

COVID-19 FAQ – EMPLOYERS

Rev. 4.13.20

UPDATED: Are you operating at full capacity right now?

Yes. Our entire team has been working remotely since Tuesday, March 10. We will maintain these remote working arrangements through at least **May 15**.

If there is a change to normal business operations, your account manager will be in touch with you. If you have specific questions about your account, please email or call your account manager or account management team.

Does your company have specific contingency plans to minimize service disruptions due to employee illness and/or absenteeism?

Yes. We have shared CDC guidance to raise awareness of the coronavirus and the steps to take to protect ourselves and each other from the virus. To help our employees stay healthy, we:

- Moved to nearly 100 percent work-from-home arrangements and canceled, postponed, or restructured corporate events to enable virtual participation.
- Halted all business travel.
- Required all employees to self-report personal travel, exposure to a person with confirmed coronavirus, or flu-like symptoms. Employees traveling to a Level 2 or high location, who are symptomatic, or who have been exposed to a person with a confirmed case of COVID-19 are required to self-quarantine for 14 days.

Has Avēsis provided relevant communications and training to your employees to minimize potential disruption of business activities?

Yes. We are sharing information with our employees daily to help them understand that their health and safety is one of our top priorities. In addition to providing health-related updates, we are also providing access to tools for managing any potential disruptions and isolation some remote workers may encounter, including strategies for staying in touch with their managers and team members while working from home.



Does your company rely on critical third parties (vendors) to deliver normal operations and business process relative to servicing our plan? If so, what are the associated activities, processes, the vendors providing them, and their relevant plans with regard to COVID-19?

The Avēsis Management Team is monitoring the readiness of each of our critical vendors to ensure they can support our needs and continue operations throughout the COVID-19 Public Health Emergency.

UPDATED: Will providers' offices remain open, and how will you monitor and address this issue?

We suggest that providers' offices follow the direction of their state officials and/or industry leaders regarding their office schedule. Local governments are recommending that routine checkups and other non-emergency visits be curtailed during the pandemic. We are asking that providers' offices that are closed leave detailed messages for their patients to let them know about their schedules and whom to contact in the event of an emergency.

UPDATED: What are you doing to help members access care?

We are asking that providers' offices not open for business please direct their members to a facility where they may be able to get treatment.

Will you extend premium grace periods?

Through May 31st, Avesis clients will be granted an additional 30 days of grace period beyond current policy limits. For example, if your grace period for payment has been 30 days, it will now be extended to 60 days.

How can we keep our employees covered?

Avēsis processes the eligibility provided by the employer group. So anyone whose name is submitted is covered.

How will our employees' coverage be managed during the current situation? What is the policy for retaining the employees on the plan, even though they may be laid off or furloughed? What action are you taking for employer groups that need to reduce the hours of currently enrolled full-time employees to below 30 per week? For employer groups that may temporarily lay off active enrolled employees, how long can those employees remain on the active group?



As the impact of COVID-19 continues to unfold, large numbers of employees' hours are being reduced. In response, Avēsis is making changes to eligibility requirements in order to provide coverage on vision and dental through the end of April 2020.

Effective March 1, 2020, Avēsis will continue to consider a currently enrolled employee eligible for benefits until April 30, 2020 if:

- The full-time employee's hours are reduced and fall below the minimum hourly work requirement to be benefit eligible

OR

- The employee is furloughed or laid off

Both fully insured and administrative services only (ASO) arrangements are eligible for the extension. During the extension, premiums must be paid according to your regular billing cycle and extended grace periods, if any.

If you choose to take advantage of the temporary accommodation, do not change the employee's eligibility if they experience a reduction in hours, leave of absence, layoff, or furlough that would normally make them benefit ineligible

As long as you don't change the benefit eligibility status of your employees, we will assume that your plan has accepted our temporary accommodation.

May I opt out of the temporary accommodation? If so, how?

Yes, please follow the normal termination procedures.

What if you choose to extend or change the temporary accommodation?

We will communicate any changes regarding this temporary accommodation before April 30, 2020, including whether we will be extending the accommodation timeframe or returning to the original contract provisions in your policy regarding eligibility requirements. Please continue to check the benefits manager portal at www.avesis.com for updates.

If terminated from the plan for a month, will employees be allowed back on the plan without a probationary period?

Yes, at your request, we will waive probationary periods through June.

What if my providers are not seeing patients right now? Are there temporary higher coverage levels for out-of-network care if needed?



Though we recognize it may be difficult, every effort should be made to see an in-network provider. If you need further assistance, please call your account manager.

What if my company needs additional financial assistance during this time?

Please contact us to make individual arrangements.

UPDATED: What other resources are available if I need additional financial aid?

The Small Business Administration (SBA) offers a variety of loans. Under the CARES Act Paycheck Protection Program, loans may be available for payroll costs, which include payments required for the provisions of group healthcare benefits, including insurance premiums to pay your vision insurance premiums. If you keep your employees on the payroll and otherwise meet the requirements under the loan program, the loan is forgiven.

What can I manage online?

Avésis offers full-service websites that allow benefits managers to manage eligibility and view invoices online. We also offer ways to make automatic premium payments. Please contact your account manager for more information.

