Essential StaffCARE takes great pride in our longstanding tradition of integrity and reliability. As the largest and most established provider of insurance solutions for the staffing industry, our goal is to provide thought leadership, industry advocacy, and unmatched customer service as our constituency navigates an ever-changing landscape of compliance requirements, regulation, and competition.

Our Mission Statement:

“To enable employers to maintain their inherent moral obligation to provide for the health and welfare of their employees”

Plans Designed by a Singular Principle: Value

For 20 years, our strategy has focused on providing affordable, usable benefits that match the needs of our members while delivering low cost, compliant solutions to our clients.

Our products are designed to:

- Deliver Real Value to Enrollees and their Employers
- Provide Coverage that Matches the Needs of its Users
- Reduce or Eliminate Corporate Tax Liability
- Require Little or No Contribution from Employers

Essential StaffCARE plans are developed around the belief that workers will see the value of a robust, usable benefit plan and our enrollment rates consistently prove this to be true.



“Our relationship with Essential StaffCARE throughout the past decade has been an integral piece of our success and has allowed us to provide our associates a range of resources and options for insurance coverage. This has not only benefited the men and women working on the frontlines at Express client companies throughout North America, but it has also helped us maintain our position as a premiere staffing company.

The ESC team is has always been responsive to our needs, and we truly value the integrity with which they approach the services they provide and the creative solutions they develop to address some of our biggest challenges. One particular example is the guidance and creativity ESC brought to the table as Express was weighing options for how to position the business to work within the guidelines of the Affordable Care Act. The ACA presented some unique challenges for Express and the more than 550,000 people we put to work annually. ESC worked closely with us to develop a plan that met—and in many ways exceeded—the ACA requirements, ultimately saving the company millions in fees and fines.

In addition to helping us ensure our associates have access to quality insurance benefits, the plans we’ve developed with ESC have also proven to be a powerful sales tool. Few staffing companies can match the level of coverage Express provides our associates, which is a major differentiator for many of our client companies. They want to know that the temporary employees we place are being taken care of, and the insurance plans ESC has helped us create allows us to give them that guarantee.

Any company struggling with complex insurance issues would benefit from the guidance, expertise, and creativity the team at Essential StaffCARE provides.”



Tony Bostwick | Chief Financial Officer

Express Employment Professionals

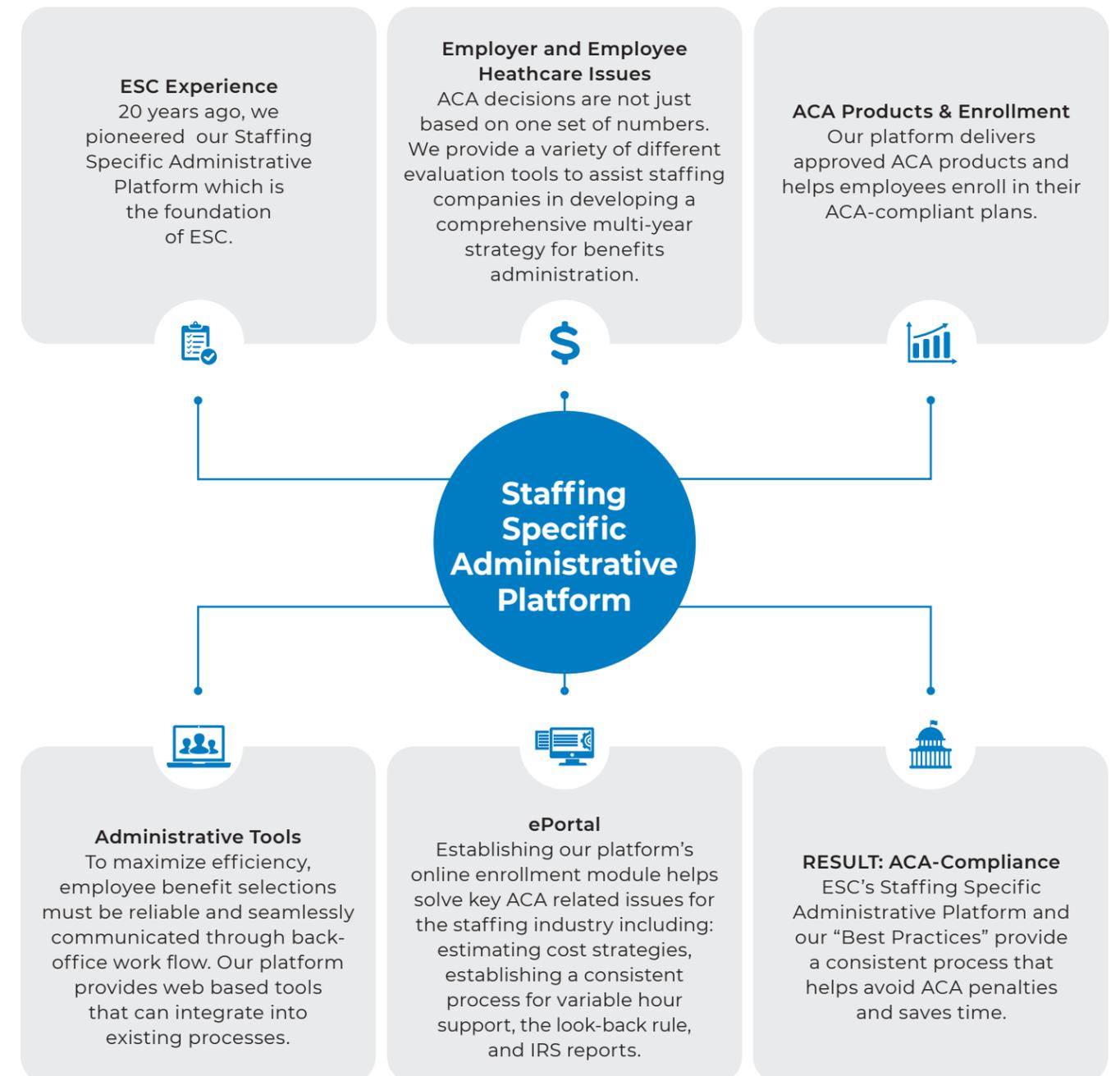
Benefit Plan Selections to Fit Your Strategies and Objectives

