



Suite Spot

from Kaiser Permanente
and UnitedHealthcare

Quoting guidelines

Large employers with employees in California have a unique solution for health coverage—Suite Spot, a paired offering from Kaiser Permanente and UnitedHealthcare. Employers can mix and match plans from both carriers to create a benefits package that fits the needs of their workforce. Employers must meet the following guidelines:

- Single employer group with 51 or more benefits-eligible employees
- In business more than two years
- Presently offering health care benefits to their workforce
- Directly employs a stable, nonseasonal workforce
- Must not have more than two sets of health care benefit carriers in the past five years
- An employer-employee relationship must exist and employees must be represented on the payroll as receiving a wage or commission (a copy of the wage report may be required to clarify employee status)
- Employees must work a minimum of 30 hours per week
- Employer must provide workers' compensation coverage for all nonexempt employees
- Fewer than 15 percent COBRA enrollees
- Early retirees are eligible if the total number does not exceed 10 percent of the group and other requirements are met
- Not in an excluded industry (see table below)
- Waiting period must not exceed 90 days
- For current Kaiser Permanente groups, Kaiser Permanente penetration must not exceed 75 percent of enrolled medical population

Excluded Industry Table		
Code	Category	Description
7363	Personnel supply services	Help supply services
8611	Membership organizations	Business associations
8621	Membership organizations	Professional membership organizations
8631	Membership organizations	Labor unions and similar labor organizations
8641	Membership organizations	Civic, social, and fraternal associations
8651	Membership organizations	Political organizations
8661	Membership organizations	Religious organizations
8699	Membership organizations	Membership organizations, not elsewhere classified
8811	Private households	Private households
	Membership organizations	Employee leasing organizations
	Membership organizations	Professional employer organization



**For more information,
contact your
Kaiser Permanente
or UnitedHealthcare
representative.**

Enrollment participation requirements

Suite Spot from UnitedHealthcare and Kaiser Permanente is intended as the health care coverage product for the employer's entire workforce. Enrollment participation in Suite Spot must include 75 percent of the employer's benefits-eligible employees. No more than 25 percent of eligible employees can waive coverage without alternative coverage. However, the individual carrier-offered plans have no minimum or maximum enrollment requirements.

Step rates

UnitedHealthcare and Kaiser Permanente will accommodate three-step and four-step rates. These step rates must be the same for both carriers. When possible, separate rates will be established for active employees and early retirees.

Employer contributions

Employers can select fixed percentage contribution (applied to all plans offered) or fixed dollar contribution. With either strategy, they must contribute one of the following:

- At least 75 percent of the employee rate of the lowest cost plan
- At least 50 percent of the employee rate and at least 50 percent of the dependent rate of the lowest cost plan
- Validated HMO plan designs offered by UnitedHealthcare and Kaiser Permanente premium differentials will be no greater than approximately 25% by tier on 3-tier quoted rates and 4-tier quoted rates. See proposal stipulations for more details.

Statewide and out-of-state quoting process

Employers with employees across the state will receive separate Northern and Southern California rate quotes from each carrier. If 15 percent or less of the group is in one of these regions, each carrier will offer blended rates. The Southern and Northern California regions are defined for this product as follows:

Southern California: San Luis Obispo, Santa Barbara, Ventura, Los Angeles, San Bernardino, Orange, Riverside, San Diego, Imperial, Tulare, and Kern counties

Northern California: All remaining counties

The Kaiser Permanente HMO plans are underwritten by Kaiser Foundation Health Plan, Inc. (KFHP). Kaiser Permanente Insurance Company (KPIC) underwrites the KPIC Delta Dental plans. KPIC is a subsidiary of KFHP. Kaiser Permanente®, Kaiser Foundation Health Plan®, and the Kaiser Permanente logo are registered service marks of Kaiser Foundation Health Plan, Inc., in the United States and other countries.

Health plan coverage provided by or through UnitedHealthcare Insurance Company and UnitedHealthcare of California. Administrative services provided by PacificCare Health Plan Administrators, Inc., Prescription Solutions or OptumHealth Care Solutions, Inc. Behavioral health products are provided by U.S. Behavioral Health Plan, California (USBHPC) or United Behavioral Health (UBH).

Information in this brochure was accurate at the time of production. Details may have changed. Contact your Kaiser Permanente or UnitedHealthcare representative for current information.

Employers with out-of-state employees will receive separate national rates from UnitedHealthcare for those employees.

Broker commissions

Brokers will be paid according to the product group sold:

Medical

New business to both Kaiser Permanente and UnitedHealthcare

- Broker commission will be common to both carriers.
- Broker-requested commission will be allowed as long as it does not exceed 6 percent. If it does, a common commission amount must be approved by both carriers.
- If a broker does not request a commission, the following schedule will apply:
 - 5 percent for employers with 51–200 eligible employees
 - 4 percent for employers with 201–500 eligible employees
 - 3 percent for employers with 500+ eligible employees

Existing business with either or both Kaiser Permanente and UnitedHealthcare

- Broker commission may vary between carriers.
- Existing commissions for prior coverage from each carrier will apply, unless broker requests a new commission amount. New commission requests must be approved by each carrier individually.
- If the group is new business for either carrier and no commission is requested, the above new business schedule will apply.

If the broker requests a commission that exceeds 6 percent for new or existing business, this request may be communicated to the employer.

Ancillary products

Commission schedules for ancillary products may vary by product type and carrier. Ancillary schedules will vary from the medical schedule.