

For further information about CalCPA-endorsed plans, fill out and send this card to:

**CPA Focus Editor  
The Group Insurance Trust  
California Society of CPAs  
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Redwood City, CA 94065-1217**

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## Rate Cut for Group Life and LTD Plans

**Haul out the sale signs and exclamation points!** It's not the annual department store Fourth of July sale, but the price reductions on the GIT group life and long-term disability plans offered through The Hartford are every bit as attractive. Starting July 1, premiums for these plans will be significantly reduced. A recent review of claims experience for previous years has shown that the plans have performed better than expected, and the new lower rates reflect these positive results.

For CalCPA members this means overall rate reductions of 20 percent for group life subscribers and 43 percent for LTD policyholders. Going forward, premiums for these plans will be based on firm size, so specific premiums for your firm may

be more or less depending on the number and ages of employees and benefit levels selected. All firms currently subscribing will see decreases and letters announcing the new rates will go out shortly. For firms that have never enrolled in these plans, this is a great opportunity to consider the benefits to your employees and your firm. To qualify, firms must enroll all eligible employees, which means those working 30 hours a week or more.

The Hartford Group Term Life features two benefit levels. The first covers one year's earnings up to \$50,000 and the second, two times annual earnings up to \$100,000. Policies become effective on the first day of the quarter following approval. This means that applications for the quarter beginning

July 1 at the new lower rates are now being accepted.

The Hartford Group LTD also offers two different benefit levels. Option one provides a benefit of 60 percent of the eligible employee's monthly earnings up to a maximum of \$6,000 per month. Option two provides benefits at the same rate up to \$10,000 per month. For workers who are disabled before the age of 62, these benefits continue until age 65 or until they are able to work at a job that would pay them what they had previously earned. Employees older than 62 qualify for the same level of benefits but over a shorter time span. ♦

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# CPAfocus

Spring 2009, Issue 1

your source for insurance and member benefits information

## Great Benefits Attract Loyal Employees

**Just because you spend your day looking at other people's financial statements doesn't mean you can neglect your own.** Nor does it mean that, even in the worst of times, you can take your employees for granted. Studies consistently show that a company's benefits package is an important consideration when choosing to leave or remain at a firm. Though the current economic downturn may bring difficult choices, as a CalCPA member you are well positioned to attract and retain skilled employees by taking advantage of the highly competitive benefit plans offered by the Group Insurance Trust.

### Medical Plans for CPAs by CPAs

At the heart of every benefits package are its medical plans. As an employer you are

called upon to evaluate and balance a wide array of features of these plans that may vary in importance to your employees: provider choice, service quality, paperwork involved, levels of preventive care available, flexibility, premium rates, co-payment options, and, of course, the cost to you. Your decisions about what plans to offer are necessarily time consuming and can weigh heavily on you.

Or, you could offer your employees their choice among the entire range of CPA ProtectPlus co-pay and HSA medical plans, giving them access to one of the largest provider networks in the state, and high-quality service, all at an amazingly competitive cost. These are, after all, your CalCPA-endorsed plans, designed by CPAs

for CPAs. Moreover, because these plans are completely self-funded and administered by the Group Insurance Trust, there are no shareholder dividends to pay or profit goals to meet. Your premiums fund your healthcare.

This is one of the reasons why ProtectPlus rate increases have been significantly below industry averages for over five years in a row. But besides the low rates and high coverage, you can depend on these plans to be there for you and your employees in the future. The Trust has been around for 50 years, and last year A.M. Best awarded the Trust's self-insured plans a B++ rating for financial stability,

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## ProtectPlus Expands HSA Offerings

**Responding to the growing popularity of Health Savings Account eligible medical insurance plans (commonly referred to as HSAs), the Group Insurance Trust has expanded its current offerings with a third such plan, Protect HSA \$2,500.**

With premiums approaching the lower end of ProtectPlus co-pay plans, the new

plan offers significantly greater benefits than the two already established Protect HSA plans. As with all HSA-eligible plans, Protect HSA \$2,500 features a high annual deductible that must be satisfied before benefits are paid by the plan. For the new plan the deductible is \$2,500 per individual and \$5,000 per family. Though not greatly different from HSA-

\$2,850 in respect to the deductible, the difference in benefits is large indeed.