All ESC healthcare plans have been refined over time to deliver optimal coverage for workers and a competitive, compliant benefits offering for employers. Our clients select a benefits mix that achieves their corporate goals through strategically bundled products or a custom-tailored approach based on their objectives.



ESC's Staffing Specific Administrative Platform

The staffing industry is unlike any other, presenting unique challenges that require custom solutions. Essential StaffCARE pioneered an operations platform to address the needs of high turnover businesses, and it has been a key factor of our continued ability to successfully deliver and administer healthcare programs in our industry's data driven environment. For over 20 years, ESC has conducted operations on the industry's only Staffing Specific Administrative Platform (SSAP), featuring turn-key implementation, communication, enrollment, and administrative programs built for staffing. Some industry competitors have tried to match our platform's capabilities, but lack the experience, products and know-how built into the SSAP.



Fixed Indemnity: The Foundation of Your Benefit Offerings

Our Fixed Indemnity Medical plan pays a flat amount for each covered claim such as doctor's office visits, x-rays, lab work, prescription drugs, in and out-patient benefits, emergency room visits, urgent care, and other day-to-day claims. It helps cover out-of-pocket costs with no deductibles and no co-pays, and is our most popular plan option because of its highly usable benefits.

Fixed Indemnity Highlights:

- No Employer Contribution Necessary
- Does Not Disqualify Employees From ACA Subsidies
- First-Dollar Benefits on One of the Largest PPO Health Networks in the United States
- Administered on our Staffing Specific Administrative Platform

“ ESC continues its leadership by not only offering a range of plan options that satisfy the ACA employer mandate, but also by offering plans that appeal to temporary employees who do not want or need full ACA coverage. ”

