

2008 – 2009 Highlights

Products & services for small groups



Blue Cross: The best choice

Plans that can save you
5 to 30 percent of premium

Largest provider networks for
in-network benefits, including
the Mayo Clinic

Fourth-quarter carryover
included in all plans

Copays waived at retail health
clinics (in copay plans)

Free* generic drugs in most plans

Free* OTC drug program

90dayRx retail or by mail

75 years of experience
in Minnesota

*Included in plan premium



*Plans and services effective
July 1, 2008 – June 30, 2009*

Big company value for small employers

This guide provides a brief overview of our 2008 — 2009 product highlights. You'll understand why so many Minnesota companies select Blue Cross and Blue Shield of Minnesota for their health plan. You'll also find lots of new products and features that can help your company in the future. You've made a benefit choice that will help you attract and retain the best employees because they know that you care enough to offer Blue Cross.

New this year

Better prices at retail health clinics

At retail health clinics, we are waiving copays on most group copay plans.

Free health assessments

Each member has access to a free online assessment with optional online health coaching.

The advantages you'd expect from a plan leader

Here's a quick look at what matters most to you and your employees in a health plan, and how Blue Cross addresses each issue:

What matters most	Blue Cross advantage
Minnesota provider network	The largest, with access to more than 97 percent of Minnesota providers, including the Mayo Clinic, for in-network benefits
Travel coverage	"In-network" peace of mind wherever you travel, thanks to our BlueCard® and BlueCard Worldwide® network
Pharmacy options	Free* generics, over-the-counter drugs*, 90dayRx prices at retail pharmacies or by mail, specialty drug program and more
Consumer-directed plans	The most experienced, with the greatest market share
Consumer engagement tools	A new, easy-to-use online member center that will help your employees become better health care consumers
Claim payment ease	If you have a health savings account (HSA) with Blue Cross, our "crossover" feature allows paperless, automatic reimbursement from your account
Fourth-quarter carryover	Members who haven't met their calendar-year deductible can carry over expenses from October, November and December to their next year's deductible
Behavioral health	Benefits that are among the richest in the market; coverage includes autism therapy
Health management	Health improvement programs, such as cost-saving prenatal support and 24-hour nurse advice line included
Fitness discounts program	Members can choose from among more than 700 major chains and independent fitness centers
Blue Cross brand	Consumers trust and recognize the value of "Blue" more than any other health plan brand

*\$0 copay to member, cost of generics and over-the-counter drugs included in premium

2008 – 2009 changes to our group plans

Changes effective July 1, 2008 for new groups or upon renewal

Bariatric surgery

Members are now eligible for bariatric surgery at facilities that have been identified as Blue Distinction Centers, offering the highest quality of care.

Retail health clinics

Participating retail health clinics now offer a convenient alternative to a trip to the physician. New this year, most small group plans including an office visit copay will have the copay waived when members use a retail health clinic in Minnesota.

Drug out-of-pocket maximums

The drug out-of-pocket maximum will change from \$500 per person/\$1,000 per family to \$750 per person/\$1,500 per family for selected plans.

High-deductible health plan updates

No increases will be made to deductibles and out-of-pocket maximums on all Options Blue plans.

Be sure to communicate these changes to your employees!

Blue ValueSM, our popular, lower-priced small group product, is now available as a dual-choice option

The recent addition to our product lineup is called Blue Value. It's a comprehensive major medical plan that offers you a premium savings potential of 5 to 25 percent or more, depending on your current plan.

New this year, you can offer Blue Value with another plan, giving employees the choice of paying lower premiums for a plan with a higher coinsurance. You also can combine Blue Value with an employer-funded health reimbursement account (HRA) to help your employees transition to this higher coinsurance plan.

Blue Value features two deductible options (\$1,500 or \$2,500), office visit copayments (\$40) and coinsurance (70/30). The plan includes a three-tier drug benefit including free* generic and over-the-counter drugs, a \$50 copay for drugs in the formulary and a \$75 copay for non-formulary medications. The plan is not compatible with a health savings account (HSA). With Blue Value, you get the same statewide provider network, coverage in any state through the BlueCard network and coverage worldwide through the BlueCard Worldwide network.

* \$0 copay to member, cost of generics and over-the-counter drugs included in premium

Options Blue, our high-deductible health plan with an account, remains our hottest seller in the group market

Options Blue, our consumer-directed plan, is a great choice when you're looking to reduce your company's or your employees' premiums. Plus, there are tax advantages for putting money into an HSA or HRA. Premiums can be up to 30 percent lower than our traditional comprehensive major medical plans.