After the deductible is met HSA \$2,500 provides 100 percent coverage for all in-network office visits, professional services, emergency and in-patient hospitalization, hospital and outpatient surgery, lab costs and more. It also pays 70 percent of the negotiated fee for all these

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## A Note from Susan Young, Executive Director

**Founded in 1959 and boasting a history** of remarkable achievements, the Group Insurance Trust is rapidly approaching its 50th anniversary. Throughout the intervening years the Trust has been dedicated to providing high-quality, cost-effective group health and welfare programs to owners and employees of CalCPA-member firms. These goals have been achieved by leveraging the bargaining power of a large group to obtain competitive prices for the many small employers that make up the bulk of its membership.

In 1997 the California Department of Insurance licensed the GIT to operate as a Multiple Employer Welfare Arrangement, and the Trust launched the self-insured ProtectPlus line of health plans. The GIT also provides access to self-insured dental and vision plans as well as fully insured HMOs, life insurance, and disability policies.

Of course, at the center of the Trust's offerings, is the ProtectPlus family of health plans. Designed by CPAs for CPAs and available to firms of all sizes, this is your

CalCPA-endorsed healthcare plan. If you haven't yet considered switching to one or more of these plans, now is the time to take a closer look. You will find competitive rates, a large portfolio of plans, a dedicated staff to serve you, and one of the largest provider networks in the state through Anthem Blue Cross.

Here's a chance to deepen your connection to the organization that serves you and at the same time take advantage of a first class health plan. If you would like a no-obligation quote, call Tom Kowalski, sales manager for the Group Insurance Trust, at (650) 802-2406. If you work with a broker, have your broker call Tom. ♦

## ProtectPlus Offers New HSA Plan

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services when provided out-of-network. In contrast, HSA \$1,500 and \$2,850 pay 70 percent of negotiated fees for in-network services and 50 percent of negotiated fees out-of-network.

Those considering an HSA eligible plan should keep in mind some important facts about how these plans work. First, annual deductibles and out-of-pocket maximums are applied somewhat differently in most HSA eligible plans than they are in traditional copay plans. Most copay plans "embed" the individual deductible within the family deductible. This allows one family member to meet his/her deductible or out-of-pocket maximum before the entire family deductible or out-of-

pocket maximum is met. However, most HSAs do not embed individual deductibles or out-of-pocket maximums within the family deductible and out-of-pocket maximum amounts. This is done in part because of the regulations governing HSAs and in part to reduce premium costs. As a result, for HSA subscribers covering family members, the entire family deductible and out-of-pocket maximum must be met before any family member's deductible or out-of-pocket maximum is considered met.

It's important to be clear about the two elements involved in HSAs that are commonly confused. This confusion stems in large part from the misleading, generic use of the term HSA. The

principle to keep in mind is that the law granting HSA tax benefits intends for subscribers to combine a high-deductible health plan (HDHP, but also called an HSA eligible plan) with a tax-exempt trust or custodial account through a financial institution. The latter is the "health savings account" that gives the entire program its name.

There are now many institutions that have HSA trustee account programs, and ProtectPlus HSA subscribers are free to use the financial institution of their choice. However, as a convenience, the Trust provides access to Health Savings Accounts through Bank of New York Mellon, US Bank, and, most recently, Alliant Credit Union. More information regarding ProtectPlus HSA plans and Health Savings Account programs is available on [www.cpaprotectplus.com](http://www.cpaprotectplus.com). ♦

## Meet Trustee Gale Case, Board Chair

**While there is no Group Insurance Trust (GIT) Hall of Fame, if there were,** Gale Case would certainly be among the inductees. Having served as board chair since 1997, Case has been among the most hard-working supporters of the Trust's insurance programs.

By the time he was first appointed to the GIT board as chair, a position reaffirmed annually by the elected trustees, Case had already led a distinguished career marked by exceptional service to CalCPA. He began his accounting career in the state of Washington at Haskins & Sells (now part of Deloitte & Touche), then moved to Southern California where he attended Fuller Theological Seminary and received a master's of divinity.

