Your Participation More Important than Ever!

Would you willingly spend $400,000+ more than you have to for health care?

That may happen to our 2011 medical premiums if we do not have enough employees complete the Aetna Health Assessment and an Online Wellness Program. Aetna’s thresholds of participation that would allow us to earn a reduction in the medical inflation factor (see below) they will use in our renewal calculation is as follows:

<table>
<thead>
<tr>
<th>Percent of Employees Completing an HRA</th>
<th>4 Percent</th>
<th>3 Percent</th>
<th>2 Percent</th>
<th>1 Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of HRAs needed to reach percentage</td>
<td>70%</td>
<td>60%</td>
<td>50%</td>
<td>40%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Percent of Employees Completing an Online Wellness Program</th>
<th>450</th>
<th>385</th>
<th>320</th>
<th>250</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Online Programs needed to reach percentage</td>
<td>50%</td>
<td>40%</td>
<td>30%</td>
<td>20%</td>
</tr>
<tr>
<td></td>
<td>320</td>
<td>260</td>
<td>200</td>
<td>130</td>
</tr>
</tbody>
</table>

Whereas our HRAs are well above the amount needed for a 2% reduction, if we do not also complete enough online wellness programs we receive no discount.

Note: We only have until 08/31/10 to reach our goal.

Why is a reduction in the Medical Inflation Rate Important?

The current estimate of medical inflation (the increase in cost of medical care over time) that Aetna is using in their calculations is 15.02%. If we fully achieve our participation goal it will be reduced by 4% to approximately 11%. We recently had an estimate made of what our 2011 medical premiums would be using recent claim data at both the 15% rate and the 11% rate.

At 15% our increase could be anywhere from 18% - 23% but at an 11% medical inflation rate our 2011 increase would fall to somewhere between 10% - 15% - approximately an 8% reduction! Our current premiums in 2010 will total near $6 million Dollars so an 8% reduction would be in excess of $400,000!

Yes, these are only estimates and our actual premium increase will depend on many factors. However, the estimate does illustrate how important it is for everyone to make the effort to participate especially in the Online Wellness Programs.

Navigation of the Aetna Navigator website can be a little tricky so we have provided the following link to more information and instructions to help you create an Aetna Navigator Account, find the Health Risk Assessment and locate the online Wellness Programs [http://www.bates.edu/aetna-hra.xml](http://www.bates.edu/aetna-hra.xml).

You also need to remember to return to the online Wellness Program 30 days after you started it to complete a brief questionnaire. Completing the 30 day questionnaire is the only way to receive credit for the wellness program (and receive a $50 gift certificate). **You only have till July 31st to begin your Wellness Program!** Members of Human Resources are available to assist you in any part of the process. – **Together We Can Hold Down Healthcare Costs!**