



# Custom Design Benefits

Innovative Cost Containment Solutions for Employee Benefits

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NEWSLETTER  
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# Executive Spotlight:

## Letter from Julie



Greetings,

The new year is underway, and spring is almost here! The Custom Design Benefits team is looking forward to another year of serving you and providing innovative cost containment solutions that benefit you and your employees.

As you may know, we launched our new CDB website and portals on February 4. Our new online health portals provide an enhanced user experience for our group members, employers and providers. Thank you for your patience as we work through issues identified since the launch. We also appreciate the feedback you've shared, and encourage you to continue to let us know how we can enhance our new platform.

The fourth quarter is always a busy and challenging time as we work with the majority of our clients for January 1 renewals. This past one was particularly challenging as we learned of policy changes from several local Cincinnati hospital systems that caused a disruption for some employers and their members. We are pleased to report we have worked through the majority of these issues with the hospital systems and are reaching out to affected employers and their brokers to discuss and implement alternative solutions.

In this newsletter edition, you'll learn more about the new technology we've implemented as well as a new program offered through Magellan Rx, called Value Max. We'll cover the latest in compliance and show you some powerful stats on the significant prescription drug savings CDB delivered in 2018. Finally, we'll share some photos of our year-end celebration held at the Cincinnati Museum Center at Union Terminal.

We're proud to be your benefits provider and wish you continued success in 2019!

Best regards,



Julie D. Mueller  
President & CEO

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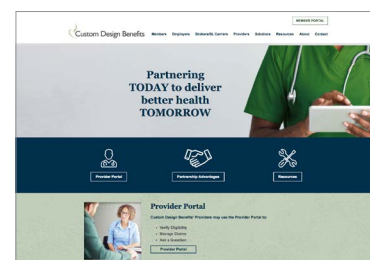
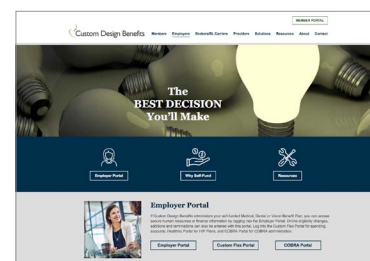
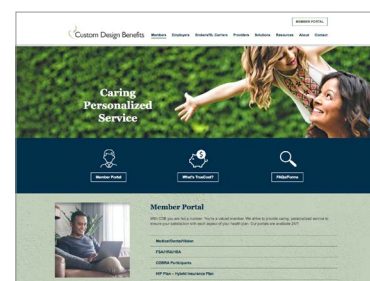


# Our New Website Is Made for You and Your Members

We're calling 2019 the year of technology at CDB! Our new website and online health portals are designed to make technology work for you, allowing you and your members to easily manage your healthcare and plan benefits online.

Since we launched our new website and portals on February 4th, we've been working diligently to continue to enhance the user experience and resolve all technical issues that have been identified. Please continue to share your feedback with us so we can provide the best user experience for you and your employees.

Access to the member portal is available from both desktop and mobile devices to view personal records, claims, plan documents and much more, anywhere, anytime!



*If you or your members experience any trouble in accessing your portal, please reach out to your Account Manager immediately so we can resolve any issues.*

## Your employer portal helps you easily:

- View your population data through Executive Analytics
- View claims and plan documents
- Add a new employee
- Submit a change for a qualifying event
- Request an ID card for an employee
- Send a secure email to CDB

## Your employees can now:

- View claim information
- View Explanation of Benefits
- View plan documents
- Request an ID card
- Email CDB, including Case Manager, securely
- Download forms
- Access the portal on a mobile device



# New Technology at Your Fingertips

We are so excited to share our new Executive Analytics technology with our group medical clients! This powerful data analytics tool provides a high-level summary dashboard view of financial and utilization trends with benchmark comparisons. The visual dashboard helps you quickly understand financial and utilization plan performance. With this tool, all the necessary decision-making information is right at your fingertips!

**From a straightforward, highly visual platform, you can easily see:**

- **Financial Dashboards:** Snapshot of medical claims, pharmacy claims, specialty drugs, and admissions
- **Utilization Dashboards:** Overview of ER visits, inpatient admissions, and outpatient imaging
- **Reports:** View your Report Manager, which allows you to download single reports or create report bundles
- **Scheduler:** Access reports that have been scheduled for download
- **Downloads:** Your repository of downloaded reports and documents

If you have not yet created your Executive Analytics account, please contact your Account Manager for assistance to ensure you receive the necessary activation links.

# Trending Topics

At CDB, we keep our finger on the pulse of what's happening in the world of compliance, legislation and benefits. Explore some of the latest news:

## Michigan Health Insurance Claims Assessment (HICA Tax) Repealed

HICA was repealed effective October 1, 2018 and replaced with the Insurance Provider Assessment (IPA). The IPA will drastically relieve the administrative costs and tax burdens that self-insured employers experienced under HICA.