After spending several years as pastor of a Congregational Church, he returned

to accounting in a two-person firm, but over the following decades his firm was involved in several mergers. In 2006 he retired as principal of Rothstein, Kass & Co. P.C., though he continues to be involved on a part-time basis.

In the early 1980s Case became active in the Los Angeles Chapter of CalCPA, chairing various committees and serving as chapter president from 1991 to 1992. During these years he also became active in CalCPA on the state level, eventually serving as president and chairman of CalCPA's board for the 1995-1996 term. While he was president, CalCPA's legislative agenda included supporting laws to allow the GIT to operate as a Multiple Employer Welfare Arrangement. It was through these efforts that he became aware of the valuable service the Trust provides to members.

After the successful efforts to relaunch the GIT's medical insurance program as a MEWA and after his term as CalCPA president was over, Case was appointed to the Trust board as chair with the intention of creating a closer working relationship between CalCPA leadership and the Trust.

Now, twelve years later, he has seen the medical insurance program strongly reestablished. Still, he says, there is much work to be done. He especially wants to bring in more member firms as ProtectPlus subscribers. Summing up his message to the CalCPA membership he says, "I want CalCPA members to be aware that the Trust has been in business a long time. It has good staff leadership and is governed by experienced professionals."

## Great Benefits

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an unusually high rating for a relatively small organization on its first application. The GIT now offers eight ProtectPlus co-pay plans. Structured with graduated co-payments and premium levels, there is a plan for every budget and benefit design. Three co-pay plans feature "enhanced" benefits, which means that your first six in-network doctor's visits per calendar year (combined with in-network mental and nervous outpatient visits) are not subject to the deductible. In addition, the GIT now has three HSA eligible plans. Often favored by those who are younger and healthier, all three of these plans offer a great deal of value. To round out firms' healthcare options, all of the

ProtectPlus plans may be paired with either Anthem Blue Cross' Advantage 100 HMO or Value 80 HMO.

### Vision and Dental

While many employees simply expect to get health coverage through their workplace, additional benefits can give them a sense of being appreciated. The good news is that you can offer some of these benefits without putting a big dent in your wallet. For instance, while the monthly premiums for Vision Service Plan (VSP) are quite low, employees consistently express appreciation for the coverage. Like ProtectPlus, the plan is self-funded by the Group Insurance Trust.

Two plans are offered. The VSP Standard Plan provides for medically necessary lenses or contact lenses every 24 months while the Enhanced Plan provides these benefits every 12 months. Both plans provide out-of-network benefits, but 90 percent of members see VSP providers,

which means that a \$15 copay is all their exam will cost them.

Another highly popular benefit is the GIT's dental plan provided through Delta Dental. Offering quality dental care at affordable rates, diagnostic and preventive services are fully paid by Delta as are 90 percent of the cost of basic services when provided by participating dental offices. Crowns, inlays, prosthodontic and implant services are all covered at the 50 percent level. While subscribers may use a dentist not in the Delta program, they are likely to face higher out-of-pocket costs and may have to submit their own claims.

Taken together the Trust's medical, dental and vision plans provide a complete benefit package for your employees' health needs that will compete against any package available. Taken individually, each on its own spells quality and value. ♦

## CalCPA-Endorsed Plans

**Get information now!** For more information on the following CalCPA-endorsed plans, please complete this card and fax it back to **(650) 802-2249**.

### Individual Plans

- Individual Term Life Coverage
- Individual Personal Accident Protection

### Employer Group Plans

Information and premium rates for Employer Group Plans are available online at [www.cpaprotectplus.com](http://www.cpaprotectplus.com)

- CPA ProtectPlus Health Plan  
(Please indicate number of permanent employees working more than 20 hours per week \_\_\_\_\_.)
- Group Dental Plan
- Group Long-Term Disability Plan
- Group Term Life Plan
- Group Vision Service Plan

### Professional Liability Coverage

More information is available at [www.camico.com](http://www.camico.com)

- CAMICO

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Name \_\_\_\_\_

Firm Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_

Zip \_\_\_\_\_

Phone Number \_\_\_\_\_

No. of Professionals in Firm \_\_\_\_\_

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