



**Current Date**  
**Employer Name**  
**Employer Address 1**  
**Employer Address 2**  
**Employer City, Employer State, Employer Zip**

**IMPORTANT INFORMATION ABOUT YOUR HEALTH INSURANCE PREMIUM REBATE**

Dear Employer,

You will be receiving a rebate for 2021 from HPHC Insurance Company. This rebate is issued in accordance with the Medical Loss Ratio (MLR) requirements of the Affordable Care Act. The Affordable Care Act requires that all health insurers spend a certain percentage of premiums on claims and expenses that improve health care quality. This percentage is known as the minimum MLR. If a health insurer does not meet the minimum MLR requirement, the insurer must issue rebates to all employers within the affected line of business.

A required *Notice of Health Insurance Premium Rebate* is included with this mailing. This notice provides information on how MLR rebates are calculated.

**What to know:**

As the employer/administrator of the group health plan, you may have certain responsibilities regarding use of this MLR rebate.

For general information and guidance on the usage of this rebate, you may consult with your legal advisor or contact the U.S. Department of Labor at **(866) 444-3272**.

**Your rebate**

***"Check"***

You'll receive your rebate check by separate mail.

***OR***

***"Premium Credit"***

We are giving you this rebate by reducing your next premium payment.

For additional information on the MLR rebate, visit [www.harvardpilgrim.org/MLRrebate](http://www.harvardpilgrim.org/MLRrebate).

**Questions?**

If you have additional questions after reading the enclosed notice, please call us at **(800) 637-4751** (TTY: **711**). Representatives are available Mondays, Tuesdays, Thursdays and Fridays from 8:30 a.m. to 5 p.m., and Wednesdays from 10 a.m. to 5 p.m.

Sincerely,

A handwritten signature in cursive script that reads "Patrick Cahill".

Patrick Cahill  
President, Commercial Markets

Enclosure: Notice of Health Insurance Premium Rebate

## Notice of Health Insurance Premium Rebate

### Current Date

### Employer Name

### Employer Address 1

### Employer Address 2

### Employer City, Employer State, Employer Zip

Re: Health Insurance Premium Rebate for Year 2021; Policy <Group Policy Number>

Dear Employer:

This letter is to inform you that HPHC Insurance Company, Inc. will be rebating a portion of your health insurance premiums through your employer or group policy holder. This rebate is required by the Affordable Care Act — the health reform law.

The Affordable Care Act requires HPHC Insurance Company, Inc. to rebate part of the premiums it received if it does not spend at least 80 percent of the premiums HPHC Insurance Company, Inc. receives on health care services, such as doctors and hospital bills, and activities to improve health care quality, such as efforts to improve patient safety. No more than 20 percent of premiums may be spent on administrative costs such as salaries, sales, and advertising. This is referred to as the “Medical Loss Ratio” standard or the 80/20 rule. The 80/20 rule in the Affordable Care Act is intended to ensure that consumers get value for their health care dollars. You can learn more about the 80/20 rule and other provisions of the health reform law at: [www.healthcare.gov/health-care-law-protections/rate-review/](http://www.healthcare.gov/health-care-law-protections/rate-review/).

### What the Medical Loss Ratio Rule Means to You

The Medical Loss Ratio rule is calculated on a State by State basis. In New Hampshire, HPHC Insurance Company, Inc. did not meet the 80/20 standard. In 2021, HPHC Insurance Company, Inc. spent only 75.1% of a total of \$19,587,244 in premium dollars on health care and activities to improve health care quality. Since it missed the 80% by 4.9% of premium it receives, HPHC Insurance Company, Inc. must rebate 4.9% of the total health insurance premiums paid by the employer and employees in your group health plan. We are required to send this rebate to your employer or group policyholder by September 30, 2022 or apply this rebate to the health insurance premium that is due on or after September 30, 2022. Employers or group policyholders must follow certain rules for distributing the rebate to you.

### Ways in which an employer can distribute the rebate

If your group health plan is a non-Federal governmental plan, the employer or group policyholder must distribute the rebate in one of two ways:

- Reducing premium for the upcoming year; or
- Providing a cash rebate to employees or subscribers that were covered by the health insurance on which the rebate is based.

If your group health plan is a church plan, the employer or group policyholder has agreed to distribute the portion of the rebate that is based on the total amount all of the employees contributed to the health insurance premium in one of the ways discussed in the prior paragraph.

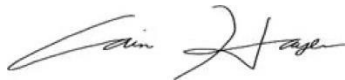
If your group health plan is not a governmental plan or a church plan, it likely is subject to the Federal Employee Retirement Income Security Act of 1974 (ERISA). Under ERISA, the employer or the administrator of the group health plan may have fiduciary responsibilities regarding use of the Medical Loss Ratio rebates. Some or all of the rebate may be an asset of the plan, which must be used for the benefit of the employees covered by the policy. Employees or subscribers should contact the employer or group policyholder directly for information on how the rebate will be used. For general information about your rights regarding the rebate, you may contact the Department of Labor's Employee Benefits Security Administration at **(866) 444-EBSA (3272)** or review the Department's technical guidance on this issue on its web site at [www.dol.gov/agencies/ebsa/employers-and-advisers/guidance/technical-releases/11-04](http://www.dol.gov/agencies/ebsa/employers-and-advisers/guidance/technical-releases/11-04).

**Need more information?**

If you have any questions about the Medical Loss Ratio and your health insurance coverage, please contact HPHC Insurance Company, Inc. toll-free at **(800) 637-4751** or [www.harvardpilgrim.org/MLRrebate](http://www.harvardpilgrim.org/MLRrebate).

Contact your employer or Administrator directly for information on how the rebate will be distributed. For general information about your rights regarding the rebate if your group health plan is subject to ERISA, you may contact the Department of Labor's Employee Benefits Security Administration at **(866) 444-EBSA (3272)** or review the Department's technical guidance on this issue on its web site at [www.dol.gov/agencies/ebsa/employers-and-advisers/guidance/technical-releases/11-04](http://www.dol.gov/agencies/ebsa/employers-and-advisers/guidance/technical-releases/11-04).

Sincerely,



Cain A. Hayes  
Chief Executive Officer  
Point32Health