Ed Lenz | Senior Counsel | American Staffing Association

Ancillaries



Vision

Eye Exams, Frames and Lenses, Contact Lenses



Dental

Cleanings & Exams, Fillings and Dental Work, Crowns, & Bridges



Short Term Disability

60% of Salary, Paid Up to 26 Weeks



Critical Illness

Covers Illnesses Requiring Long-term Hospitalization



Term Life

\$10,000 Primary, \$5,000 Spouse, \$5,000 Child, \$1,000 Infant



Accident

24-hour and Off the Job Coverage



Prescription Drug

Covered Up to 70% of Cost



Hearing

Includes Exam and Hearing Aid Coverage

Indemnity (Standard States) Standard Rx Benefits & Payouts

BENEFIT	Value Plan	Plan 1	Plan 2	Plan 3	Plan 4
Inpatient Hospital Benefit (require 24 hour minimum stay)					
Surgery (per day)	\$2,000	\$2,000	\$3,000	\$4,000	\$5,000
Anesthesiology (per day)	\$400	\$400	\$600	\$800	\$1,000
First Hospital Admission (1 per year)	N/A	\$250	\$250	\$500	\$500
Standard Care (per day)	\$300	\$300	\$500	\$700	\$800
Intensive Care (per day) (paid in addition to standard care benefit)	\$400	\$400	\$600	\$800	\$900
Skilled Nursing (per day) (for stays in a skilled nursing facility after a hospital stay)	\$100	\$100	\$100	\$100	\$100
Outpatient Medical Benefit Maximum (All outpatient benefits are subject to outpatient maximum)					
Physician Office Visit (per day)	\$60	\$105	\$105	\$105	\$105
Diagnostic (Lab) (per day)	\$75	\$75	\$75	\$75	\$75
Diagnostic (X-Ray) (per day)	\$150	\$200	\$200	\$200	\$200
Ambulance Services (per day)	\$300	\$300	\$300	\$300	\$300
Emergency Room Benefit - Sickness (per day)	\$100	\$200	\$200	\$200	\$200
Emergency Room Benefit - Accident (per day) (covers treatment for off the job accidents only)	\$300	\$500	\$500	\$1,000	\$1,000
Surgery (per day)	\$500	\$500	\$500	\$1,000	\$1,000
Anesthesiology (per day)	\$200	\$200	\$200	\$400	\$400
Physical Therapy, Speech Therapy, Occupational Therapy (per day)	\$50	\$50	\$50	\$50	\$50
Prescription Drugs (Reimbursement—not subject to the outpatient maximum, payable via the reimbursement method)					
Annual Maximum	\$600	\$600	\$600	\$600	\$600
Generic Coinsurance	70%	70%	70%	70%	70%
Brand Coinsurance	50%	50%	50%	50%	50%
Accidental Loss of Life, Limb or Sight Benefit (Not available as a rider to fixed indemnity in FL, MN, or NC)					
Employee	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000
Spouse	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000
Dependent (6 months to 26 years)	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Dependent (15 days to 6 months)	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
Wellness Care (1 per year)	\$75	\$100	\$100	\$100	\$100

Rates shown are for example only. Specific rates, and the availability of specific ancillaries, may vary from state to state. Please contact an ESC representative to receive a formal quote for your state(s).

Weekly Premium (Standard States) Standard Rx Rates

TIER LEVEL	Value Plan	Plan 1	Plan 2	Plan 3	Plan 4
Employee Only	\$15.98	\$19.98	\$20.91	\$28.50	\$35.78
Employee + Child(ren)	\$26.54	\$33.17	\$34.71	\$47.31	\$59.39
Employee + Spouse	\$30.36	\$37.96	\$39.73	\$54.15	\$67.98
Employee + Family	\$40.44	\$50.55	\$52.90	\$72.11	\$90.52

Minimum Essential Coverage (MEC) ACA-Compliant, Employer-Sponsored

The ESC self-funded Minimum Essential Coverage (MEC) is an ERISA-qualified plan, covering ACA-required wellness and preventive coverages. Critical to an ALE's compliance strategy, our MEC plan is completely voluntary with no employer contribution necessary and can eliminate the (A) tax penalty.

MEC Plan Highlights:

- Complies with ACA Definition of Minimum Coverage
- Eliminates (A) Tax if Offered to all Full Time Associates
- No Employer Contribution Required
- ERISA-qualified

Minimum Essential Coverage Benefits	Network	Non-Network
21 Preventive Services for Adults	100%	40%
24 Preventive Services for Women	100%	40%
31 Covered Preventive Services for Children	100%	40%
PPO Network	First Health	
The MEC plan covers all wellness and preventive services mandated by the Affordable Care Act. The total number of covered benefits are subject to change based on the method of classification used. For more details please go to https://www.healthcare.gov/coverage/preventive-care-benefits/		

“ESC's product offerings have helped us achieve the goal of getting first-dollar benefits along with ACA-compliance offerings for both our employees and business - A true win-win situation for everyone.”