Options Blue offers these features:

- *Flexible plan design.* Our plans have four deductible and out-of-pocket maximum levels and two cost-sharing options.
- *A paired spending account.* An employer can add either an HRA or HSA to help employees pay the deductible using tax-advantaged dollars. There may be fees associated with the account.
- *Enrollment support.* A new employer communication toolkit helps employers educate employees to better understand how this new plan works and how it benefits them.
- *Excellent account administration.* SelectAccountSM, our account administrator, is one of the top ten account administrators in the U.S. in both number of accounts and deposits with 60,000 accounts and \$100 million in HSA deposits.
- *Debit card.* Debit cards are available for HSA members not choosing the "crossover" feature (automatic reimbursement that saves members paperwork). With HSAs, members simply present their card and their portion of the payment is deducted automatically from their account. Additional fees may apply. This puts the member in control of when to use their account.
- *Investment options.* HSA account holders can invest balances over \$1,000. Members can make their money work harder for them.
- *Early care center.* Our early care center offers ongoing support to employers and their employees to make sure the transition to a consumer-directed health plan is successful.

The contribution limits for 2008 are \$2,900 for individual coverage and \$5,800 for family coverage.

Unchanged deductibles and out-of-pocket maximums

We are keeping our deductibles and out-of-pocket maximums for HSA plans at the same level as 2007 levels for groups starting or renewing July 1, 2008. All Options Blue plans include the fourth-quarter carryover benefit.

	Deductibles	Out-of-pocket maximums 80% plan
Low	\$1,450/single – \$2,900/family	\$2,900/single – \$5,800/family
Middle	\$2,000/single – \$4,000/family	\$4,000/single – \$8,000/family
High	\$2,900/single – \$5,800/family	\$5,500/single – \$11,000/family
High*	\$2,900/single – \$5,800/family	\$5,500/single – \$11,000/family

* with embedded deductible

Note: Out-of-pocket maximums on the HSA 100 percent plan are equal to the annual deductible.

MII Life, Inc., d.b.a. SelectAccount, is an independent company providing account administration services.

Blue Cross dual choice lets you offer two plans at once

In the past, only larger employers could offer their employees two health plan choices. With our dual-choice option, you can do just that, as long as you have five or more actively enrolled employees.

By taking advantage of dual choice, you can have:

- Flexible contribution design to control monthly costs
- A tool for making the shift to consumer-directed health plans
- More than 30 combinations to choose from, including HSA- and HRA-eligible plans that will help you control monthly costs
- Employees who will appreciate choices to better meet their needs

Dual-choice quick lookup grid

Check our quick lookup grid to see which plans can be paired. The black dot indicates where the plans on the horizontal and vertical columns can be paired.

Dual-choice grid effective July 1, 2008

Employers with five or more actively enrolled employees and a table rating lower than 12 may offer dual-choice coverage.

- Each benefit plan must include at least one contract.
- There is a maximum of two plan offerings per small group.
- An employer's health plan(s) can only be changed at renewal.
- Only the plans listed below are available for dual choice.

Health plan description	PLAN	A	B	C	D	E	F	G	H	I	J	K	L	M
	4	113	114	118	120	122	123	176	178	181	175	131	132	
A Aware Gold® with copay	4					•	•		•			•	•	
B CMM with \$20 copay	113						•			•		•	•	•
C CMM with \$25 copay	114							•	•	•		•	•	
D CMM \$300	118							•	•	•	•			•
E CMM \$500	120	•						•	•	•	•			
F CMM \$1,000	122	•	•							•	•			•
G CMM \$2,000	123			•	•	•					•	•		
H Options Blue HSA 100 low ded	176	•		•	•	•								•
I Options Blue HSA 100 med ded	178		•	•	•	•	•							
J Options Blue HSA 100 high ded*	181				•	•	•	•						•
K Options Blue HSA 80 high ded*	175	•	•	•				•					•	
L Blue Value \$1,500	131	•	•	•								•		
M Blue Value \$2,500	132		•		•		•		•		•			

CMM = comprehensive major medical

*Embedded deductible

Pharmacy benefits help members save

Free* generics

This benefit covers 100 percent of the cost of generic drugs in a “tiered” pharmacy benefit for small groups. Here’s the member responsibility:

Tier 1: Generic drugs: \$0 copay

Tier 2: Formulary brands: \$35 copay
(\$50 for Blue Value members)

Tier 3: Non-formulary brands: \$50 copay
(\$75 for Blue Value members)

Members should ask about a generic alternative, even if there isn’t a generic available for the brand-name drug. Another generic may be available that will work as well.