[https://www.michigan.gov/documents/treasury/IPA\\_Notice\\_641601\\_7.pdf](https://www.michigan.gov/documents/treasury/IPA_Notice_641601_7.pdf)

## After delay, DOL Issues 2019 Adjusted Penalty Amounts

Outlines updated penalty amounts after the 2019 Government Shutdown

<https://tax.thomsonreuters.com/blog/after-delay-dol-issues-2019-adjusted-penalty-amounts/>

## DOL Reiterates That ERISA Preempts State Laws Requiring Written Consent for Wage Withholding

Highlights the benefit of ERISA in that it generally preempts state laws that “relate to” ERISA plans

<https://tax.thomsonreuters.com/blog/dol-reiterates-that-erisa-preempts-state-laws-requiring-written-consent-for-wage-withholding/>

## Courts Block Final Contraceptive Coverage Exemption Regulations

Explains the status of regulations aimed at expanding the exemption to the ACA's contraceptive coverage mandate

<https://tax.thomsonreuters.com/blog/courts-block-final-contraceptive-coverage-exemption-regulations/>

## Affordable Care Act Held Unconstitutional by Federal Trial Court

Provides a brief overview of a federal trial court finding the ACA unconstitutional

<https://tax.thomsonreuters.com/blog/affordable-care-act-held-unconstitutional-by-federal-trial-court/>

# Compliance Corner

## 2019 Patient-Centered Outcomes Research Initiative (PCORI) Update

### The PCORI fee is set to expire October 1, 2019.

This means that for any plan ending on or after October 1, 2019 (e.g., calendar year plans, etc.), the PCORI fees won't apply at all.

For any plan ending between October 1, 2018 and October 1, 2019, the fee is calculated by multiplying the plan's average number of covered lives by the applicable PCORI dollar amount (\$2.45).

$$\text{Fee} = \text{plan's average number of covered lives} \times \text{applicable PCORI dollar amount (\$2.45)}$$

# Rx Savings

## Prior Authorizations and TrueCost Rx

In 2018 we partnered with RxResults for prior authorizations for specialty medications and pulled this responsibility from the PBMs. Specialty medications are approved based on evidence-based medicine and peer review studies on drug efficacy.

RxResults is independent of PBMs and is affiliated with the University of Arkansas College of Pharmacy. As you can see the savings across all of our clients was significant in 2018.

# \$2,187,369.53

Rx Savings through Prior Authorization

## TrueCost Rx Savings

CDB's solution for the rising cost of prescription drugs, TrueCost Rx, was also launched in 2018. TrueCost Rx, Reference-Based Pricing for non-specialty Rx, is an alternative to traditional PBM offerings. Offered through Magellan Rx and Rx Results, TrueCost Rx provides Reference-Based Pricing for 30+ Therapeutic Classes of non-specialty prescriptions. Our evidence-based pharmacy risk management provides tiered programs that produce progressively increased Rx savings for plans. TrueCost Rx works with employers to find the savings you desire and the Rx coverage members need.

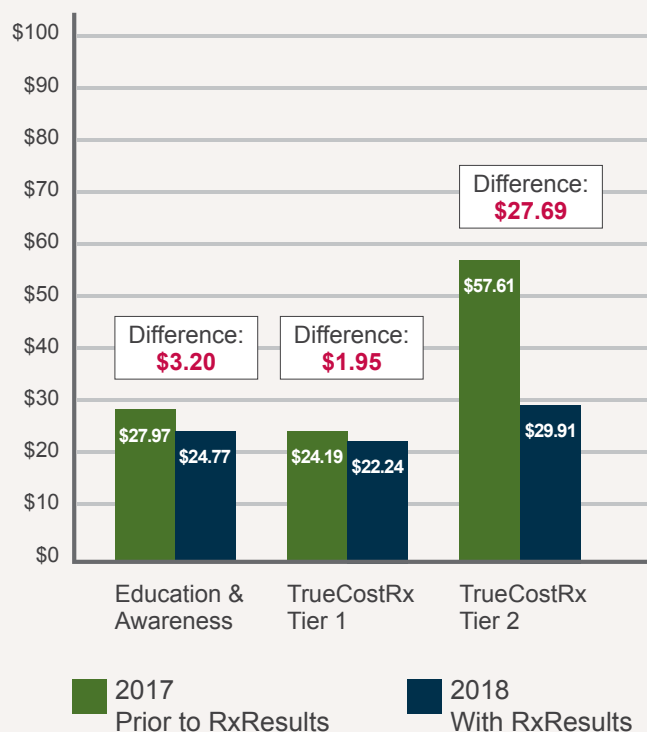
### Annual Performance:

1/1/2017-12/31/2017 – 1/1/2018-12/31/2018



## TrueCost Rx Savings – PMPM

Excluding Specialty Claims





# Specialty Savings through Value Max

As specialty drug costs continue to rise year after year, CDB is committed to lowering specialty costs for clients through **Value Max**, a specialty cost containment solution provided through Magellan Rx that saves employers **10-12%** of their total specialty drug spend.

## How Does Value Max Work?

- Magellan Rx identifies the most common and costly drugs for which there is generous, non-needs-based copay assistance available, and connects members with these programs.
- Member cost share is raised to maximize manufacturer copay assistance. The increased member responsibility is paid by the copay assistance program and the plan receives the savings.
- Our program helps to identify member assistance dollars paid by the drug manufacturer and excludes them from the member's deductible and out-of-pocket maximum.

As a result, both members and employers benefit from specialty discounts, as opposed to cost-shifting from one party to another.

**Value Max saves employers **10-12%**  
of their total specialty drug spend.**





## Ending the Year on a High Note!

As fourth quarter is such a busy time, CDB celebrated 2018 with our annual year-end party held on February 22. This year, our employees gathered at the Cincinnati Museum Center at Union Terminal for lunch and tours of the exhibits in the Cincinnati History Museum and Museum of Natural History & Science. For extra fun, we had a little team competition with a group selfie scavenger hunt. As you can see, everyone had a great time!

**Thanks for reading this edition of the Custom Design Benefits Newsletter!**  
**To learn more about products or announcements featured, call 513.598.2929.**



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