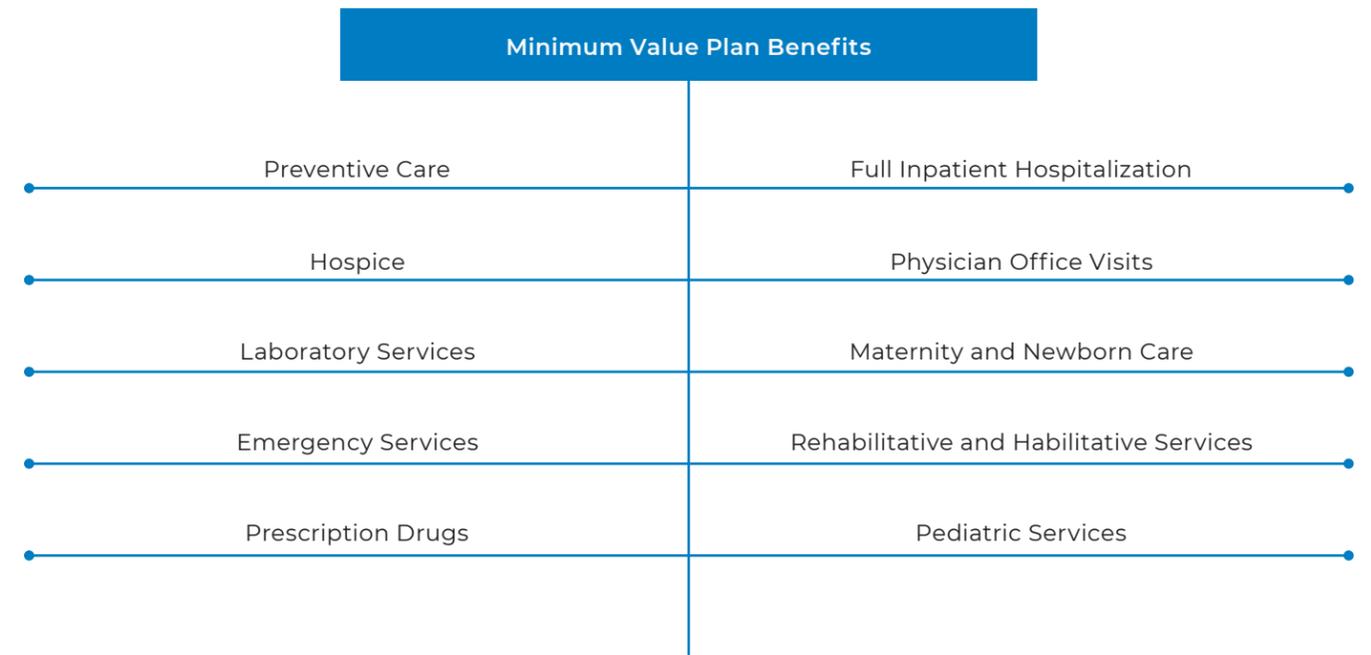
Josh Finstad | Vice President | Placements Unlimited

Bronze Major Medical Minimum Value Plan: Full Coverage The Only Fully-Insured Major Medical Bronze Plan Offered Specifically for Staffing

Our Major Medical Minimum Value (MV) plan is comprehensive medical coverage providing protection against large health claims. It covers doctor's office visits, inpatient and outpatient treatments, emergency services, prescription drugs, rehab, physical therapy, mental health, nursing home care, and more. Our MV also provides preventive care, such as yearly check-ups and screenings – many at no cost. The plan meets the Minimum Value definition of the Affordable Care Act, shielding the employer against both the (A) and (B) taxes under section 4980H.

MV Plan Highlights:

- No Minimum Enrollment/Participation
- Eliminates (A) Tax Penalties
- Optional Employer Contribution to Eliminate or Manage (B) Tax
- Unlimited Inpatient Benefits



Complimentary Products to Deliver a Lowest-Cost ACA Strategy

The Essential StaffCARE suite of products have been designed purposefully to meet the needs of both employers and employees across the Staffing Industry. Our integrated ACA strategy combines complimentary MEC and MVP plans with a Fixed Indemnity offering to ensure ACA-compliance while helping to offset the out-of-pocket impact of high deductible plans.



Under the recommended strategy, our historical analysis shows employees gravitate toward the Fixed Indemnity Plan, which does not require employer contribution. Therefore, employees are paying for their own coverage while corporate tax penalties are largely avoided. This strategy not only keeps you compliant, but limits exposure and minimizes cost as well.

“ With Essential StaffCARE, we are ahead of the health care reform curve. The Essential StaffCARE team’s experience has helped guide us through health care reform confusion. ”
 Kara Bertoncino, CSP | VP Operations | Quality Staffing Specialists

Planning for 2021

Evaluating and recalibrating your benefits strategy for next term can drastically impact your firm’s bottom line while boosting employee morale and satisfaction. Consider these initial suggestions and best practices to fine tune your planning for the upcoming benefits year.

- Understand Benefit Implementation Strategies**
 Reduce or eliminate tax liability with a thorough examination of your benefit offering options
- Maximize Your Employees’ Insurance Participation**
 Boosting satisfaction extends tenure which creates efficiencies across the board
- Stop Paying for Minimum Essential Coverage**
 If you are contributing to a MEC plan for employees, ACA changes have made this unnecessary
- Calculate How Much Your Turnover Rate is Costing You**
 Workers enrolled in ESC stay 47% longer, which translates to \$324 in additional revenue per employee
- Adopt Industry-Specific Technology**
 Use proven processes and industry expertise to increase retention, gain efficiency, and boost revenue
- Offer Benefits at On-Boarding**
 Capturing responses during on-boarding significantly increases enrollment and ensures compliance

ESC operates seven offices strategically positioned to service clients nationwide:



Essential StaffCARE has proudly served the staffing industry for over 20 years and our unique approach to the design of our fixed indemnity product has earned us the position of the industry's leading benefits provider. Serving over 2,450 clients nationwide, our goal is to provide thought leadership, industry advocacy, and unmatched customer service.



www.EssentialStaffCARE.com

To schedule a consultation or for more information, contact us at 877-372-2203