90dayRx

Here’s a great way to save on maintenance drugs. For two copays instead of three, members receive a 90-day supply at either a participating 90dayRx retail pharmacy location (nearly 20,000 participating locations) or by mail order for home delivery.

Free* over-the-counter (OTC) drugs

When members get a prescription for over-the-counter alternatives to some prescribed drugs, they pay nothing out of pocket. Our OTC program covers certain medications for stomach disorders and allergies. This program is now available for Options Blue HSA members once their deductible is satisfied.

Specialty drug program

The specialty drug program is designed to manage high-cost drugs (\$1,200 to \$100,000 per patient per month) that treat rare conditions. The program delivers these drugs to the member’s door and provides 24-hour access to pharmacists for questions.

For more information on how members can use these benefits, go to bluecrossmn.com. Click “prescription drugs” under Quick Links, and look under Special Programs.

*\$0 copay to member, cost of generics and over-the-counter drugs included in premium



Life and disability products available

Blue Cross has forged a partnership with prominent national insurer USABLE Life Insurance Company (USABLE), that will allow you to purchase its life and disability products through Blue Cross.

USABLE has an A.M. Best Company rating of “A” (Excellent) and a Standard & Poor’s financial strength rating of “A” (Strong). You can access products available through USABLE, such as group term life, accidental death & dismemberment, short and long-term disability, and an array of group voluntary products. Blue Cross will still have the ability to integrate applications, quotes and billing administration with the health plan process.

Talk to your agent or Blue Cross representative for more details.

USABLE Life Insurance Company is an independent company that does not provide Blue Cross products or services. USABLE is solely responsible for their life and disability products.

A focus on managing the health of your employees

More than ever, Blue Cross members have support and guidance regardless of where they are on the health spectrum. Healthy members can stay healthy, and all members get the information and support they need to take responsibility and ownership of their health.

Your employees have access to these supportive programs at no extra charge with all fully insured small group plans:

- Prenatal support program
- Online wellness center
- Stop-smoking program
- Member health publication sent out three times a year
- 24-hour nurse advice line
- Employee assistance program
- FluStopSM program
- Fitness discounts program

Best-in-class stop-smoking program

Our free* stop-smoking assistance really works. Since the program’s inception in 2000, we’ve enrolled more than 35,000 members, and on average, nearly one-third quit successfully.

*Cost is included in the premium



**BlueCross BlueShield
of Minnesota**
An Independent Licensee of the Blue Cross and Blue Shield Association

Communicating with you and your employees

You will hear from us regularly about everything from benefits administration to value-added services. We stay in touch with members, too, promoting a healthy lifestyle and the value of having a Blue Cross health plan. Here are some of the communications we offer.

Benefit administrator guide

This guide has a complete section on administering your plan, along with step-by-step instructions for adding or deleting employees, extending dependent coverage, understanding your bill and ordering health education materials.

myBlueCross member center

Members have online access to information about the health plan, claims status, account details (if the member has a spending account), and a wealth of health improvement information that can be tailored to each member's health interests. Registration for access to myBlueCross is easy by going to bluecrossmn.com and selecting "for members" in the self-service area.

Provider information

Our provider directories offer detailed information on providers and, where available, ratings on cost and quality.

Additionally, Blue Cross has launched the Healthcare ScoopSM (thehealthcarescoop.com), where members can read consumer comments on their experiences with particular doctors, hospitals and clinics.

Support for exercise

You may have seen or heard advertisements for the *do*[®] Campaign about the benefits of exercising for 30 minutes a day. The campaign is sponsored by Blue Cross' Prevention Minnesota initiative and the American Heart Association.

Employer newsletter

Four times a year, you'll receive Benefit Blue, a quick compilation of information you need to know about our products, services, member benefits, health trends and important information to share with your employees.

Member newsletter

Three times a year, Blue Cross members will receive You & Blue, our member newsletter. We cover health topics and helpful hints on how to get the most from your Blue Cross plan.

Want more details about information in this brochure?

You can contact your Blue Cross agent or the group leader line at (651) 662-1725 or 1-877-293-7035. Your employees can contact customer service at (651) 662-5035 or 1-888-878-0138. Agents may contact their Blue Cross sales representative or agency services at (651) 662-5240 or 1-800-262-0821.